



LAND SOVEREIGNTY AND SELF-GOVERNMENT

We are a sovereign Nation striving to act in unity with our sister communities to manage the northern Secwepemc territory.



FINANCIAL SELF-SUFFICIENCY, EDUCATION AND EMPLOYMENT

We are self sufficient in meeting the community's needs without having to rely solely on external funding.

All members are educated and meaningfully employed.



HEALED AND HEALTHY COMMUNITY

We are a unified community where people have the support required to live their best lives.



CULTURAL REVITALIZATION

We strive to better understand our history and work towards reclaiming cultural traditions and language.



SAFE HOUSING AND COMMUNITY INFRASTRUCTURE

Everyone has a home and access to safe and high quality community infrastructure and recreation.



EFFECTIVE LEADERSHIP AND ADMINISTRATION

Council and Administration are working together to meet the needs of the community including strong communication, accountability and effective service delivery.

DESIRED OUTCOMES / SUCCESS MEASURES

- Effective working relationships with sister communities (all 4 have signed collaborative working agreements)
- A signed a Treaty is in place
- Full jurisdiction over lands - no longer operating under the Indian Act
- Land is being used for community benefit vs. individual benefit
- A land use plan is in place that effectively addresses traditional fields and buckshee leases
- Lands are being transferred effectively (e.g. rent to own, estates)
- Community is educated about natural resources and the importance of protecting the land
- Land and environmental bylaws, regulations and policies in place
- The land lost at Soda Creek have been replaced by Canada

- XDC is fulfilling its mission and pursuing diverse economic opportunities for the financial AND social benefit of the community
- There is strong communication and regular reporting between XDC, C&C and Community to create accountability
- Members are equipped and motivated to work – employment barriers are understood and addressed
- Members are supported through all stages of their education journey
- Members are employed in stable positions - most of Xatsùll's employees are members
- Employment and contracting opportunities are a part of all partnerships and joint ventures
- Training opportunities are built into all community plans and agreements

- Community is healed from trauma
- Strong connection between Elders and youth
- Elders are able to stay in the community as they age
- Mental health and addiction supports are available
- The health department is regularly evolving to meet the needs of members
- Community members feel safe and protected from criminal activity

- People feel a strong sense of identity – we have recovered what was lost
- Return to matriarchal structure
- Youth know the "laws of the land"
- Have strong language programs in place
- Places for people to gather and practice culture

- Quality water available
- The housing department builds capacity within the community (plumbing, carpentry, etc.)
- Everyone and especially Elders are housed in high quality homes
- Diverse types of homes available for all ages/needs
- Strong housing policies and procedures in (e.g. how to decide who gets housing)
- All community buildings are up to code
- Recreation facilities in place for all ages and abilities
- Emergency management plans are in place
- Strong volunteer fire dept.

- Community feels well informed – transparency in all areas
- Members know what programs and services are available
- Consistent and comprehensive financial reporting for Council and community
- Improved employee communication and relations
- C&C are kept apprised of community concerns (no surprises)
- Strong record keeping and reporting is in place – can easily find information
- Boards and committees are working well



xatsùll Government

Strategic Plan 2021-2031

XATSÙLL GOVERNANCE VALUES

Respect and support the shared stewardship, protection and sustainability of secwepemculecw

Respect, inter-connection, support and empowerment of xatsùllemc

Love, hard work, self-sufficiency and taking care of each other

Council's 10 Year Vision

By 2031 xatsùll is a sovereign nation practicing our culture and asserting full jurisdiction within our territory for the benefit of xatsùllemc.

Council Mission

Our mission as a Council is to create a successful future for our children and build a foundation for self-government by:

- Ensuring open two-way communication;
- Broadening community voice and leadership opportunities, including a youth council;
- Exercising greater authority within the territory;
- Bringing more structure to Council and staff activities; and
- Working hard and being fair.

