



## Immediate and Ongoing Priorities and Actions

- **LANGUAGE BACK!** Claim our language back. Use quu'as names for people and places. Use Language in documents and meetings.
- Gather regularly with Muscim with no agenda – Host monthly open houses with rotating Departments and related Portfolio Holders - Quarterly meetings in community with leadership and annually in urban centres where we have a larger population
- Invite and include youth whenever and wherever we can.
- Advocate to change outside policies that do not work for λaʔuukwiʔath, i.e., patient travel, Social Assistance, Housing.
- Council and ḥawiiḥ come to meetings prepared, with an open mind and open heart and a goal of working together to find solutions - agree to disagree respectfully – Nah-a-tah and Chaa-ma-tuk (Speak and listen respectfully)
- Be open to corrections
- Respect Women and hear their voice – value what women have to offer
- Remember all members have something to offer – listen respectfully to everyone
- Hold each other up – recognize good leaders, staff who step up, members strength and contributions – monthly recognitions in Newsletter and also at AGM
- Have regular team building opportunities for Council and ḥawiiḥ
- **Set committed Council meeting dates and stick to them** – allow for agenda and kits to be sent out well in advance of meeting – email out schedule and calendar invites – ensure proper Council Kits are sent out containing background information for decision making – meetings will alternate between TyHistanis and Opitsaht.
- qʷameḥsaqin – Engage members in implementing and monitoring progress on our Comprehensive Community Plan (CCP)
  - Monitor and evaluate progress
  - Continue ongoing community lead planning in all areas
  - Report progress on CCP annually at the λaʔuukwiʔath AGM and regularly through updates in the λaʔuukwiʔath Newsletter
- Focus on the unity and wellness of our community (For everyone)
  - Every meeting, meal or function have tables where skills are shared.
  - beading table, languages, crafts, etc.,
  - Support self-sufficiency, life-skills, health and wellness in Muscim
  - Seasonal Rounds - Learn food skills, harvesting, preparing, w/seasons - youth and adults teach/ learn these skills
  - Invite youth and others to help you – preparing food, chopping wood, carving, making decisions, helping elders
  - Teach youth to eat all foods - fish juice klim-sit, fish skil-sim-chuu
  - Teach youth that our ways are survival skills. We will survive disaster/war/anything. Take PRIDE in this.

# 1. Work “For the people” the Muschum – this can always guide our leadership in all areas

<b>Short Term Actions/ Tasks 0 – 6 months</b>				
<b>Action/ Task</b>	<b>Lead</b>	<b>Support Team</b>	<b>Resources Required</b>	<b>Timeline</b>
Identify how many Muscim we have (true number), if they are voting age, where they live and contact information <ul style="list-style-type: none"> <li>○ How many Muscim living “on-reserve” as this impacts funding</li> <li>○ Ages and contact information needed for custom election code meetings and referendum</li> <li>○ Do full census in communities</li> <li>○ Create a standardized form to collect information</li> </ul>	IRA/ Tribal Administrator	Administration Staff	Travel Budget	August 31 <sup>st</sup> , 2023
Develop a Political Vision Statement	Council hawiih	Tribal Admin Facilitator	Funding for facilitator	November 30, 2023
<b>Medium Term Actions/ Tasks 6 months to 2 years</b>				
Establish a formal Youth Council with budget and training	Education Manager	Education/ Community Services Staff CBC	Core funding Commitment	January 31 <sup>st</sup> , 2024
Update Leadership Code of Conduct to include guidance from Ancestral Governance Gathering	Tribal Administrator	HR Manager		September 30 2024
<b>Long Term Actions/ Tasks 2 to 4 years</b>				



<b>Medium Term Actions/ Tasks 6 months to 2 years</b>				
Have annual Governance planning sessions to revisit and update this implementation plan	Tribal Administrator ḥawiiḥ and Council	CBC	Funds for food, venue and honoraria	Annually in February
<b>Long Term Actions/Tasks 2 to 4 years</b>				
Have annual Governance planning sessions to revisit and update this implementation plan	Tribal Administrator ḥawiiḥ and Council	CBC	Funds for food, venue and honoraria	Annually in February

