



K'ómoks First Nation

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CHIEF & COUNCIL STRATEGIC PLAN

2019 to 2021

K'ómoks Chief and Council
March 21, 2019

VISION *(proposed)*

K'ómoks First Nation honours their cultures and cares for the well-being of our members, while supporting health and healing through a unified Nation K'ómoks First Nation respects, and cares for their lands, waters, and air while moving forward (hehewčis) as a Nation with integrity and pride.

MISSION *(proposed)*

K'ómoks First Nation ensures the well-being and self-sufficiency in all aspects of their Nation by asserting our rights and title while upholding their members.

Well-Being is defined as:

- Overall, improving the happiness and contentment of our Elders, Youth, members and families by ensuring their basic needs are met and all have equal access to opportunities.
- Enhancing social connectedness through culture, communication, respect and understanding.
- Enhancing financial health by providing opportunities for employment, training and education.
- Enhancing physical health through recreation and sport.
- Enhancing mental health through cultural support programs.

Self-Sufficiency is defined as:

- Giving members and their families the confidence and ability to live without reliance on others:
 - Provide skills training.
 - Improve graduation rates and post-secondary rates.
 - Reduce the unemployment rate.
 - Increase connection to the land.
- At a Nation level, developing the resources required to be less reliant on others:
 - Develop true strategic, mutually beneficial partnerships with industry and governments.
 - Develop the capacity of the Nation through education, training and mentorship.
 - Increase the production value of the Nation's resources and lands.

STRATEGIC PRIORITIES FOR 2019-2021

Governance and Administration

1. Improve internal and external communication.

- a. Develop a communications plan to improve communication between KFN, KEDC and Treaty.
- b. Regularly communicate opportunities and programs to members and their families.
- c. Develop a communications strategy to improve communications with external parties (i.e. governments, agencies, and corporations).

2. Address K'ómoks First Nation' human capacity needs.

- a. Conduct an organizational review to assess current and future HR needs.
- b. Hire a human resources coordinator.
- c. Provided training for staff – professional development, conflict resolution, leadership

3. Review and updated laws and policies.

- a. Review the Financial Administration Law and update as required.
- b. Ensure policies are reviewed on an annual basis.
- c. Implement a local procurement policy to provide opportunities for K'ómoks entrepreneurs and members.

4. Enhance government to government relationships.

- a. Develop a plan to enhance relationships with local, provincial and federal governments.
- b. Develop a plan to enhance relationships with First Nation governments.
- c. Improve the relationship with the RCMP.

People – Education, Health & Social Development

Education

- 1. Improve the education of primary and secondary students.**
 - a. Revise the Local Education Agreement.
 - b. Hire a French language tutor.
 - c. Provide career planning support for high school students.
 - d. Enhance the political relationship with the school district.

- 2. Improve the resources available for post-secondary students.**
 - a. Find funding for living allowances.
 - b. Find additional funding post-secondary through industry and government partners.
 - c. Develop a mentorship and job shadowing program.

- 3. Provide education opportunities for adults.**
 - a. Update the K'ómoks skills database to understand available skills amongst members.
 - b. Find funding for skills training.
 - c. Provide trades training opportunities.
 - d. Provide conflict resolution and leadership training to members.

Health

- 1. Build a better relationship with health providers.**
 - a. Host a health forum with health care providers to better understand funded programs.
 - b. Build internal awareness of programs and communicate to members.
 - c. Develop options to provide extended health benefits for members and their families.

- 2. Improve mental and physical health through traditional wellness.**
 - a. Establish traditional healing programs (i.e. brushing, Switchback).
 - b. Establish community cultural programs to promote social connectedness.
 - c. Establish a program to connect youth with elders.

Social Development

- 1. Enhance the lives of our elders through social programs**
 - a. Expand the food program to year-round.
 - b. Conduct a study to determine current and future needs of elders and costs.
 - c. Develop an elders support network to provide transportation, home care and skills training.

Lands, Housing & Infrastructure

Land

- 1. Complete the creation of Land Laws.**
 - a. Complete the current process and ratify the Land Laws.
- 2. Complete the K'ómoks Land Use Plan**
 - a. Determine how to fund completion of the plan.
 - b. Complete and ratify the plan.

