

Bingwi Neyaashi Anishinnabek

GINAAWIN TOGETHER

2022 – 2027 Strategic Plan

Mission Statement

To reclaim and protect our lands, gather and empower our people, embrace and restore our traditional ways, and sustainably build our First Nation.

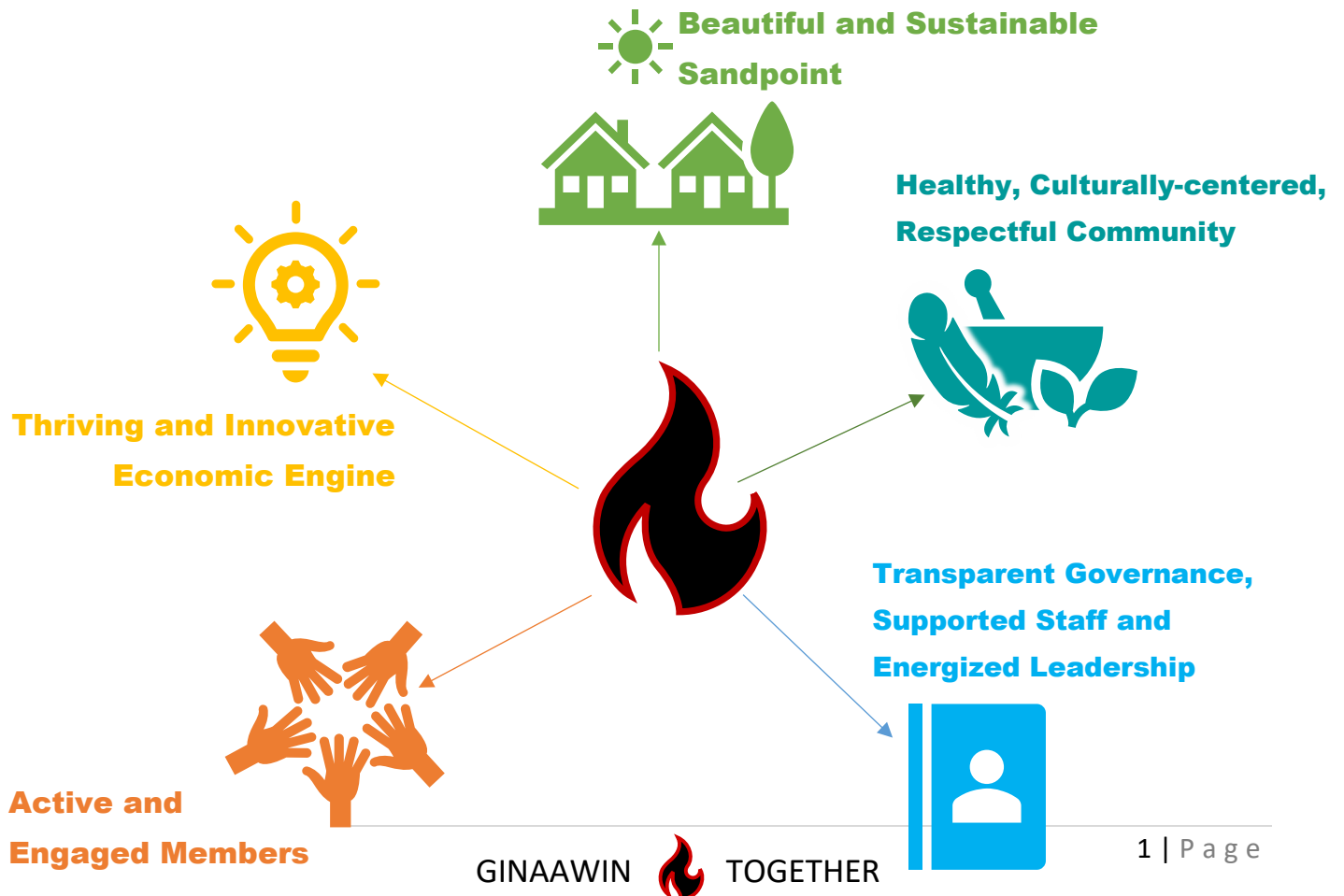
Vision Statement

Bingwi Neyaashi Anishinaabek is a community that commits to reclaiming our traditional ways, restoring our language, and rebuilding our community on the shores of Lake Nipigon while ensuring that our community development practices are sustainable, inclusive and innovative.

