



# Community Government of Whati

Strategic Plan  
2014-2019

*"Our Focus for the Future"*





## Messages from the Chief & SAO



### *Message from Chief Alfonz Nitsiza:*

*In November 2013, after the newly-elected Council received their orientation to better understand their responsibilities, Council gathered with Administration for a two-day session with Municipal & Community Affairs to create a set of goals and objectives for the next five years. Council wants to make Whati one of the best community's in the Northwest Territories.*

*This Five Year Strategic Plan will become the 'umbrella' covering all of the other plans that we have in our community. To ensure that it continues to be relevant and reflect the needs of our residents, Council will revisit this Five year Strategic Plan each year to update it, and push it out for another year.*



### *Message from SAO, Larry Baran:*

*Chief and Council recognize that it is the employees of the Community Government of Whati that work each day to make the community better for the residents, and to achieve the goals and objectives established in their Strategic Plan.*

*Administration and Staff of the Community Government of Whati commits to focus on the goals and objectives established by Chief and Council in the 2014 Strategic Plan. Each quarter, we will report on the progress of these goals and objectives and, as these goals are reached, our employees will celebrate the success along with Council.*



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**Vision Statement:**

*"Whatì will be a healthy and safe place to live,  
raise a family, visit and operate a business"*

**Mission Statement:**

*"The Community Government of Whatì supports residents in achieving a good quality of life through the delivery of efficient and effective infrastructure programs and services that adapt to our evolving needs."*

**Values**

When our Chief, Council, and staff gather to accomplish our plan, our words, decisions and actions will be guided by the following values and principles:

- Our strong identity of being Tłìchq̓ from Whatì celebrates the unique pride, character and beauty of our community.
- We respect our relationships and partnerships. This is inherent in our culture.
- Our quality of Life for all inclusive of culture, language, and the traditional way of life.
- Our actions are always responsible and we are accountable for our decisions.
- We are inspirational to people especially the youth with the goal of *"being strong like two people"*.

**Current Situation:**

Whatì is a growing community with many new and exciting changes that will have impact on our water, land, roads and community life. Our Chief, Council and staff outlined what is impacting our community that could affect us. We categorized them into four categories - Strengths, Weaknesses, Opportunities and Threats.

**Current Community STRENGTHS:**

- Chief and Council work hard to provide strong leadership to the staff so that programs and services are provided without interruption.
- Whatì is a majestic community with clean water and land.
- Tłìchq̓ culture and language thrive in the community.
- In the spirit of Tłìchq̓ unity, a sense of pride and community exists.
- Self-Government enhances governance and creates harmony and strengthens the ability to build capacity.

**Current Community WEAKNESSES:**

- Roads have not been upgraded for many years since being built, and the community is dependent on winter road.
- Language for younger generation is at risk.
- Youth Leaders are not available to work with youth or youth support staff.
- Being responsive to staff capacity is difficult.
- Sharing information timely with the public is challenging.

**Current Community OPPORTUNITIES:**

- All-weather road will bring opportunities that we can capitalize upon.
- New *Gas Tax Funding* for community infrastructure will again be available, but with more flexibility in the past.
- Future Federal Government funding programs for infrastructure, such as the *Building Canada Fund II*, will be available in the near future.
- Business & economic development initiatives are available.
- Legacy funds from mining companies are available.
- Devolution will bring new opportunities.
- Traditional food opportunities (fisheries, caribou) are available.

**Current Community THREATS:**

- Food stability & security (traditional foods).
- Financial dependency on government.
- All-weather road can bring social and other issues.
- Devolution is not well understood and the long-term impacts are unknown.

This Strategic Plan will be for five (5) years from 2014-2015 until 2019-2020.

During these five years, Council will focus on the following goals, objectives, and actions:

**GOALS**

After reviewing what Council's mission and vision were for the community, and after identifying what the role of the community government should be, and after consulting with the community at the April 23, 2014 public meeting, Chief and Council were able to refine their list to the following priorities as follows:



**Goal 1: Strong Program and Service Delivery**

#1programs&services#beststaff



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Strategic Plan 2014– 2019  
Goals & Objectives

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## **Goal 1: Strong Program and Service Delivery**

Objective 1.1: Improve Public Communication using many forms of communication tools to clearly communicate the actions and intentions of the Community Government

- Strategic Actions:
- Community Government Website
  - Seasonal Fliers
  - Host Regular Public Meetings every three (3) months
  - Re-establish the local radio station

Objective1.2: Improve the quality of the municipal roads for health and safety of residents

- Strategic Actions:
- Rebuild roads in the Old Section of Whatì.
  - Rebuild the road to the Airport.
  - Better quality of road surface within Whatì (*i.e. chip seal*).

Objective1.3: Build Human Resource Capacity of Staff

- Strategic Actions:
- Complete/implement Human Resource Plan.
  - Complete job descriptions for all staff.
  - Staff Appreciation Event & Activities.
  - Annual Performance Reviews completed.
  - Train and develop staff.
  - Continue/create mentorship opportunities.