Council Operating Values

Cultural Identity – we know who we are and what we stand for

Accountability – we get the job done

Teamwork – we accomplish more by supporting each other and working together

Sharing – we openly share ideas and information

STRATEGIC GOALS	SHORT TERM OBJECTIVES/PRIORITIES (2021-2022)	MEDIUM TERM OBJECTIVES/PRIORITIES (2023-2024)	LONGER TERM OBJECTIVES/PRIORITIES (2025-2031)
 <p>LAND SOVEREIGNTY AND SELF-GOVERNMENT</p> <p>We are a sovereign Nation striving to act in unity with our sister communities to manage the northern Secwepemct territory.</p>	<ul style="list-style-type: none"> • Develop a plan to foster increased communication and collaboration between Council, all departments, and community to support nation building (Treaty Dept.) • Report on ITA land transfers every quarter to community (Treaty Dept.) 	<ul style="list-style-type: none"> • Develop land/environmental laws (Lands Dept.) • Develop a land guardianship program/youth conservation team (Lands Dept.) • Negotiate the replacement of IR lands with ISC and provide quarterly reports to community (Council/Title & Rights Dept.) 	<ul style="list-style-type: none"> • Develop a Land Use Plan that maximizes development potential of Xat'sull lands (Lands, Natural Resource, Treaty Depts.)
 <p>FINANCIAL SELF-SUFFICIENCY, EDUCATION AND EMPLOYMENT</p> <p>We are self sufficient in meeting the community's needs without having to rely solely on external funding. All members are educated and meaningfully employed.</p>	<ul style="list-style-type: none"> • Update the XDC business plan to incorporate community values and business ideas (XDC) • Explore feasibility of gas station and store (XDC) • Build capacity of Economic Development team (e.g. proposal writer, coordinator) (Admin) • Apply for funding to hire summer students (Ec. Dev. Dept.) • Prepare Community Economic Development Plan that includes: Business Plan for Sawmill, Revitalized Whispering Willows Campsite, and Emporium Destination Hub/Restaurant (Ec. Dev. Dept.) • Develop Business Plan and procedures for Ranch (Steering Commity) • Develop a plan to bring additional education supports for employment (e.g. trades) (Education Dept.) 	<ul style="list-style-type: none"> • Learn more about taxation (Council) • Complete feasibility study for Cannabis Store/report to community (XDC) • Develop employment plan to take advantage of JV's and partnership agreements (XDC) • Purchase additional heavy equipment and train members (XDC) • Create a plan to provide tutoring support to students (Education Dept.) 	<ul style="list-style-type: none"> • Build an education building (Infrastructure/ Education Depts.)
 <p>HEALED AND HEALTHY COMMUNITY</p> <p>We are a unified community where people have the support required to live their best lives.</p>	<ul style="list-style-type: none"> • Engage cultural healers for families, youth, elders, residential school survivors (Culture Dept.) • Facilitate discussions with families to foster reconnection/healing (Health Dept.) • Improve modern and traditional food security (Social Development, Culture Depts.) • Reinstate the circle justice system (Treaty Dept.) 	<ul style="list-style-type: none"> • Build ice rink (Infrastructure Dept.) • Develop a Justice Department to address crime (Treaty Dept.) 	<ul style="list-style-type: none"> • Develop drug and alcohol treatment center (Infrastructure/Health Depts.)
 <p>CULTURAL REVITALIZATION</p> <p>We strive to better understand our history and work towards reclaiming cultural traditions and language.</p>	<ul style="list-style-type: none"> • Incorporate language and cultural elements into community signage, buildings, road names, etc. (Culture, Infrastructure Depts.) • Organize week long (minimum) camp outs on the land (Culture Dept.) • Preservation of historic buildings, sites, cemeteries (Infrastructure/Culture Depts.) • Develop mentorship program for cultural protocols and teachings (Culture Dept.) • Record Elders stories (Culture Dept.) 	<ul style="list-style-type: none"> • Develop full-time language learner program (Culture, Education Depts.) • Revitalized plan for xat'sull Heritage Village (Culture Dept.) • Document history of each family (Culture Dept.) • Develop Head Start Language Nest with the Northern Shuswap language program (Culture, Education Depts.) • Improve kitchen facilities to support cultural/social gatherings around food (e.g. salmon preparation methods) (Infrastructure, Culture Depts.) 	<ul style="list-style-type: none"> • Develop a Cultural Centre/central place to worship (Infrastructure Dept.)
 <p>SAFE HOUSING AND COMMUNITY INFRASTRUCTURE</p> <p>Everyone has a home and access to safe and high quality community infrastructure and recreation.</p>	<ul style="list-style-type: none"> • Complete new well project (Infrastructure Dept.) • Complete Soda Creek Landslide Assessment (Infrastructure Dept.) • Refurbish NR/Treaty Building (Infrastructure Dept.) • Update housing feasibility study (Housing Dept.) • Review and revise housing policy (address arrears) (Housing Dept.) • Improve pedestrian safety – e.g. trails along roads (Infrastructure Dept.) • Hire a dedicated emergency management worker and further develop emergency response plans including contact lists (Admin) • Install outdoor security cameras for safety (Infrastructure Dept.) 	<ul style="list-style-type: none"> • Soda Creek water system improvements (Infrastructure Dept.) • Deep Creek wastewater plant (Infrastructure Dept.) • Develop an outdoor community gathering place (Infrastructure Dept.) • Deep Creek Subdivision (Infrastructure, Housing Depts.) • Operations and Maintenance Yard upgrade (Infrastructure Dept.) • Community building backup power source (e.g. solar) (Infrastructure Dept.) • Plan to add street lighting (Infrastructure Dept.) • Bury overhead powerlines in communities (Infrastructure Dept.) • Identify a location for the harbour (Infrastructure Dept.) • Implement a recycling program (Infrastructure Dept.) • Provide fire mitigation for all homes inside and outside (Emergency, Infrastructure Depts.) 	<ul style="list-style-type: none"> • Develop a private property law (Council) • Develop a multi-use recreation park (Infrastructure Dept.) • Build a daycare with space for elder/youth connections (Infrastructure/Education Depts.)
 <p>EFFECTIVE LEADERSHIP AND ADMINISTRATION</p> <p>Council and Administration are working together to meet the needs of the community including strong communication, accountability and effective service delivery.</p>	<ul style="list-style-type: none"> • Conduct organizational review and update job descriptions (Admin/Council) • Develop departmental action plans to implement Council strategic plan (Department Managers) • Implement monthly financial reporting for Council (Admin) • Hire an HR manager (Admin) • Revisit the complaint process and educate and reinforce with community (Council/Admin) • Implement the Financial Administration Law including asset management policy (Admin) • Finalize and adopt the governance policy to reflect all other policies (Council) • Action plan to protect Council mental health and leadership unity (Council) • Develop a community engagement/decision policy for major agreements (Council) • Members only website with frequent department updates (Admin, Department Managers) • Stronger outreach to Members who live off reserve (Council/Department Managers) 	<ul style="list-style-type: none"> • Provide training in employee relations / conflict resolution (Admin, Council) • Take steps to enforce existing bylaws (Council) • Develop a nuisance bylaw (Council) 	