Housing

- 1. Develop housing for Elders.**
 - a. Conduct a study to determine the number of homes needed, type and location.
 - b. Determine homes that could be retrofitted to meet elder requirements.
 - c. Determine funding sources for development.
- 2. Determine what to do with condemned homes.**
 - a. Determine options.
 - b. Create new or temporary housing for those living in condemned homes.
- 3. Increase the housing stock on K'ómoks lands.**
 - a. Develop an Affordable Housing Strategy to determine future demand for housing and options to supply that demand.
 - b. Conduct an assessment of homes to develop a capital plan to deal with current and future housing renovations needs.

Infrastructure

- 1. Update K'ómoks Administration Building.**
 - a. Add additional office space to accommodate additional staff.
 - b. Add a sprinkler system to meet fire code.
- 2. Develop a Capital Asset Management Plan.**
 - a. Do an inventory assessment of current capital assets.
 - b. Complete and ratify the plan.
- 3. Hire a Housing & Infrastructure Manager.**

Environment & Sustainability

- 1. Revisit the K'ómoks Environmental Assessment and programs.**
 - a. Review and update the plan as required.
 - b. Review options for an Environmental Monitor training program.

- 2. Develop strategies to enhance and protect the environment in K'ómoks territory.**
 - a. Develop a strategy to improve and protect the marine environment by:
 - i. Pressuring governments to enhance sewage treatment.
 - ii. Assisting the Guardians to be ready for spill response.
 - iii. Hosting a round-table to revitalize Baynes Sound.
 - b. Develop a strategy to enhance and protect wildlife for food security:
 - i. Fish weir protection plan.
 - ii. Salmon enhancement plan.
 - iii. Herring sustainability plan.
 - iv. Elk program plan.
 - c. Develop a strategy to enhance and protect the land:
 - i. Educate the community on sustainability.
 - ii. Develop a water and waste recycling program for the community.
 - iii. Ensure water quality is included in government to government discussions.
 - iv. Develop bylaws for environment protection and green building design.
 - v. Include green space, sustainable buildings and a green pilot project in IR#2 planning.

Languages and Cultures

- 1. Welcome all K'ómoks members to use the Big House.**
 - a. Create a reservation system through the Administration Building.
 - b. Create and communicate a calendar of events for the Big House.

- 2. Improve the use of K'ómoks languages on K'ómoks lands.**
 - a. Include K'ómoks languages into K'ómoks documents.
 - b. Apply for language funding.
 - c. Offer language classes to members and families.
 - d. Work with school district on a plan to add language classes.
 - e. Create/update a K'ómoks language database.
 - f. Create media for language learning.

- 3. Host more cultural events on K'ómoks lands.**
 - a. Update the Guardian Pole plan.
 - b. Host cultural events and cultural evenings.
 - i. Classes for dance, crafts and regalia making.
 - ii. Welcoming ceremony for members returning.
 - iii. Annual cultural event.
 - iv. Canoe gathering and building a new canoe.
 - c. Recruit a youth champion to create cultural activities for youth (such as a youth camp, traditional fishing, connecting with elders).
 - d. Have a cultural exchange with other First Nation governments and local governments.

Economic Development

1. Increase economic development opportunities in K'ómoks territory.

- a. Establish a Planning and Development Committee.
- b. Improve communication with KEDC.
- c. Provided political support to KEDC.
- d. Provide opportunities for entrepreneurship (such as snow plow/snow clearing).

2. Develop opportunities for economic development on IR#1.

- a. Develop a Land Use Plan for IR#1 with VIU students.
- b. Study opportunities for:
 - i. Coffee shop
 - ii. Mixed use building
 - iii. Storage facility
 - iv. Cannabis
 - v. New recreation centre

3. Develop opportunities for economic development on IR#2.

- a. Work with KEDC on a feasibility study for IR#2 development to determine infrastructure needs. The study is to include:
 - i. Campground expansion to accommodate RV's.
 - ii. Market housing to establish a property tax base.
 - iii. Hotel & Restaurant.
 - iv. Rental housing.