



2021 Wahta Mohawk Community Goals



Key Areas of Focus

1. Internal Operations
2. Community
3. Health
4. Education
5. Economic Development
6. Public Works & Infrastructure
7. Culture
8. Nation Building

Internal Operations



OVERALL OBJECTIVE

Become a world-class organization that continually puts service of the community at the center of all work and delivers exceptional experiences demonstrated through measurable results.

Internal Operations



GOALS

- Establish shared vision and a detailed strategic plan based on community input.
- Provide ongoing transparency around progress in achieving milestones set out in strategic plan.
- Provide exemplary service in all operations both internally and externally.
- Formalize service level agreements and expectations around all programs.
- Build a high performance and positive culture amongst staff.
- Ensure effective governance structure and processes.
- Provide strong and transparent fiscal responsibility.
- Nurture strong, positive government partnerships at all levels including municipal, provincial and federal.
- Improve ongoing communication with members to ensure timely notification around community happenings, programs and opportunities.
- Increase Indigenous representation within the community's administration.
- Cultivate targeted training programs for staff that increase capacity for identified work and areas of improvement.



Internal Operations



ACTION ITEMS

- ▶ Share a detailed strategic plan with specific metrics, clear accountability with the entire Wahta Mohawk community.
- ▶ Build a communication strategy and enhance internal capacity in order to implement the strategy.
- ▶ Create employee handbook, create protocols for exemplary service, and organize training for staff.
- ▶ Create personal action plans and performance reviews.
- ▶ Update HR Policy.
- ▶ Bring in experienced management to build cross-collaboration between departments.
- ▶ Create an annual employee satisfaction survey.
- ▶ Create clear internal policy, process and systems based on established governance standards adopted globally.
- ▶ Create publicly shareable budget, create ongoing communication plan around fiscal progress.
- ▶ Establish regular meeting intervals with all key external partners.
- ▶ Develop and maintain service level agreements and memorandums of understanding.
- ▶ Communicate, promote and protect the rights and interests of the Wahta Mohawks to all other levels of government.
- ▶ Build new website.
- ▶ Update hiring policy, develop an apprenticeship initiative to develop skills within membership.
- ▶ Conduct performance reviews to evaluate gaps in skills against existing work plans and investigate opportunities for related job specific training.





Community



OVERALL OBJECTIVE

Help cultivate a safe, vibrant and engaged community that people are proud to be a part of.

Community



GOALS

- Increase overall participation in community programs.
- Engage community in ongoing planning and collaboration of programs.
- Implement ongoing feedback from community on services, programs and needs.
- Provide new programming options that reflect the real interests of members.
- Increase the engagement of youth members (under 24).
- Increase sense of safety for all within the Wahta Mohawk community.
- Increase access to childcare services and supports in the community.
- Increase community political involvement.
- Protect community sovereignty.

ACTION ITEMS

- ▶ Conduct review of all programs; cease ineffective programming and build new programming to address established community need.
- ▶ Build protocols and mechanisms for soliciting ongoing feedback, communicate new process to staff and members.
- ▶ Schedule more events/programs on weekends and evenings.
- ▶ Provide recreational opportunities requested by community like skating, swimming, dancing, bingo, yoga, nature walks and exploration of traditional medicine.
- ▶ Establish a Wahta Mohawks Youth Council; work to increase participation in youth programming.
- ▶ Continue to implement traffic calming measures to ensure increased road safety in the community.
- ▶ Work with OPP to a communication protocol and improved policing services in the community.
- ▶ Evaluate current supports and partnership to ensure comprehensive network of supports are available to the community.
- ▶ Continue to explore ways to expand and enhance the after schools program and continue to build early years programming.
- ▶ Explore needs for childcare services in the community.
- ▶ Increase attendance at community meetings, voter turnout, and feedback from community engagement processes.

Health



OVERALL OBJECTIVE

Support members to lead healthy, active lifestyles and develop strong personal wellness.

