

ᏌᏐᏐᏐᏐᏐ Strategic Plan

2015

Chief Signature: *Darwin Gabelt*
Date: *Nov 23/15*

Executive Director Signature: *[Signature]*
Date: *NOV 23/15*

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Definitions

ᑕᓐᓇᓱᓂᓗᓐᓂᓐ:	Ahousaht
hahouthee:	territorial lands, waters, and resources
hahuupcimis:	helping everybody
Hahuupstalth:	teach one another
ᓱᓐᓐ'it (ᓱᓐᓐ'iiᓱ, <i>pl</i>):	Chief(s)
Heshook-ish Tsawalk:	that everything is one
Hishuukish Tsawok:	that everything is one
huupiitstalth:	helping one another
iisaakmis:	respect everything and everybody
lisaakstalth:	respect one another
k^wiik^witupsap:	creator or transformer
musčim (muschim):	people
ya'akmis:	love and understanding
Yaᓗᓐᓂᓗᓐᓂᓐ:	caring for one another

Vision Statement

ᑕᓐᓇᓱᓂᓗᓐᓂᓐ seeks self-governance in the hahouthee to promote the health, safety, transparency and prosperity of the ᑕᓐᓇᓱᓂᓗᓐᓂᓐ muschim.

Mission Statement

Excellence in governance through the support and development of our employees and our muschim.

Values

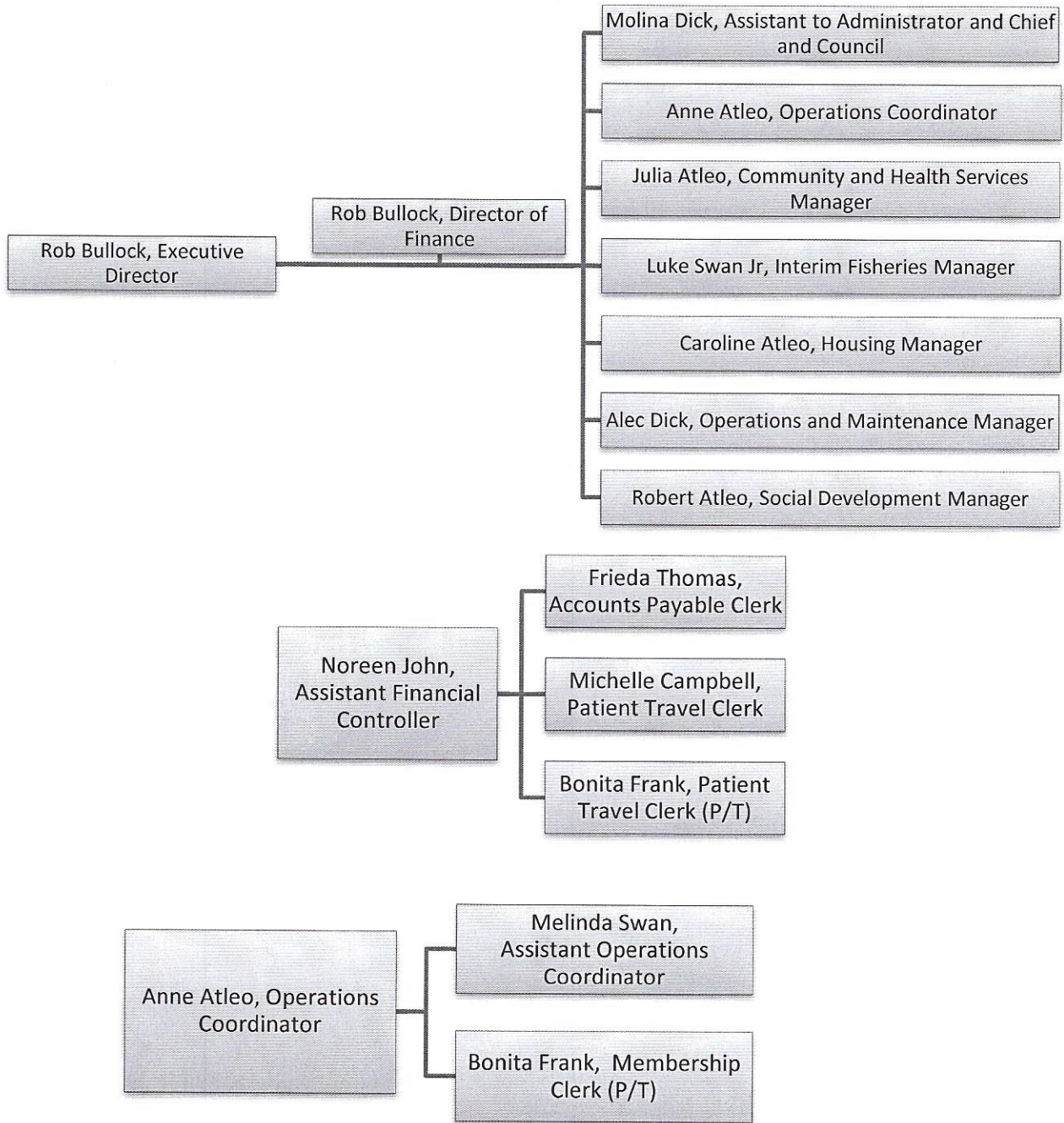
yaᓗᓐᓂᓗᓐᓂᓐ:	caring for one another
lisaakstalth:	respect one another
huupiitstalth:	helping one another
hahuupstalth:	teach one another

