

Community Government of Whati
2015/2016 Strategic Plan

As at July 13, 2015

Motion 2015-072

Goals	Objectives	Strategies	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	Measures of Success / Comments
1. Strong Program & Service Delivery	Communication with the Public	Community Website	Information Added to the Tlicho web-site without charge	Information Added to the Tlicho web-site without charge	Information Added to the Tlicho web-site without charge	Information Added to the Tlicho web-site without charge	Information Added to the Tlicho web-site without charge	System in place to automatically send information to TG when info is sent to MACA
		Create Seasonal Fliers	Include in the 2015/2016 O & M Budget	Include in the current O & M Budget	Include in the current O & M Budget	Include in the current O & M Budget	Include in the current O & M Budget	Council wants to provide more information and engage the residents more this term. This should address the needs of a large part of the community.
		Host Public Meetings at Culture Centre	Meetings every 3 months?	Meetings every 3 months?	Meetings every 3 months?	Meetings every 3 months?	Meetings every 3 months?	Council wants to provide more information and engage the residents more this term. This should address the needs of the population that is more comfortable with traditional public discussions.
	Goal #1 - Whati's Resiliency Plan - Strong Program & Service Delivery - Engaging Residents	Engage/Empower Community Members as Agents of Change	Public Mtgs may stray from Agenda but feedback is important	Public Mtgs may stray from Agenda but feedback is important	Public Mtgs may stray from Agenda but feedback is important	Public Mtgs may stray from Agenda but feedback is important	Public Mtgs may stray from Agenda but feedback is important	Community Leaders use various forums to explore where problems exist and what might be done about the problems
		Re-establish local Radio Station	Include space in the new building addition	include in 2015/2016 Capital Budget	Include O & M costs in this budget year	Include O & MI costs in this budget year	Include O & MI costs in this budget year	Council wants to provide more information and engage the residents more this term. This should address the needs of a large part of the community with radio access and speaks Tlicho.
	Improve Quality of Municipal Roads	Rebuild roads in the Old Section of Whati	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	As there is difficulty in locating additional funding, the PW Dept will complete some work each year as part of the O&M nudget
		Rebuild the road to the Airport	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	Include as part of the O&M work each year	As there is difficulty in locating additional funding, the PW Dept will complete some work each year as part of the O&M nudget
		Prepare for All-Weather Road	Existing Access Road will need improvement	Existing Access Road will need improvement	Existing Access Road will need improvement			

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		Better quality, ChipSeal or pavement within Whati		Research options for road resurfacing				Need to have research cost estimates. Complete when sufficient funds have been set aside. Need to locate funding. Can we get assistance from the Tlicho Gov't?
		Extend the lake front road to Northend Bay				Reserve funds for project. Survey. Start Brush Clearing.	Start Road Construction & Prep for Lot Development	
	Build Human Resource Capacity of Staff	Complete/ Implement the Human Resource Plan	ALGAP Plan - SAO Trainee	Mentoring staff for succession planning and advancement	Mentoring staff for succession planning and advancement	Mentoring staff for succession planning and advancement	Mentoring staff for succession planning and advancement	Lisa Nitsiza is currently enrolled in the ALGAP program and is expected to complete the program in late 2015.
		Complete Job Descriptions for all Staff	Public Works		Review			Administration will make it a priority to update and complete the Job Descriptions during the years noted.
		Staff Appreciation Event						Council will demonstrate support for staff achievement by hosting an annual dinner and present recognition awards.
		Complete Annual Performance Reviews	April - June of each Year	April - June of each Year	April - June of each Year	April - June of each Year	April - June of each Year	APR's should be completed between April - June of each year for all staff.
		Staff Training and Development	SAO Trainee completes program; WTP Training continues					Administration will work with the School of Community Government to ensure that Training Needs Assessments are reviewed regularly and be reflected in budgets. Staff will continue in various training mentoring programs to develop and maintain local skills and talent.
		<i>Staff Training and Development (Cont'd)</i>	Update 2012 Training Needs Assessment			Update 2015 Training Needs Assessment		