Objective1.4: Effective administration that is supportive of services

- Strategic Actions:
- Maintain current infrastructure with Asset Management System
  - Provide Emergency Services as defined by Council
  - Managers report to Council monthly
  - Plan to meet obligations of Water license and regulations for Water Treatment Plant
  - SAO Annual Report that review organizational structure/ supports

Objective1.5: Create a responsive Fire Department

- Strategic Actions:
- Define level of service based on capacity and need
  - Meet and expand level of service as capacity grows
  - Support training and development for Fire Chief and volunteers

**Goal 2. Strong Leaders**



**#strongleaders#champions**

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## Goal 2. Strong Leaders

### Objective 2.1: Strengthen leadership of Council

- Strategic Actions:
- Complete and Implement Plans  
*By creating and reviewing:*
    - *the Strategic Plan every year,*
    - *the Land Use Plan every two years,*
    - *the Community Emergency Management Plan each year,*
    - *the Resiliency Plan every two years,**the Community Government of Whatì will be able to respond to changing demands and needs within the community.*
  
  - Train and develop Council  
*For Council to be effective in their governance roles, Council also needs training to better understand their responsibilities and the changing government environment that they are working within.*
  
  - Develop Council Portfolios/ Committees  
*For Council to better understand and monitor the operations of the Community Government of Whatì departments and functions, and to ensure that there is the needed transparency and accountability expected by the public, Council may establish various committees, both temporary and permanent, to provide this over-sight.*



**Goal 3: Vibrant Local Economy (business & tourism)**



#vibrantecomony#happy#jobs

OPENING

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## Goal 3: Vibrant Local Economy (business & tourism)

### Objective 3.1: Develop & support a Local Economic Develop Strategy

- Strategic Actions:
- Research with MACA Council's role in supporting economic sustainability.  
*To ensure that Council is being effective in supporting a vibrant local economy, Council will develop a local economic development strategy with realistic goals and objectives.*
  - Create and support workshops and initiatives.  
*Council will coordinate and/or facilitate local workshops, both for Council as well as community entrepreneurs, to assist in encouraging a growing local business environment and opportunities.*
  - Hotel & Café  
*Council will seek opportunities and partnerships that will support and/or create local businesses and provide more local services, such as a hotel & café.*
  - Office Space for Private Business & Government Services  
*Council recognizes that to support increased local services and/or increased business offices, there is a need for additional office space above what is currently available.*
  - Monitor Community Government Organizational Structure  
*With the increased demands of Council for economic development growth, Council is also concerned that the Community Government staff, both management and front-line staff, may be assigned too heavy a workload by passing on these additional duties. Rather than risk losing staff, Council wants to monitor these workloads to ensure that staff are given the opportunities to grow with their assignments, and that additional staff can & will be hired when needful.*

## Goal 4. Healthy Community

#healthycommunity#happy



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## **Goal 4. Healthy Community**

### Objective 4.1      Support Elders and the Community

- Strategic Actions:
- Lobby for Social Services specifically for Elders.
  - Advocate & Provide a Home Maintenance Program for Elders.
  - Lobby for Social Services for Residents.
  - Support Whatì Inter-Agency by being active participant & providing regular reports to Council.

### Objective 4.2:      Develop Gardens and Greenhouse Program

- Strategic Actions:
- Feasibility study of a community greenhouse.
  - Enhance the community garden.

### Objective 4.3:      Develop quality Sports and Recreation Department

- Strategic Actions:
- Expand recreation programming.
  - Relocate the Recreation Department to separate building
  - Establish an Annual Recreation Calendar
  - Build outdoor recreation infrastructure, specifically a Golf Course.

### Objective 4.4:      Culture and Heritage

- Strategic Actions:
- Complete feasibility of a community-owned meat-processing and hide-tanning facility.
  - Establish and create Heritage Site.
  - Develop a Museum.
  - Support Annual Hand Game Tournament.

**Goal 5    Majestic Whati**

#Majestic Whati



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## Goal 5     Majestic Whatì

### Objective 5.1:     Community Beautification

- Strategic Actions:
- Plant trees throughout the Community.  
*Council wants to 'green-up' the community, by re-planting trees within the community, around Community Government buildings, parks, etc.*
  
  - Grow grass on Community Government properties.  
*As an attractive form of dust control, Council recognizes that grassed areas not only provides a solution, but creates a warmer more attractive community.*
  
  - Provide Flower boxes for Elders.  
*Council recognizes that flower boxes, if made available to the Elders, would not only make the community more attractive but would provide a source of pride and accomplishment for the elders in the community.*
  
  - Welcome to Whatì sign(s).  
*Council recognizes that community signage, such as Welcome to Whatì, creates more pride in the community as well as provides an noticeable label for visitors.*
  
  - Develop 10th annual Assembly Logo.  
*Council wants to provide a distinct logo to celebrate the 10<sup>th</sup> Annual Assembly & Gathering to be held in Whatì in July 2014, and one that can be used to supplement the existing logo.*
  
  - Add more boardwalks each year.  
*Council wants to provide an attractive and safer way for children and elders to walk within the community and boardwalks create an attractive and cost-effective alternative to walking in the streets. Council wants to create a network of walking trails, with boardwalks, throughout the community to encourage both safety and exercise.*

**Appendix:**  
**Detailed Goals, Objective & Strategies (2014 to 2019)**



