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

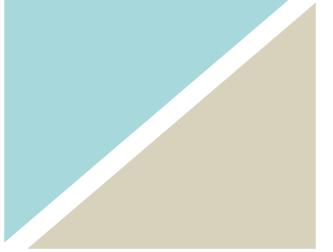
- · We promote unity within Council, administration and the community
- We recognize everyone's strengths
- · We take a reasoned yet flexible approach
- · We are adaptable
- · We are known for our friendliness and humor
- · We work collectively for the benefit of the entire community

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

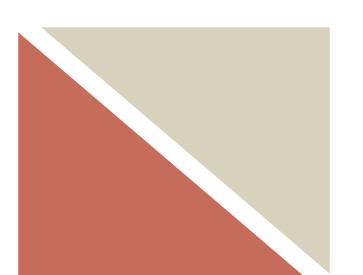
STRATEGIC PLAN 2020-205



Council Mission

Building on SUCCESS to create a THRIVING community rooted in ISQILXWTƏT







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 Syilx 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
- 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