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		Continue/Create Mentorship Opportunities	SAO & MACA - Mentoring & training opport. for staff	SAO & MACA - Mentoring & training opport. for staff	SAO & MACA - Mentoring & training opport. for staff	SAO & MACA - Mentoring & training opport. for staff	SAO & MACA - Mentoring & training opport. for staff	Council & Administration will continue to work with the SCG to mentor develop human resource talent within organization.
	Effective Administration	Maintain Current Infrastructure	No Action Planned - Asset Management System	Asset Management System - Seek fundig from Feds to support work	Asset Management System	Asset Management System	Asset Management System	In 2013, Administration installed an Asset Management System. In 2016, Administration will select & train staff to implement the system to assist Council with budget decisions.
		Emergency Services	Spill Plan, Budgets	Budgets, etc.	Budgets, etc.	Budgets, etc.	Budgets, etc.	in 2015, Administration will host emergency preparedness services. Submit DRAFT Spill Response Plans.
		Maintain Monthly Reporting by all Managers	Annually, review the format provided to Council	Annually, review the format provided to Council	Annually, review the format provided to Council	Annually, review the format provided to Council	Annually, review the format provided to Council	So Council can be properly informed, Council will annually review and provide direction to SAO for any changes required to reporting format.
		Water Treatment Plant	Continue with Capital and Human Resource development	Continue with Capital and Human Resource development	Continue with Capital and Human Resource development	Continue with Capital and Human Resource development	Continue with Capital and Human Resource development	To ensure tha the WTP continues to safely & effectively meets the needs of the community, Council will invest annually in the WTP.
		<i>Water Treatment Plant (Cont'd)</i>	Add Emergency Generator & Washroom		Review need for Above Ground Treated Water Storage Capacity			Annual capital re-investment will be required to ensure that the Water Treatment Plant meets the evolving needs of the community
		Annual Administration Report	Annually Review Administration & Human Resource Structure	Annually Review Administration & Human Resource Structure	Annually Review Administration & Human Resource Structure	Annually Review Administration & Human Resource Structure	Annually Review Administration & Human Resource Structure	For the staff productivity to be effective, workloads & expectations cannot exceed the capacity. Council & Administration should review & change structures if workloads become too great .
		Financial Management Practices - System Upgrade & Practices	Continue to Review systems & address weaknesses	Continue to Review systems & address weaknesses	Continue to Review systems & address weaknesses	Continue to Review systems & address weaknesses	Continue to Review systems & address weaknesses	Administration should provide an annual report to Council on the strengths of the internal systems and those areas that budget assistance may be required to address weaknesses.

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2. Strong Leaders	Strengthen Leadership of Council	Land Use Plan	Update LUP due to change in location for Proposed Hotel & Café	Review Development Controls		Review Development Controls		The Land Use Plan was first adopted in 2014/2015 and will need to be reviewed annually to ensure that it meets the needs of the community
		5 Year Strategic Plan	Review 5 Year Strategic Plan	Review 5 Year Strategic Plan	Review 5 Year Strategic Plan	Review 5 Year Strategic Plan	Review 5 Year Strategic Plan	The goals and objectives of the Strategic Plan should be reviewed every 6 months, and annually updated to always provide a 5 Year Plan forward.
		Community Emergency Mgmt Plan	Review Community Emerg Mgmt Plan - Table Top Exercise	Review Community Emerg Mgmt Plan - LIVE Exercise	Review Community Emerg Mgmt Plan - Table Top Exercise	Review Community Emerg Mgmt Plan - Table Top Exercise	Review Community Emerg Mgmt Plan - Table Top Exercise	The Community Emergency Management Plan must be reviewed and updated annually.
	Goal #6 - Whati's Resiliency Plan - Disaster Aware Community	<i>Community Emergency Mgmt Plan (Cont'd)</i>	Emergency Plans should recognize community culture	Emergency Plans should have cultural/local recognition	Emergency Plans should have cultural/local recognition	Emergency Plans should have cultural/local recognition	Emergency Plans should have cultural/local recognition	Engaging community members prepares them for emergencies through culturally and locally relevant public education materials and forums
	Goal #6 - Whati's Resiliency Plan - Disaster Aware Community	Community Emergency Preparedness Education						Along with CG Emerg Preparedness, Council wants to educate the public on emergency preparedness and self-reliance during emergency situations
	Goal #6 - Whati's Resiliency Plan - Disaster Aware Community	Household Emergency Preparedness	Each Household should have a 72 hour Emergency Kit	Each Household should have a 72 hour Emergency Kit	Each Household should have a 72 hour Emergency Kit	Each Household should have a 72 hour Emergency Kit	Each Household should have a 72 hour Emergency Kit	Local/Regional businesses, community groups & government agencies create community-wide initiatives & incentives to encourage emergency preparedness
	Goal #6 - Whati's Resiliency Plan - Disaster Aware Community	School Emergency Preparedness	Using the Inter-Agency venue, CG will encourage preparedness	Using the Inter-Agency venue, CG will encourage preparedness	Using the Inter-Agency venue, CG will encourage preparedness	Using the Inter-Agency venue, CG will encourage preparedness	Using the Inter-Agency venue, CG will encourage preparedness	Mezi Community School & the Health Centre have up-to-date contact lists for parents or other primary caregivers, including alternate caregivers
	Goal #6 - Whati's Resiliency Plan - Disaster Aware Community	Community Warning System	repairs will be completed in 2015					The Community will repair and reprogram the community siren for emergency public notification