### 3. Rebuild and re-establish relationships and roles within Hereditary Governance

<b>Short Term Actions/ Tasks 0 – 6 months</b>				
Action/ Task	Lead	Support Team	Resources Required	Timeline
Ask each family/ house to carefully select a representative or head of family based on skills, knowledge, passion and personal attributes that can support two-way communication and decision-making	ḥawiiḥ	Council Administration	Honoraria and meals	December 31, 2024
Re-establish Taapastsii <ul style="list-style-type: none"> <li>○ Start by identifying roles and responsibilities of Taapastsii</li> <li>○ Who fits this role?</li> <li>○ How are they selected?</li> </ul>	ḥawiiḥ	Chief Councillor Elders CBC	Honoraria and meals	December 31, 2024

Establish a project where we bring together ḥawiiḥ, knowledge/ seat holders and youth to learn about: the ḥawiiḥ and the history of their seats, traditional roles within our ancestral governance (ḥakum, Taapastsii, C'iqhsčii, Ɔaʔiiḥpit, t'iquwił, etc.), preparation, grooming and training	Tyee ḥawiiḥ Chief Councillor	Elders CBC Education and Community Services	Funding and Project Development	Start Immediately
Plan a large multi-day gathering to acknowledge all ḥawiiḥ in ranking order – involve all Muscim, everywhere – all welcomed to participate and prepare – regalia, songs/ dances, gifts, learning	ḥawiiḥ	Council Staff	Existing resources.  Additional funds as needed	June 1, 2023 Start planning
Recognize and hold up the role of ḥakum	Everyone			Ongoing
<b>Medium Term Actions/ Tasks 6 months to 2 years</b>				
Host cultural gathering and acknowledge ḥawiiḥ	ḥawiiḥ ḥakum	Council All Departments	Existing Resources, Funding and Commitment	June 21-23, 2024
Create resources about Ɔaʔiiḥpit Ancestral Governance	ḥawiiḥ ḥakum Language	CBC Education Elders/ Youth	Funding and delegated person	2024/ 25 ongoing
Continue grooming people into important roles - i.e., c'iqhsčii, Ɔaʔiiḥpit, t'iquwił, etc.	ḥawiiḥ ḥakum Families	Elders CBC	TBD, funding	Ongoing
Create Ɔaʔiiḥpit Family Trees	Community Services Staff	Education Language	Utilize Existing	December 31, 2023

	Elders Families		Resources	
Establish expectation of regular, two-way communication of Council representatives participating in ongoing process or Committees/ Boards – submit reports to get travel/ honoraria for meeting participation /Bring back information kits.	Tribal Administrator HR Manager	CBC	Utilize Existing Resources	Immediately
Continue project where we bring together ḥawiiḥ, knowledge/ seat holders and youth to learn about: the ḥawiiḥ and the history of their seats, traditional roles within our ancestral governance (ḥakum, Taapastsii, c'iqhsčii, ᑕaᑭiiḥpit, t'iquwił, etc.), preparation, grooming and training	Chief Councillor Tye ḥawiiḥ ḥakum	Elders CBC Education and Community Services	Funding, TBD	Ongoing
<b>Long Term Actions/ Tasks 2 to 4 years</b>				

#### 4. Determine how we will govern ourselves

<b>Short Term Actions/ Tasks 0 – 6 months</b>				
<b>Action/ Task</b>	<b>Lead</b>	<b>Support Team</b>	<b>Resources Required</b>	<b>Timeline</b>
Decolonize Governance – use our language, value knowledge holders, hold up Muscim, staff and leadership, live and practice ᑭaᑭuukwiᑭaᑭ culture and values - review policies and practices from this lens (immediate and ongoing)	Council ḥawiiḥ Tribal Admin	Staff Community CBC	Funding for Policy Review and Writing	Immediate and Ongoing





**Medium Term Actions/ Tasks 6 months to 2 years**

Develop a ʻĀaʻuukʻiʻāth Constitution	Council and ʻhāwiih Tribal Admin Reconciliation Team Facilitator	Muscim CBC	Funding for Facilitator and Community Engagement	
Custom Election Code finalized and passed through referendum before end of 2024	Tribal Administrator Chief Council CBC	Muscim IRA Election Officer Administration	Funding for Referendum and Community Engagement	October 2024 Referendum
Develop and approve a ʻĀaʻuukʻiʻāth Land Code	Lands Manager Tribal Admin	Council ʻhāwiih Muscim	Utilize Existing Resources	Ongoing Completed and approved by end of 2024
Custom Muscim (Citizenship) Code Finalized and Approved	IRA Committee Tribal Admin	Muscim	Honoraria, travel, Community engagement	By end of 2023