Health

GOALS

- Provide effective, proactive and responsive community health services.
- Support physical, mental and spiritual health of all Members.
- Provide comprehensive senior care for aging members.
- Ensure effective emergency planning.



ACTION ITEMS

- ▶ Develop a mental health services coordination framework; work to expand community training and awareness activities that pertain to mental health and wellness.
- ▶ Review employment policy and internal practices to ensure they support mental wellness.
- ▶ Increase mental health supports through partnerships with outside service providers and Elders.
- ▶ Renewed service level agreement with Cottage Country Family Health Team; work to ensure regular meeting between the Cottage Country Family Health Team and Council to ensure ongoing issues and concerns from the community are identified and addressed.
- ▶ Develop strategy for providing free or low cost recreational programs for the community.
- ▶ Work to enhance and expand recreational amenities (ex: *playgrounds, gym, walking trail*) and develop more park and recreational space within the community.
- ▶ Continue exploring the long term feasibility of a long term care facility in the community; review current program to ensure it offers a broader spectrum of frequent social and recreational activities for seniors.
- ▶ Explore ways to enhance supports provided to seniors in the home; work to ensure regular wellness checks for seniors.
- ▶ Continue with emergency preparedness and planning activities.
- ▶ Continue to provide programs around nutrition, addictions, communicable disease and food security.



Education



OVERALL OBJECTIVE

Support members to become lifelong learners, achieve personalized learning goals, and uncover opportunities for economic success.

Education



GOALS

- Revitalize and preserve Mohawk language.
- Provide opportunities for the community to learn Mohawk language, culture and traditions.
- Expand land based learning for youth in the community.
- Continue to support successful high school graduation for all Members.
- Continue to support students in post secondary pursuits.
- Provide personalized support for community member to increase employment success.

ACTION ITEMS

- ▶ Launch a language revitalization program and engage local speakers to assist in building a Mohawk language program.
- ▶ Better utilize the knowledge held by Wahta Elders and members by creating dialogue within existing gatherings.
- ▶ Create cultural/language experiences for families to engage in based upon community consultation.
- ▶ Develop new curriculum and engage Trillium Lakelands School Board (TLDSB) in implementation.
- ▶ Develop new programs around outdoor survival skills.
- ▶ Offer land-based learning programming in Wahta for youth visiting historical landmarks thus creating and deepening the connection to community and culture.
- ▶ Identify the need for adult education and provide education opportunity accordingly.
- ▶ Continue to be strong advocates at the elementary and secondary level for students and families.



Education



ACTION ITEMS

- ▶ Education will be strong advocates and ensure TLDSB is accountable to their “Feed All Four” model of holistic learning.
- ▶ Continue to provide the necessary tutoring supports for students.
- ▶ Maintain a strong relationship with relevant provincial schools and school board personnel.
- ▶ Increase cultural competency of the TLDSB staff and increase cultural presence in relevant TLDSB schools.
- ▶ Create a handbook for students identifying school support systems, access to friendship centres, community Elders etc.
- ▶ Seek other sources of funding in order to enhance current educational supports and programming.
- ▶ Create opportunities for personalized consultation and skill development.
- ▶ Expand apprenticeship opportunities through local businesses and external partners.
- ▶ Update employment and training page on the website and utilize the employment and training bulletin board to showcase employment opportunities, options for training and employability tools.



Economic Development



OVERALL OBJECTIVE

Develop a strong economic model that increases sustainable revenue for the community.

Economic Development



GOALS

- Generate revenue and promote economic development.
- Build a path for financial sovereignty.
- Increase local business success.
- Evaluate potential governance structures for best supporting Economic Development for the community.