ᑕᓐᓇᓂᓂᓐᓂᓐ Chief and Council

Effective July 2014 to June 2018

Name	Portfolio
Greg Louie, Chief in Council	ARFA, Finance
P. Lindsay Campbell, Deputy Chief	ARFA, CCHY, Elections Regulations, Finance, Housing, Patient Travel, Personnel, SD, Tourism
Cliff Atleo, non-resident	ARFA, CCHY, Finance, Fisheries, Fish Farm, MHSS, Natural Resources, Treaty
Angus Campbell	ARFA, Finance, Membership, Natural Resources
Thomas Campbell	ARFA, Capital Projects, Economic Development, Elections Regulations, Finance, Fisheries, Fish Farm, Justice, Housing, Membership, Natural Resources, Personnel, Recreation
Darlene Dick	ARFA, CCHY, Finance, Justice, Housing, Communications, Education, Membership, Personnel, Recreation
Mark Jack	ARFA, Finance, Justice, SD
P. Guy Louie, non-resident	ARFA, Economic Development, Elections Regulations, Finance, Fisheries, Fish Farm, Natural Resources
Joe James Rampanen	ARFA, CCHY, Finance, Housing, Natural Resources, Communications, Tourism
Arnold Robinson, non-resident	ARFA, Finance, Fisheries, Tourism
Qamiina Sam	ARFA, CCHY, Cultural, Economic Development, Finance, Housing, Personnel, Recreation, Tourism
Michael Swan	ARFA, Capital Projects, Communications, Education, Emergency Response, Finance, Justice, Membership, Patient Travel, Personnel, Recreation, Tourism
Andrew Webster, non-resident	ARFA, Ahousaht Fishing Corp, Elections Regulations, Finance, Fisheries, Membership

