

# Council's Leadership Values

Our **Land** - We exercise our inherent title and rights

Our **Laws** - We create and live by our own laws

Our **People** - We are advocates for our people

Our **Language** - We preserve our language and culture

# Council's Operating Values

## Accountability

- We maintain transparent communication
- We balance respect with assertiveness
- We focus on achieving results

## Team Work

- We promote unity within Council, administration and the community
- We recognize everyone's strengths
- We take a reasoned yet flexible approach
- We are adaptable
- We are known for our friendliness and humor
- We work collectively for the benefit of the entire community

## Family

- We invest in our future by supporting health, culture, justice, education, economy and employment
- We are the voice for our most vulnerable

## Trust

- We act with sincerity and integrity
- We are reliable
- We are compassionate

Okanagan Indian Band

# STRATEGIC PLAN 2020-2025

## Council Mission

Building on **SUCCESS** to  
create a **THRIVING** community  
rooted in **ISQILX<sup>W</sup>TƏT**

## Council Vision

OKIB is **PROSPEROUS,**  
**HEALTHY,** and  
**CULTURALLY VIBRANT**



## OKIB COUNCIL STRATEGIC GOALS

### Infrastructure and Safety

We are innovative in building our capacity to provide safe and sustainable community infrastructure which is foundational to achieving socio-economic outcomes.

### Financial Autonomy

We will pursue strategic economic opportunities that generate income for the benefit of the community and establish structures to ensure the financial well-being of future generations.

### Lands and Territory

We exercise our inherent rights over OKIB lands, water and territory through culture, technical expertise, strategic partnerships, and Sylix laws.

### Community and Culture

We work to ensure that people are healthy, connected to our culture, and have the resources and skills to live a good life. We look out for each other because we are more than a community - we are a family.

### Organization and Leadership

We operate as a high-performance team where everyone embraces their roles and works together to achieve OKIB's strategic vision and priorities.

## SHORT TERM (2 YEAR) PRIORITIES TO ADVANCE STRATEGIC GOALS

- Water Infrastructure Bylaw
- Fire Department Certification and Fire Service Agreements for all Major Developments
- Drinking Water Litigation
- Emergency Management Program
- Water Master Plan
- Feasibility and Building of New Administration Building
- ONA Solar Project
- Community Wildfire Resiliency
- Pinaus Dam Management
- New Subdivision Development
- Six Mile Dam
- New School Construction
- New BC Housing Units
- Fire Services Bylaw

- Develop Community Trust for Colonial Claim Settlement
- Financial Administration Bylaw Policies
- Five Year Budgets
- Land Designation for Duck lake IR #7
- Duck Lake Business Park
- Establishing Joint Ventures in the Territory
- Research on tax dollars leaving the community

- Colonial Specific Claim
- Develop Service Agreements for Water and Wastewater at Duck Lake IR7 (Band Land & CP Land)
- Okanagan Rail Trail at Duck Lake IR7
- Negotiate UXO Settlement
- Beau Park Addition to Reserve at Okanagan IR1
- CN Rail Corridor Addition to Reserve at Duck Lake IR7
- Finalize SRI Lease
- Develop Environmental Management Protocols
- Section 35 / Permits Highways Finalized and Registered in ILRS
- Complete Interviews with TEK / Elders
- Swan Lake Road Access at Swan Lake IR4 / Pelmewash Parkway Project
- CEDI Vernon - Sylix Signage Initiative
- O'Keefe Range Land Purchase and Planning

- Update and Implement Mental Health Strategy
- Develop a Language and Culture Department
- Workplace Culture / Lateral Violence Improvement Project
- Construct New School
- Post Secondary Education Policy Review
- Strategy to Increase Education Funding
- CMHC Section 95 New Housing (6 units on CP land)
- Head of the Lake Gym Renovation
- Continuous Quality Improvement Accreditation
- Evaluation of Health Programs (FNHA - 5 Year)
- Health and Human Services Data Management
- CCP – Community Engagement
- Enhanced Youth Programming
- Wellness Plan: Increased focus on public/community safety/justice circles
- Community events: movie nights, meals, gathering

- Comprehensive Community Development Plan
- Health Five Year Surplus (Spending Plan)
- Select and implement HRIS System
- Create HR Strategy to Build OKIB Capacity and Recruit Members / Succession Planning
- Pass Rent to Own Application / Process
- Develop Core Funding for TSD Operations
- Emergency Management Plan with committee
- Governance Framework

## LONGER TERM (2+ YEAR) PRIORITIES TO ADVANCE STRATEGIC GOALS

- Satellite Fire Hall (Head of The Lake)
- New PWH Maintenance Shop
- Health Campus/Admin Building
- Water upgrades HOL
- Water and Wastewater agreements IR#7
- Land allotment/ neighbourhood planning

- Sun Valley Ranch Plan
- Procurement Policy
- Support 10 Year Grant
- Agricultural Plan

- Review of Provincial taxation on reserve
- Complete Designation for Swan Lake (IR #4)
- Develop Land Allotment Policy
- Build Land Governance Model
- Create Operations Manual for Lands Department Functions
- Create Fee Schedule and Policy for Land Development
- Utility permits Finalized and Registered in ILRS
- Information Management
- Designation at IR#7

- Explore Feasibility of Temporary Housing Units (Auntie's House)
- Lake Country Cultural Centre Development
- Assisted Living
- New Recreation Centre
- Develop Guidelines for Addictions and Counseling for Org
- Komasket Park Plan
- Cultural Safety Across the Territory
- First Nations Court for the North Okanagan

- Records and Information Management
- Create a Secure Storage (for archives facility)
- Council Meeting Bylaw
- Housing Policy Update
- Implement Tenant Workshop for new Renters
- Research Dept – Hire a manager and combine all current staff under them