ACTION ITEMS

- ▶ Continue to explore opportunities for revenue generation.
(*ex: eco and cultural tourism; development of community land base*)
- ▶ Continue to generate revenue from partnerships.
- ▶ Build a long term plan that outlines a path to financial independence.
- ▶ Continue to facilitate local content on community projects.
- ▶ Increase awareness of existing support programs for local businesses and those looking to establish a business.
- ▶ Continue to build partnerships with external organizations who can provide opportunities for local businesses.
- ▶ Creation of a Wahta Mohawks business directory to increase scope of professional network, facilitate collaboration, and better promote procurement opportunities for community businesses.





Public Works & Infrastructure



OVERALL OBJECTIVE

Maintain world class public works and infrastructure within Wahta.

Public Works & Infrastructure



GOALS

- Increase access to safe housing for Wahta Mohawk members.
- Improve landfill operations.
- Ensure road quality throughout Territory.
- Upgrade existing maintenance equipment to ensure effective delivery of community service.
- Ensure service accountability for handling of all member requests.
- Provide access to high quality, fast, affordable and reliable internet to all members living in Wahta Mohawk territory.
- Ensure quality maintenance and upkeep of all community facilities.
- Provide thorough and thoughtful stewardship of all land and water so that it is protected for future generations.
- Prepare for the effects of climate change.



ACTION ITEMS

- ▶ Conduct deeper investigation into reported issues and make recommendations on improvements.
- ▶ Review all road quality and provide a report on necessary improvements with a proposed budget.
- ▶ Build standard service level agreements that outline process and timeliness of response for all requests,
- ▶ Look at opportunities for enhancement and make a recommendation to Council on best options.
- ▶ Build a plan for environmental stewardship and conservation.
- ▶ Complete a study of anticipated effects from climate change.
- ▶ Action the recommendations on the feasibility study for the landfill.
- ▶ Complete restoration work on administration building roof.

Culture



OVERALL OBJECTIVE

Engage the community in Mohawk history, culture, traditions and language preservation.

Culture

GOALS

- Develop more opportunities for members to engage in Mohawk history and traditions.
- Language Preservation/Education.
- Increase visiting speakers on Mohawk culture, history, traditions and language.
- Share Mohawk culture, traditions and history outside community in order to help build understanding and improve relations.



ACTION ITEMS

- ▶ Revitalize and distribute history book.
- ▶ Increase cultural programming and events for all age groups.
- ▶ Create a family tree with input of members; include sharing of photos etc.
- ▶ Language Activator position to become a permanent position
- ▶ Create language policy; ensure documentation of language at every opportunity.
- ▶ Monthly speakers series based upon traditional calendar of ceremonies.
- ▶ Organize monthly socials (Mohawk songs and dances) for families to attend.
- ▶ Engage with faithkeepers to work toward a common goal for community cultural learning.
- ▶ Provide Indigenous Awareness and language training for Staff.
- ▶ Relationship building with outside organizations and outside surrounding communities.
- ▶ Create a custom program that aligns with cultural expectations with opportunities for members to participate virtually and anonymously.



Nation Building



OVERALL OBJECTIVE

Protect community sovereignty and sustainability while supporting harmonious living for all living within the Territory.

Nation Building



GOALS

- Codify roles and responsibilities of Council.
- Create and implement formal policies and procedures for Council Meetings.
- Work to complete the Additions to Reserve process.
- Protect hunting and fishing rights.
- Assert and uphold sovereignty.
- Update the membership code.
- Maintain land rights.
- Empower community safety and cohesion.
- Build strong international and intergovernmental relations.
- Pursue thoughtful land management.

ACTION ITEMS

- ▶ Develop Code of Conduct and manual for Council that can be used in conjunction with other governance policies to solidify Council roles and responsibilities and to assist in guiding the procedural aspects of all Council meetings.
- ▶ Ensure the timely conclusion of the Additions to Reserve process.
- ▶ Continue work in developing, maintaining, and enforcing community by-laws.
- ▶ Continued advocacy based on treaties and inherent rights, seek to hold external government accountable to their fiduciary duties to the community.
- ▶ Support education initiatives for the broader public to gain a better understanding of the community's rights and issues.