Saahuus?ath Administration



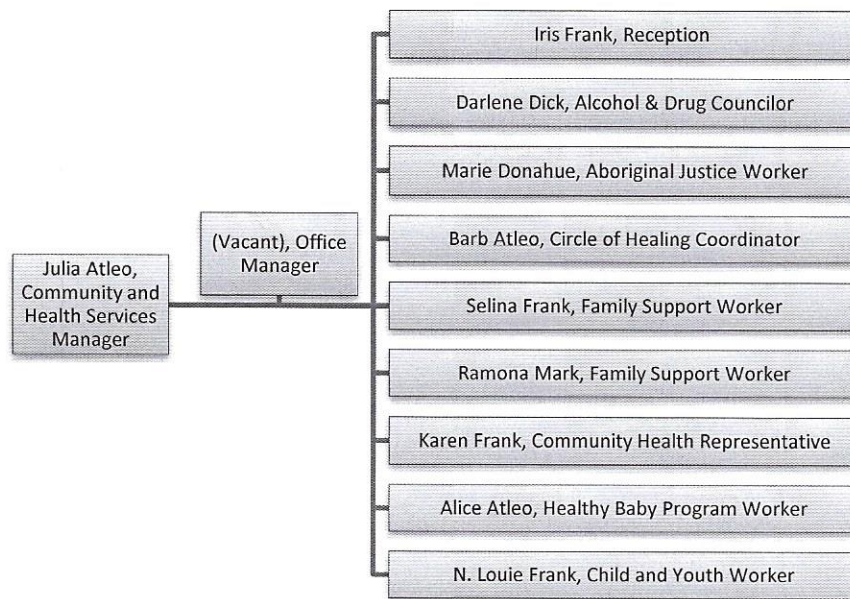
ᑕᓐᓇᓱᓂᓗᓂᓐ Chief and Council Strategies

1. Develop an ᑕᓐᓇᓱᓂᓗᓂᓐ Constitution
2. Promote organizational culture based on ᑕᓐᓇᓱᓂᓗᓂᓐ pillar values
3. Build an Elders and Disability Long-term Care facility and/or a Palliative Care home
4. Develop an overall ᑕᓐᓇᓱᓂᓗᓂᓐ housing plan including homes for young families, elders and rental units
5. Establish an affordable day care other than the school for working parents
6. Develop youth program promoting healthy, active ᑕᓐᓇᓱᓂᓗᓂᓐ youth
7. Develop a library
8. Improve use of Information Technology
9. Repair the community gardens' greenhouse, and continue to grow our own fruits and vegetables
10. Prepare for staff retirements
11. Re-activate committees
12. Engage in quarterly meetings with ᓱᓐᓐᓐᓐᓐ
13. Ensure the Tofino Protocol agreement is followed
14. Re-establish the Ahousaht Security
15. Ensure our roads are paved and well drained
16. Develop and build a Spiritual Place
17. Implement a new waste and waste water treatment plant
18. Improve Emergency Preparedness
19. Revise the Ahousaht Financial Policy
20. Revise the Ahousaht Personnel Policy
21. Revise the Ahousaht Elections Code
22. Follow the Community Tripartite Agreement between Ahousaht and the RCMP
23. Resume with Governance training to Chief and Council, managers, and staff
24. Sign the USMA protocol agreement
25. Establish a new cemetery
26. Ensure a new strategic plan is revisited every four years after each Chief and Council election
27. Establish an ᑕᓐᓇᓱᓂᓗᓂᓐ census
28. Strengthen new sources of revenue through strong partnership with MHSS
29. Establish a taxation system for properties, homes and businesses in the ᑕᓐᓇᓱᓂᓗᓂᓐ ᓱᓐᓐᓐᓐᓐ
30. Revisit the Community and Land Use Plan
31. Develop a risk management plan including business continuity
32. Achieve all goals set out in the Management Action Plan (MAP) and exit the MAP as soon as possible
33. Continuously be aware of opportunities for all Ahousaht, all departments, staff and community

Risks:

Natural Disasters, Attacks/Terrorism, Wildlife, Staffing issues, Technology, Infrastructure break downs, Diseases, Power Outage, Cultural & Community Practises, Attendance, Addiction, Family Issues

Chah Chum Hii Yup Tiichmis (CCHY)



CCHY Mission Statement

“Naas leads us to a strong, healthy and vibrant community in one canoe, paddling in unison with respect and integrity for generations to come; huupitstalth with iisaakmis, ya’akmis, hahuupcimis- HISHUUKISH TSAWOK”.