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	Goal #8 - Whati's Resiliency Plan - Adequate First Response Capacity	First Aid Training for Staff & Community	2 Mental Health First Aid course scheduled	on-going	on-going	on-going	on-going	Both physical and mental health first aid courses will be scheduled each year for CG staff and any openings will be filled by residents
	Goal #8 - Whati's Resiliency Plan - Adequate First Response Capacity	Hazardous Materials Spill Response	Spill Plan is developed as part of Water License	Prep for new water license (2017-2017)	on-going	on-going	on-going	Coordinate with local private businesses to arrange for tandem training and access to spill response equipment
	Goal #8 - Whati's Resiliency Plan - Adequate First Response Capacity	Responsive Volunteer Fire Department	1st set of Vol Firefighter training completed in May. Will continue	on-going	on-going	on-going	on-going	The Community will repair and reprogram the communityt siren for emergency public notification
		Resiliency Plan		Review Resiliency Plan		Review Resiliency Plan		The Resiliency Plan should be reviewed and updated every 2 years.
		Training & Development for Council	W/S: Leadership Skills (Governance) MACA in January 2015 (Yellowknife)		W/S: Leadership Skills (Governance) MACA in January 2017 (Yellowknife)			Council will benefit from Governance Workshops to better learn how they may be more effective in their governance roles.
		<i>Training & Development for Council (Cont'd)</i>	Preparing Budget & Capital Plans					Workshop done by MACA
		<i>Training & Development for Council (Cont'd)</i>			Council Retreat - Improving Communication & Engaging Public			Administration will coordinate a Media Relations course for Council & selected staff. Open to other other Tlicho communities?
		Structure Council into Committees	Review Emerg Mgmt Committee Assignments	Review Emerg Mgmt Committee Assignments	Review Emerg Mgmt Committee Assignments	Review Emerg Mgmt Committee Assignments	Review Emerg Mgmt Committee Assignments	Councillors will have more confidence in the community's ability to respond to an emergency and council's role.

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	Add'l Goal - Whati's Resiliency Plan - Youth Development	Engaging Youth	Invite High School to participate in CG initiatives	Seek employment opportunities so that Youth can stay/return to Whati				Council recognizes the value of engaging youth in strengthening the community and nurturing leadership skills
	Add'l Goal - Whati's Resiliency Plan - Youth Development	Youth Mentorship	Cultivate future leaders thru education, training, skills dev & mentorship					Council supports and seeks youth leadership mentoring opportunities
3. Vibrant Economy (Support Business & Tourism)	Business	Develop & Support a Local Econ Develop Strategy	Workshop: Aboriginal Ec Dev Initiatives	Assist residents in developing local business opportunities	Assist residents in developing local business opportunities	Assist residents in developing local business opportunities	Assist residents in developing local business opportunities	Council wants to support and encourage local business development. To accomplish this, they need to better understand the opportunities that are available to community governments and northern aboriginal communities. This will first involve Council developing their own knowledge and skillsets before they can effectively lead the community in business initiatives.
		<i>Develop & Support a Local Econ Develop Strategy (Cont'd)</i>	Research Opportunities & options for arms-length Corp	Seek Partnership Opportunities	Seek Partnership Opportunities	Seek Partnership Opportunities	Seek Partnership Opportunities	
		<i>Develop & Support a Local Econ Develop Strategy (Cont'd)</i>	Continue to seek after local service contracts	Continue to seek after local service contracts	Continue to seek after local service contracts	Continue to seek after local service contracts	Continue to seek after local service contracts	
		<i>Develop & Support a Local Econ Develop Strategy (Cont'd)</i>	Develop & Estab Colabortion with TG Ec Dev Offices	Develop & Estab Colabortion with TG Ec Dev Offices	Develop & Estab Colabortion with TG Ec Dev Offices	Develop & Estab Colabortion with TG Ec Dev Offices	Develop & Estab Colabortion with TG Ec Dev Offices	
		Provide Additional Office Space for Private Business & Gov't Agencies	Feasibility of Industrial Mall - Seek Partnership Opportunities	Feasibility of Industrial Mall - Seek Partnership Opportunities	Feasibility of Industrial Mall - Seek Partnership Opportunities	Feasibility of Industrial Mall - Seek Partnership Opportunities	Feasibility of Industrial Mall - Seek Partnership Opportunities	
	Goal #3 - Whati's Resiliency Plan - Vibrant Businesses & Suppliers	Diversifying the Local Economy	Work with TG & ITI to develop a regional/local ED Plan					Collaborate regionally to develop an economic development strategy for region and community