Values

7 Grandfather Teachings - Wisdom, Love, Respect, Bravery, Honesty, Humility and Truth - the foundation of our relationships with each other and a guide to all decisions and disagreements.

Strategic Priorities





Priority: Beautiful and Sustainable Sandpoint

Goals:

- i. Be a Leader in innovative, sustainable, accessible community development and infrastructure
- ii. Integrate Anishinaabe culture and teachings into the design of our community
- iii. Build beautiful homes and provide reliable services for our members who want to return to the land at a sustainable pace
- iv. Create seasonal and flexible accommodation and transportation options at Sandpoint for community members, visitors and workers
- v. Develop commercial infrastructure and industrial park to attract jobs and business
- vi. Invest in recreational infrastructure to enhance wellness, play and connection for tourism and economic development

Key Actions	22/23	23/24	24/25	25/26	26/27
Build at least 3 homes every year	x	x	x	x	x
Build multi-plex for housing for staff/workers	x				
Work with MNRF to find trees for re-planting at Sandpoint (seedlings or mature trees)	x	x	x	x	x
Purchase back-up generators for homes for when power is out (based on funding)	x				
Complete design and construct Community Green Space Project	x				
Key residential infrastructure development (roads[Yr1], water[Yr1], power[Yr1], waste[Yr4])	x			x	
Complete Bioheat Study	x				
Utilize solar and electric vehicles/equipment to reduce use of fossil fuels at Sandpoint	x				
Emergency Preparedness Plan	x	x			
Complete the Roundhouse Studies	x				
Complete Lot Servicing(20 lots)	x				
Firehall/EMS for emergency response vehicles		x	x		
Water Treatment Facility for smaller communities (Review study & complete application	x	x			

Key Actions	22/23	23/24	24/25	25/26	26/27
New & Innovative Water Treatment Facility	x	x			
Phase 2 Upgrade Roads project for main road		x			
On-reserve pit development	x				
Servicing Internet/Communications at Sandpoint	x	x	x	x	x
Hire, house, supervisor students	x	x	x	x	x
Install street signs and lot markers	x				
Build 15 single family unit homes (based on application submitted and approval)	x	x	x		



Priority: Healthy, Culturally-centered, Respectful Community

Goals:

- i. Build and Support the Family Well-Being team
- ii. Encourage healing and joy through our Culture
- iii. Develop Grandview site and upgrade Van Norman site as a safe, inclusive and welcoming spaces for all Members
- iv. Nurture and protect our Children and Youth
- v. Prioritize our Elders' wellness and amplify their voices
- vi. Accessible health services for all members in TBAY and Sandpoint
- vii. Increase collaboration between departments to have more presence on the land

Key Actions	22/23	23/24	24/25	25/26	26/27
Secure funding for Elders Complex	X	X	X		
Develop transitional housing program at Grandview (application and study)	X				
Secure funds to expand staffing of FWB team	X				
Establish hiking trails at Sandpoint and Grandview	X				
Maintenance of hiking trails	X	X	X	X	X
Establish after school programs, Early On for on and off reserve	X	X	X		
Build Cultural Structure at Grandview	X	X			
Build sweat lodge at Grandview & Sandpoint	X	X			
Build outdoor pool at Grandview		X			
Develop customary care agreements for Child Welfare	X				
Protocols to work with Dilico	X				
Develop Child Welfare Law	X	X			
Develop education policy	X				
Meet & greet with students/survey with community	X				
Identify designated space at Sandpoint for FWB	X				
Develop space at Sandpoint for FWB		X			
Submit applications for safe homes	X	X	X	X	X
Build 6 small cabins for rental or for FWB to utilize	X	X			
Identify potential building complete to house members in Thunder Bay	X				
Annual pow wow and education piece around the pow wow by Cultural Coordinator	X	X	X	X	X
Establish policy around pow wow (e.g no pictures)	X				

Priority: Transparent Governance, Supported Staff and Energized Leadership



Goals:

- i. Clear, fair, and enforced Policies and Procedures in place for Finance, Governance and Human Resources
- ii. Enact Financial Administration Law
- iii. Enhanced documenting, reporting and filing systems through staff coaching and management follow up
- iv. Ensure Human Resources manager and supports in place
- v. Build organizational culture around 7 sacred teachings, celebrate accomplishments and respond to the needs of the people doing the work (staff, directors, leadership)
- vi. Fully utilize community partners' services and supports to assist staff in meeting community needs