**Long Term Actions/ Tasks 6 Months to 2 to 4 years**

Continue working towards being self governing and self-sufficient	Everyone		TBD	ongoing
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## 5. Plan/ Lead/ Organize/ Monitor

Short Term Actions/ Tasks 0 – 6 months				
Action/ Task	Lead	Support Team	Resources Required	Timeline
Develop a solid strategic plan for Leadership every 4 years, with each new Council to guide the implementation of the CCP	Council ḥawiiḥ	Administration Elders Knowledge Holders CBC	honoraria	May 31 <sup>st</sup> , 2023
Prioritize Infrastructure Projects and develop building designs (Recreational Facility, Administration, Housing, House of Learning, Fire Stations, etc.)	Tribal Admin CFO Council ḥawiiḥ Public works	Doug Neff CBC Muscim	Funding for Community Engagement and designs	November 30, 2024
Establish a strong records management system where historical and planning documents are easily accessible to support planning and governance - Establish a central searchable data-base immediately (June 15 <sup>th</sup> ) (Urgent)	Tribal Administrator HR Manager Records Officer	CFO Council	TBD	September 30, 2023
Medium Term Actions/ Tasks 6 months to 2 years				

Update ʕaʕuukʷiʕath Communications Plan	CBC	Tribal Admin Leadership Administration	Community Engagement	August 31, 2023
Secure funding and start building priority infrastructure on all Reserves – seek project funding and Reconciliation opportunities	Tribal Admin Public Works CBC CFO	Doug Neff Reconciliation Team	TBD	Ongoing until completion
Continue ongoing community lead planning in all areas	Tribal Admin Council hawiih Department Managers CBC	Staff	Utilize Existing Funds and seek additional funds	Ongoing
<b>Long Term Actions/ Tasks 6 Months to 2 to 4 years</b>				
Develop a solid strategic plan for Leadership every 4 years, with each new Council to guide the implementation of the CCP	Tribal Admin Council hawiih	CBC Elders Hakum	Funding for honoraria, venue and meals	June 2026
Continue ongoing community lead planning in all areas – Revisit and update CCP	CBC Tribal Admin Leadership			2025

## 6. Improve Communication and Collaboration with ʔaʔuukʷiʔath Muscim

Short Term Actions/ Tasks 0 – 6 months				
Action/ Task	Lead	Support Team	Resources Required	Timeline
Establish a Monthly Update from Council and the Tribal Administrator in the Newsletter <ul style="list-style-type: none"> <li>Celebrate success – recognize the work happening and share with community</li> </ul>	Tribal Admin Chief Council Admin 2	Council		Start Immediately  June 2023 and ongoing
Share Annual Budget with the Muscim – host meeting in each community annually before the end of April and immediately for 2023	CFO Tribal Admin Council	Admin Assistant	Meals and Venues for community meetings	End of April
Review Leadership email contact list for responsive and efficient communication <ul style="list-style-type: none"> <li>Standard should be to respond to Council emails within two days.</li> <li>Some may use 2 emails addressed</li> </ul>	Tribal Admin Admin Assist. ḥawiiḥ Council			Immediate
Train Council and ḥawiiḥ to use email and support IT for meetings and ongoing communication	Administration			Immediately and then at the beginning of each term
Update the ʔaʔuukʷiʔath letterhead (Urgent)	Tribal Admin			Immediately
Hire/ Appoint a runner/ messenger for each community – get notices and invitations out	Administration			Immediate and Ongoing

**Medium Term Actions/ Tasks 6 months to 2 years**

Report expenditures at AGM including Council attendance	CFO Tribal Admin Admin Assist	Auditor		AGM
Update and maintain ʻākaʻuukʻiʻāth Website – create password protected members only section	HR Manager Admin Assistant (Janine)	CBC (funding) Language IT Contractor	Funding to update website Ongoing Budget and person delegated	December 30, 2023
Look at options to live feed community and Council meetings	Administration	Language		Goal to live feed by end of 2023
Continue Monthly Update from Council and the Tribal Administrator in the Newsletter	Tribal Admin Chief Council Admin Assist.			Ongoing

**Long Term Actions/ Tasks 6 Months to 2 to 4 years**

Continue Monthly Update from Council and the Tribal Administrator in the Newsletter.	Tribal Admin Chief council Admin Assist.	Council for Portfolio Updates		Ongoing
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