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		District Heating System	Investigate Possibility of District Heating System					To respond to the increasing costs associated with heating municipal buildings, Administration will research the option of a biomass district heating system.
		Re-Evaluate the Organ Structure of Admin (in light of coming chgs)	Research: What are the private business opp's for the CG?	Research: What are the private business opp's for the CG?	Research: What are the private business opp's for the CG?	Research: What are the private business opp's for the CG?	Research: What are the private business opp's for the CG?	Before Council can consider establishing a separate business arm from the community government administration, they a workshop on the topic. Late 2014?
4. Healthy Community	Elders & Community	Support Elders (advocacy)	Admin Office will act as Reception point for Inquiries	Admin Office will act as Reception point for Inquiries	Admin Office will act as Reception point for Inquiries	Admin Office will act as Reception point for Inquiries	Admin Office will act as Reception point for Inquiries	Until more direct services are provided locally for Elders in the community, the Comm Gov't will try to fill that void.
		<i>Support Elders (advocacy) (Cont'd)</i>	Advocate & provide Annual Preventative Mtce Program - Housing	Advocate & provide Annual Preventative Mtce Program - Housing	Advocate & provide Annual Preventative Mtce Program - Housing	Advocate & provide Annual Preventative Mtce Program - Housing	Advocate & provide Annual Preventative Mtce Program - Housing	Until more direct services are provided locally for Elders in the community, the Comm Gov't will try to fill that void.
		Lobby for Social Services needed for Residents	Social Services & Legal Counsel	Social Services & Legal Counsel	Social Services & Legal Counsel	Social Services & Legal Counsel	Social Services & Legal Counsel	Council will use their authority to lobby for increased social services for residents.
		Support Inter-Agency	Comm Gov't will continue to be active in Inter-Agency	Comm Gov't will continue to be active in Inter-Agency	Comm Gov't will continue to be active in Inter-Agency	Comm Gov't will continue to be active in Inter-Agency	Comm Gov't will continue to be active in Inter-Agency	Currently Comm Gov't is an active partner, but this goal is to ensure that both Admin & Council participation is maintained.
		<i>Support Inter-Agency (Cont'd)</i>	Provide regular reports to Council	Provide regular reports to Council	Provide regular reports to Council	Provide regular reports to Council	Provide regular reports to Council	To demonstrate a strong support for the Inter-Agency organization, Council will request regular (quarterly?) reports from the Agency.
	Goal #4 - Whatì's Resiliency Plan - Elders & Community	Drug And Alcohol Programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Explore opportunities for enhancing existing programming in the community

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	Goal #4 - Whati's Resiliency Plan - Elders & Community	Health Education Programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Explore opportunities for resourcing & supporting existing community wellness & health programs
	Add'l Goal - Whati's Resiliency Plan - Support Volunteers	Volunteerism & Cultural Activities						Council recognizes that community-based organizations and groups maintain existing cultural strategies & develop activities that attract participants
	Gardens (Locally-Grown Foods)	Community Greenhouse	Feasibility Study for Community Greenhouse	Pending the results of the Feasibility Study, action may proceed.	Pending the results of the Feasibility Study, action may proceed.	Pending the results of the Feasibility Study, action may proceed.	Pending the results of the Feasibility Study, action may proceed.	Council wants to encourage self-sufficiency and self-reliance by developing locally-grown vegetables in a community greenhouse.
	Goal #4 - Whati's Resiliency Plan - Food Security	Community Gardens	More direct support of the community garden	More direct support of the community garden	More direct support of the community garden	More direct support of the community garden	More direct support of the community garden	Council wants to encourage self-sufficiency and self-reliance by developing locally-grown vegetables in community gardens.
	Sports & Recreation	Expand Recreation Programming	Hire Rec Programmer & Annual Rec Calendar	Develop Annual Recreation Calendar	Develop Annual Recreation Calendar	Develop Annual Recreation Calendar	Develop Annual Recreation Calendar	Council believes that enhancing recreation services in the community will address both health and social services issues.
		Relocate Recreation Department into Separate Building	Locate & Complete Relocation					Council believes that recreation services management should be closer to the services being offered.
		Establish an Annual Recreation Calendar	Develop and Circulate an Annual Recreation Calendar	Develop and Circulate an Annual Recreation Calendar	Develop and Circulate an Annual Recreation Calendar	Develop and Circulate an Annual Recreation Calendar	Develop and Circulate an Annual Recreation Calendar	Council believes that establishing an annual calendar of events will better help planning and coordinating activities