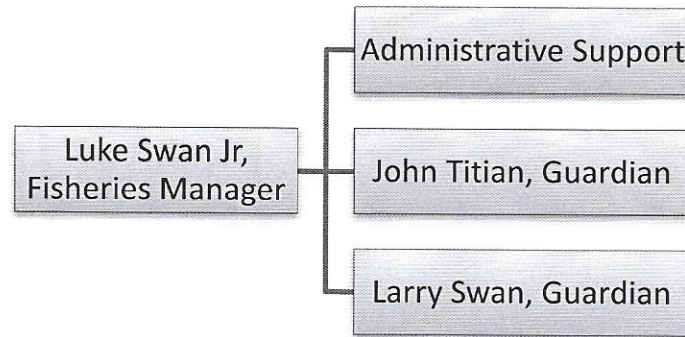
CCHY Strategies

1. Give formal notice to leave NTC
2. Independently deal with First Nations Health Authorities (FNHA) ensuring ᑕᓐᓱᓱᓱᓱᓱᓱ manages the care of Nursing, Environmental Public Health Services, Health Surveillance, Health Promotion and Disease Injury Prevention, Mental Health and Addictions, Early Childhood Development, Health Living Chronic Disease and Injury Prevention, Health Protection, and e-Health.
3. Become a legal entity
4. Develop a Health Board in order to access more funding
5. Hire a Remote Nurse Practitioner to deal with patient emergencies
6. Establishing a Traditional Advisor position promoting cultural, spiritual and language teachings
7. Hire a General Practitioner and Doctor through FNHA
8. Improve Information Technology
9. Develop Community e-Health: the use of information management and communication technologies in health services is an area of development that offers potential tools and strategies to improve effectiveness of health services for First Nations in British Columbia.
10. Assess the CCHY building’s capacity for all services and personnel required

ᑕᓐᓇᓱᓂᓄᓐᓇᓂ Strategic Plan

Risks:

Natural Disasters, Attacks/Terrorism, Wildlife, Staffing issues, Technology, Infrastructure break downs, Diseases, Power Outage, Cultural & Community Practises, Attendance, Addiction, Family Issues
Fisheries



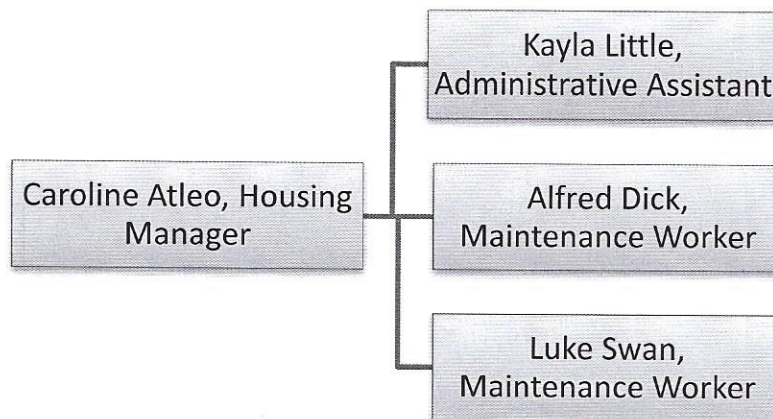
Fisheries Strategies

1. Prevent poaching and black market by non-members and members by developing policy and procedures, by-laws, and/or add a constitution
2. Conserve and protect all species and our resources in order to prove to Department of Fisheries and Oceans (DFO) that we are capable of conservation
3. Home use fish for the fair share of ᑕᓐᓇᓱᓂᓄᓐᓇᓂ muschim
4. Re-seed our clam beaches
5. Fishery Training
6. Practice our Right to Catch and Sell all species (excluding geoduck)
7. Stop geoduck fishing in our hahoulthee
8. Enhance dog salmon, herring roe, and salmon within our hahoulthee
9. Control all commercial fishing within our hahoulthee
10. Practice our rights to hunt sea otters and sell their hides
11. Stop non-members from using our permit system and our rights to sell
12. Establish a protocol agreement between Fisheries, Ahousaht Fishing Corporation, Taakwiihahk, Hawiih Forum, and West Coast Aquatic to define each organizations' role and responsibilities
13. Move Ahousaht Fishing Corporation into the Ahousaht Fisheries building

Risks:

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Housing



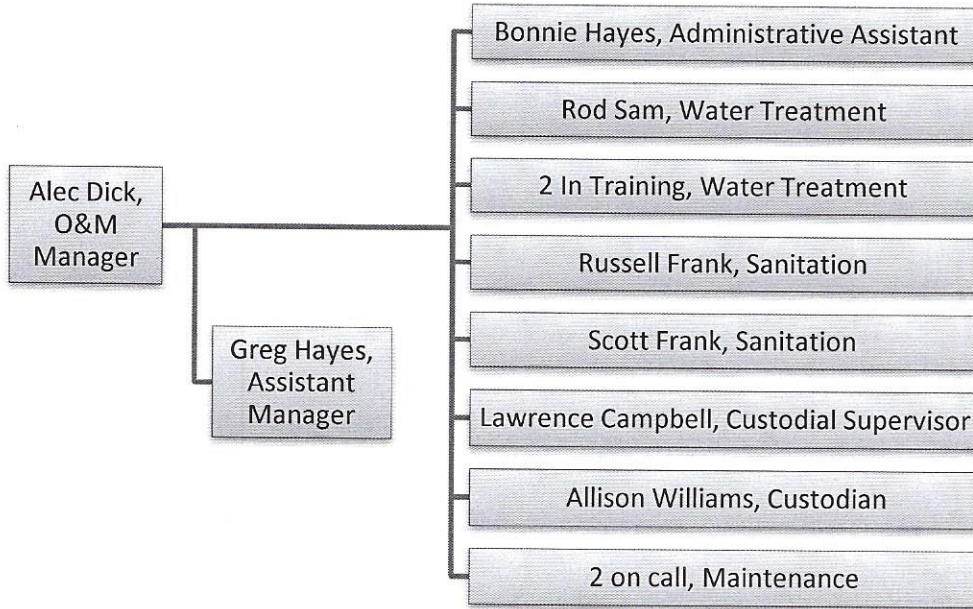
Housing Strategies

1. New Construction – ᑕᓐᓇᓱᓂᓄᓐᓂᓐ muschim can take mortgages from Financial Institutions to build their own homes on the ᑕᓐᓇᓱᓂᓄᓐᓂᓐ reserve
2. Mold remediation
3. Renovations
4. Enforcing rental agreements per the Tenancy Act of British Columbia
5. Obtain political support from the Chief and Council to address AANDC housing subsidy of \$40k being frozen since the 1950's. The Inflation Calculator uses monthly consumer price index (CPI) data from 1914 to the present to show changes in the cost of a fixed "basket" of consumer purchases. These include food, shelter, furniture, clothing, transportation, and recreation. An increase in this cost is called inflation. The CPI for 1950 was 12.1 and for 2015 it is 124.3. In 1950 we were able to build our homes for \$40,000, and according to the CPI we could build a home for \$410,909.09.
6. Vacant homes: repair or demolish vacant homes

Risks:

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Operations and Maintenance (O&M)