Key Actions	22/23	23/24	24/25	25/26	26/27
Review & Update Finance policy	x			x	
Review & Update Human Resources policy	x			x	
Review & Update Governance policy	x			x	
Hire a Human Resources Officer	x				
Develop Information Management policy	x				
Review & update Information Management Policy				x	
Develop and Implement Community Comprehensive Plan	x				
Review and update Community Comprehensive Plan (5 years from date of approval)					x
Complete lands code changes and re-ratify & MRP	x	x			
Secure funding for new Government Building and Community Hall at Sandpoint					
Implement Asset Management Plan	x	x	x	x	x
Continue advocacy and lobbying work with partners on Nation Re-Build Project	x	x	x	x	x
Finalize BNA Consultation protocol	x	x	x	x	x
Host bi-annual staff gatherings to discuss concerns and recognize/celebrate achievements	x	x	x	x	x
Host annual wellness week	x				
Re-establish Health & Safety Committee	x				
Develop Health & Safety policy	x				
Review and Update Health and Safety Policy				x	
Provide training to Health and Safety Committee	x	x	x	x	x
Develop Risk Management Plan	x				
Update Risk Management Plan		x	x	x	x

Key Actions	22/23	23/24	24/25	25/26	26/27
Develop workplans and budgets annually	X	X	X	X	X
Review and update housing policy	X	X			X
Complete BNA - Papasay Public Works Agreement	X				

Priority: Active and Engaged Members



Goals:

- i. Proactive, coordinated communication between Leadership, Departments and Members
- ii. Increase cultural programming and recreational activities on the land
- iii. Engage membership in Community work through active Committees (Elders, Youth, Lands, Housing)
- iv. Celebrate our members, our achievements and our culture together
- v. Invest in techniques, technology and equipment that increases accessibility of our programming and services
- vi. Restore our traditional ways of knowing and being through engaging community in their roles and responsibilities as members of BNA
- vii. Amplify the voices of BNA members
- viii. Establish on-reserve monthly meetings (with Council) at Sandpoint

Key Actions	22/23	23/24	24/25	25/26	26/27
Create Communications Strategy and update website with members only portal	x	x			
Develop Members Only App	x				
FWB team to lead Child Welfare Committee to update child welfare community protocol and supported related initiatives	x				
Work with MNRF to license community trapline and setup courses/activities for members	x	x			
Establish Grandview as a community gathering place, "a home away from home"/stepping stone to Sandpoint	x	x	x	x	x
Establish sawmill/Papasay website	x	x			
Establish members business listing on website	x				
Provide Quarterly Newsletters to membership and annual report	x	x	x	x	X
Digital access to heritage project (stories and photos, provide access on website & app)	X				
Update and review heritage project annually		x	x	x	x

Strategic Priority: Thriving and Innovative Economic Engine



Goals:

- i. Align existing projects and plans to new Economic Development Strategic Plan and CCP
- ii. Make Papasay a 100% self-sustaining company
- iii. Foster and support Entrepreneurs
- iv. Take steps to activate Tourism potential (local and regional)
- v. Highway commercial and industrial park development
- vi. Strengthen/increase partnerships with Industry
- vii. Strengthen ties with neighbouring communities
- viii. Protect assets and equipment

Key Actions	22/23	23/24	24/25	25/26	26/27
Build new equipment storage building in Lot A of Industrial Park	X	X	X		
Develop commercial and business zone at Copper Thunderbird Road highway entrance	X	X			
Complete new BNA Capital Plan	X				
Papasay Sawmill Expansion and Marketing Study	X	X	X		
Finalize Blue Lake & Big Virgin Island planning and complete design work	X				
Explore Nokiiwin Economic Development Corporation opportunities	X	X	X	X	X
Expand Papasay Fleet - Purchase 1 Loader	X				
Expand Papasay Fleet - Purchase 1 Excavator	X				
Expand Papasay Fleet - Purchase 1 Dump Trailer	X				
Expand Papasay Fleet - Purchase 2 Tandem or Tri-Axle Trucks	X	X			
Expand Papasay Fleet - Potential purchase of the Night Hawk Boat	X				
Little Jackfish Regional Work	X	X	X	X	X
Liquified gas plans with BZA and Red Rock	X	X			
Mining and Exploration Agreements	X	X	X	X	X
Regional Biomass	X	X			
MTO projects in the Region	X	X	X	X	X