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		Development of a Outdoor Basketball Court	Research Possibility of Gymnasium Addition to Arena					Council believes that enhancing recreation services in the community will address both health and social services issues.
	Goal #4 - Whati's Resiliency Plan - Sports & Recreation	Research the Feasibility of adding a Gymnasium on to the Arena	Research Possibility of Gymnasium Addition to Arena					Increased Rec opportunities for all residents, & youth in particular, creates a healthier community. Further, the larger gym facility would assist with large cultural events such as regional handgames.
		Develop Campground near the Whati Falls			Develop Campground Plan & Gain Public & TG Approval	Start Construction of Camp Ground		Because the location of the Campground will be OUTSIDE the Community Government boundary, this project requires the approval of the Tlicho Gov't before the Community can proceed.
		Development of a Golf Course			Complete research & budget planning	Phased Construction the Golf Course	Continue Phased Construction the Golf Course	Council believes that enhancing recreation services in the community will address both health and social services issues.
	Culture & Heritage	Develop Heritage Site	Orderly Relocation of Selected Buildings	Orderly Relocation of Selected Buildings	Orderly Relocation of Selected Buildings	Orderly Relocation of Selected Buildings	Orderly Relocation of Selected Buildings	Develop a Heritage Site, and develop plans. Relocate select buildings.
		Develop Museum	Start to Relocate selected bldgs. Develop operation of museum.	Start to Relocate selected bldgs. Develop operation of museum.	Start to Relocate selected bldgs. Develop operation of museum.	Start to Relocate selected bldgs. Develop operation of museum.	Start to Relocate selected bldgs. Develop operation of museum.	Develop a Museum and determine operations. Collect artifacts, determine who will own & operate infrastructure.
		Semi-Annual Hand Game Tournaments	Support HandGames Society initiative - Annual Tournament		Support HandGames Society initiative - Annual Tournament		Support HandGames Society initiative - Annual Tournament	Facilities, Emergency Response, Additional Utility Services
	Goal #4 - Whati's Resiliency Plan - Culture & Heritage	Supporting Families , New Mothers & Children	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Using the Inter-Agency venue, CG will lobby for more programs	Promote implementation of positive parenting activities by identifying & utilizing residents with relevant training & expertise.

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5. Community Beautification	Green-Up the Community	Community Park by Administration Building	Develop Plan for Central Park and locate funding source(s)	Dismantle the Old TG Office, prep ground and Develop Park	Create Celebration of Canada 150 at the park?			
		Plant Trees	Via O&M, relocate a few trees into community each year	Via O&M, relocate a few trees into community each year	Via O&M, relocate a few trees into community each year	Via O&M, relocate a few trees into community each year	Via O&M, relocate a few trees into community each year	To provide a healthier community, with less dust and more shade, the community gov't will start a program to bring in and plant trees. First on CG land, then on private property
		Grow Grass	If funding available, budget for landscaping equipment	Start annual program to grow grass on community gov't sites	Start annual program to assist residents in growing grass	Start annual program to assist residents in growing grass	Start annual program to assist residents in growing grass	To provide a healthier community, with less dust, the community gov't will start a program to plants lawns. First on CG land, then on private property
		Flower Boxes (for Elders)	If funding available, budget for construction of flower boxes	If funding available, budget for construction of flower boxes	If funding available, budget for construction of flower boxes	If funding available, budget for construction of flower boxes	If funding available, budget for construction of flower boxes	To provide a healthier community and provide a more pleasing environment for elders, the community gov't will start a program to providing flower planters for the elders.
		Welcome Signs	Review Options & seek funding					To provide more community pride, the community government will create more signage at the entrances to the community.
		Strategically Placed Berms and Natural Screening	A berm will be built in front of one of the landfills in 2015	A berm will be built in front of one of the landfills in 2016				To provide more community pride, the community government will create screening berms for certain locations such as the landfills
		Boardwalks	Boardwalk installs started in 2013, & more will be added annually.	Boardwalk installs started in 2013, & more will be added annually.	Boardwalk installs started in 2013, & more will be added annually.	Boardwalk installs started in 2013, & more will be added annually.	Boardwalk installs started in 2013, & more will be added annually.	To provide for safer foot-traffic and create a cleaner appearance in the community, Council will create and expand a boardwalk network throughout the community.