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 ISQILXWTƏT

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.

- 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

### 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.

- 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

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

- 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 - Syilx Signage Initiative
- O’Keefe Range Land Purchase and Planning

### 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.

- 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
- 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

### 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.

- 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

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

<table>
<thead>
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### LONGER TERM (2+ YEAR) PRIORITIES TO ADVANCE STRATEGIC GOALS

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<td>• Satellite Fire Hall (Head of The Lake)</td>
<td>• Sun Valley Ranch Plan</td>
<td>• Review of Provincial taxation on reserve revenue</td>
<td>• Explore Feasibility of Temporary Housing Units (Auntie’s House)</td>
<td>• Records and Information Management</td>
</tr>
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<td>• New PWH Maintenance Shop</td>
<td>• Procurement Policy</td>
<td>• Complete Designation for Swan Lake (IR #4)</td>
<td>• Lake Country Cultural Centre Development</td>
<td>• Create a Secure Storage (for archives facility)</td>
</tr>
<tr>
<td>• Health Campus/Admin Building</td>
<td>• Support 10 Year Grant</td>
<td>• Develop Land Allotment Policy</td>
<td>• Assisted Living</td>
<td>• Council Meeting Bylaw</td>
</tr>
<tr>
<td>• Water upgrades HOL</td>
<td>• Agricultural Plan</td>
<td>• Build Land Governance Model</td>
<td>• New Recreation Centre</td>
<td>• Housing Policy Update</td>
</tr>
<tr>
<td>• Water and Wastewater agreements IR#7</td>
<td></td>
<td>• Create Operations Manual for Lands Department Functions</td>
<td>• Develop Guidelines for Addictions and Counseling for OR</td>
<td>• Implement Tenant Workshop for new Renters</td>
</tr>
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<td>• Land allotment/ neighbourhood planning</td>
<td></td>
<td>• Create Fee Schedule and Policy for Land Development</td>
<td>• Komasket Park Plan</td>
<td>• Research Dept - Hire a manager and combine all current staff under them</td>
</tr>
</tbody>
</table>

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*Note: The table content is a simplified representation of the strategic goals and priorities outlined in the OKIB Council Strategic Goals document.*