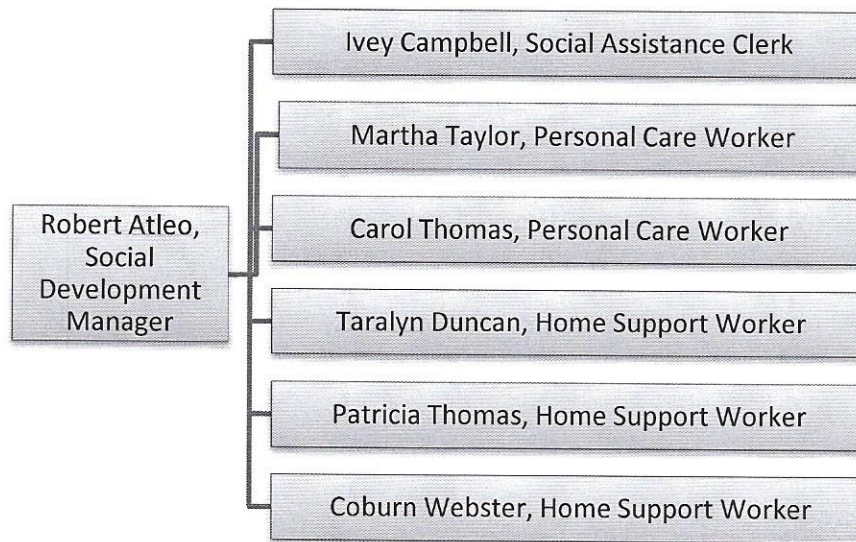
O&M Strategies

1. Update the sewer septic tank system ensuring the health of all musčim
2. Establish a compost system at the transfer station
3. Organize road drainage throughout the reserve
4. Pave our roads throughout the reserve
5. Establish a road maintenance plan
6. Continual training of new and existing water treatment plant workers
7. Review our options for the mini-mall as to whether we repair it or demolish it
8. Organize house fire training
9. Establish a maintenance plan for vacant lots at the New Subdivision (DL3) in consideration of the underground utility wires and plumbing

Risks:

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Social Development (SD)



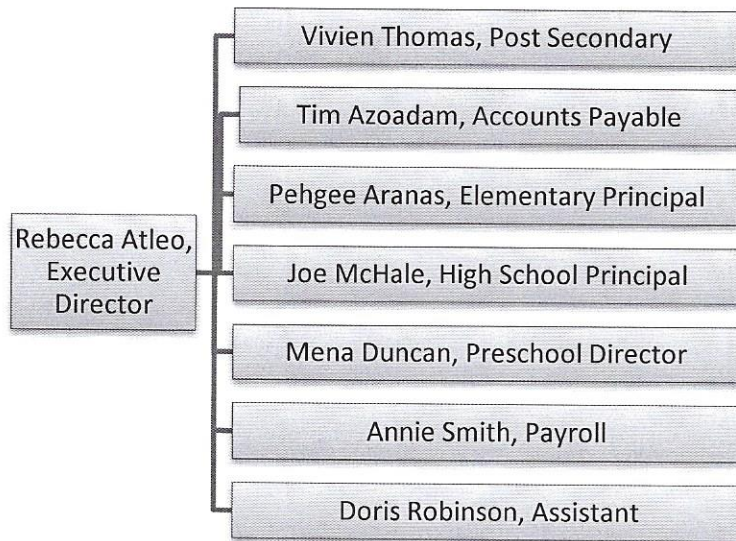
SD Strategies

1. To have a clientele of single parents and disabled persons only (highly expecting the ᑕᓐᓇᓱᓂᓄᓐᓇᓂ Economic Development will flourish and employ all the other clients)
2. IA support for NETP and ABE students
3. Incentive hours for single parents of children aged 0-3 and disabled clients per BC's IA policy
4. Family units may earn \$200 and single clients may earn \$100 before being deducted per BC's IA policy
5. Providing continental breakfast for school children
6. Direct deposit program and/or Cheque released by receptionist
7. Expand the Assisted Living programs

Risks:

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Ahousaht Education Authority (AEA)



AEA Vision:

Education is important to individual and community success. AEA honours inclusiveness and respect in support of students' intellectual, cultural, physical and emotional well-being.

Mission:

Wellbeing through education.

Values:

yaʔakstalth:	caring for one another
lisaakstalth:	respect one another
huupiitstalth:	helping one another
hahuupstalth:	teach one another

AEA Strategies

1. Improved access to buildings
2. Trades that support community
3. Increase Athletic programs
4. Higher level of learning for all
5. Reading at grade level or higher
6. Improving attendance
7. Build an adult learning center
8. Build Music program
9. Increase ᑕᑎᑎᑎᑎᑎᑎ language
10. Improve Cultural value and identity
11. Build a new elementary school
12. Build self esteem
13. Increase number of Graduates
14. Increase Counselling Services
15. Increase awareness of educational & vocational opportunities
16. Buy two school buses
17. Improve Internet Access
18. Drug and Alcohol program
19. Increase Post-Secondary numbers
20. Improve Library
21. Improve Community Literacy
22. Improve Information Technology
23. Improve Teacher recruitment and retention
24. Improve gymnasium facilities
25. Increase Environmental Awareness
26. Build Safe Home for vulnerable students
27. Increase grant applications
28. Improved Ahousaht Capacity Building
29. Increase Emergency Preparedness
30. Healthy Living
31. Improve School Grounds

Risks:

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