



# APPENDIX A IMPLEMENTATION STRATEGY

## COMMUNICATIONS AND GOVERNANCE

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Improve communications between Chief and Council, administration, and community members.</b>				
1.1 Install electronic signage billboards	Install electronic signage billboards in each community with regular updates on community events, news, and developments.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>\$30,000 for signage</li> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
1.2 Establish text notification system	Create a mass text notification system for important community news and developments.	N/A	<ul style="list-style-type: none"> <li>System Cost TBD</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
1.3 Create online dashboard	Create an online “dashboard” that make all our Nation’s codes, polices, bylaws, plans, reports, and studies accessible to members with regular updates.	N/A	<ul style="list-style-type: none"> <li>\$10,000 - \$15,000 for web design services</li> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>PIDP</li> </ul>
<b>Priority: Grow off-reserve members’ sense of inclusion and connection to our Nation.</b>				
1.4 Create and maintain email list	Create and maintain an up-to-date e-mail list for off-reserve members to regularly communicate information on developments, events, and other important occurrences in Lac Seul.	N/A	<ul style="list-style-type: none"> <li>Staff time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
1.5 Off-reserve information package	Create an information package that details community affairs/developments, and resources for off-reserve members in accessing services that is updated and provided annually.	N/A	<ul style="list-style-type: none"> <li>Staff time</li> <li>Package printing and shipping costs TBD</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Priority: Strengthen our administration and governance systems.</b>				
1.6 Develop Chief and Council Strategic Plan	Develop a Chief and Council Strategic Plan at the start of every Council’s term that identifies projects, initiatives, and other endeavors to undertake during the term that are in alignment with the CCP.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>PIDP</li> </ul>
1.7 Develop updated Governance Policy and Manual	Develop an updated Governance Policy and Manual outlining the Chief and Council structure, roles, responsibilities, and other governance requirements, including updated orientation materials.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>Professional and Legal Services (Cost TBD)</li> </ul>	<ul style="list-style-type: none"> <li>PIDP</li> </ul>
1.8 Develop a Custom Election Code	Develop and adopt a Custom Election Code with to remove Indian Act election requirements and establish a electoral system that reflects Lac Seul’s cultural and community values.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>Professional and Legal Services (Cost TBD)</li> </ul>	<ul style="list-style-type: none"> <li>PIDP</li> </ul>

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
1.9 Create an expenditure plan for the Flood Claim	Create a plan for future expenditures, including capital, program and service expenditures, resulting from anticipated new Flood Claim settlement funds.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

## ELDERS, YOUTH AND FAMILIES

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Ensure our elders are safe, supported, and respected.</b>				
2.1 Hire an Elders Coordinator position	Hire a dedicated Elders Coordinator position responsible for communicating with elders on community events, coordinating non-medical services and supports and organize elder specific events and activities.	N/A	<ul style="list-style-type: none"> <li>Staff Salary (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
2.2 Develop accessible housing units for elders	Develop new housing accessible housing units for elders and other members who have mobility issues in each community.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Professional Services (Cost TBD)</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>CMHC</li> <li>FNIF</li> </ul>
2.3 Expand existing Elders Centre in Frenchman's Head	Complete an expansion to the existing Elders Centre in Frenchman's Head to provide additional space and capacity.	FMH	<ul style="list-style-type: none"> <li>Professional Services (Cost TBD)</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
<b>Priority: Create a positive and supportive environment for youth and families.</b>				
2.4 Community Garden Bed Program	Build community gardens at Lac Seul schools, community facilities and individual member homes to enhance food security.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>-\$20,000 - \$30,000 for garden beds</li> <li>-Staff time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
2.5 Construct new playgrounds	Develop new playground areas with lighting in each community.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>\$75,000 - \$125,000 per playground</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
2.6 Develop Early Learning and Child Care Plan	Develop a long-term plan for the provision and expansion of early learning and child care at Lac Seul.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

## HEALTH, SOCIAL WELLBEING, AND SAFETY

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Ensure the services and programs in Lac Seul adequately meet our community members' physical, mental, and social health needs.</b>				
3.1 Develop a Community Health Plan	Develop a Community Health Plan to identify key community health needs and priorities and related programs and services to provide in the future.	N/A	<ul style="list-style-type: none"> <li>\$30,000 - \$40,000 for Professional Services</li> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
3.2 Create an On-Reserve Detox and Treatment Facility	Establish an on-reserve after-care detox program and treatment facility to provide supports to members returning to the community from received outside detox and addictions treatment.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Salaries (TBD)</li> <li>Program Costs (TBD)</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
<b>Priority: Address intergenerational trauma through community-driven healing.</b>				
3.3 Develop a Safe House / Transition Housing Facility	Develop a safe house/transition housing for members who need safe housing or are returning from aftercare programming with separate shelters for men and for women and children.	KB	<ul style="list-style-type: none"> <li>Staff Salaries (TBD)</li> <li>Program Costs (TBD)</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
<b>Priority: Improve community safety, emergency response, and preparedness.</b>				
3.4 Develop Emergency Management Plan	Develop an Emergency Management Plan to establish protocols for emergency situations that includes wildfire and flooding responses.	N/A	<ul style="list-style-type: none"> <li>Staff</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>EMAP</li> </ul>
3.5 Develop an Updated Animal Control Bylaw	Complete a review and update of the Animal Control Bylaw to address dogs and other animals in the community.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> </ul>	<ul style="list-style-type: none"> <li>PIDP</li> </ul>

## CULTURE, TRADITIONS AND LANGUAGE

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Preserve and strengthen knowledge of our Nation's languages, cultural practices, and traditions</b>				
4.1 Create a Language and Cultural Revitalization Strategy	Develop a Strategy that identifies specific strategies, programs, events, and infrastructure required to strengthen Lac Seul cultural practices and language.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>ILCP</li> </ul>
4.2 Create a Community History Book and Displays	Develop a Lac Seul community History Book with stories and create a historical display and timeline in each community.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$10,000 - \$20,000 for Book Printing</li> </ul>	<ul style="list-style-type: none"> <li>ILCP</li> </ul>

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
4.3 Upgrade the Pow-Wow Grounds	Complete capital upgrades to the existing Pow-Wow Grounds, including outdoor cooking facilities, washrooms, parking/loading area, bleachers/seating and other upgrades.	FMH	<ul style="list-style-type: none"> <li>Professional Services (TBD)</li> <li>\$100,000 - \$250,000 for Upgrades</li> </ul>	<ul style="list-style-type: none"> <li>CSICP</li> <li>FNIF</li> </ul>
4.4 Elders Knowledge Archive	Record and compile stories and teachings from Lac Seul elders and knowledge keepers that is archived and available to members.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Priority: Increase community members' engagement in our traditional and cultural activities.</b>				
4.5 Relocate Frenchman's Head Roundhouse	Relocate roundhouse in Frenchman's Head to be closer to the Pow-Wow grounds or as part of the site.	FMH	<ul style="list-style-type: none"> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
4.6 Host a Culture Week	Organize and hold a week-long cultural festival with different community events and activities in each of the three communities.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$25,000 - \$50,000 for Programs and Activities</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

## LANDS, ENVIRONMENT AND RESOURCES

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Protect environmental, historic, and culturally significant areas in our territory.</b>				
5.1 Develop Territory Wide Land Use Plan	Develop a territory-wide Land Use Plan to that identifies important community values across the territory and establishes direction for land use and development activities and proposals in the territory.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$50,000 - \$75,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>LEDSP</li> </ul>
<b>Priority: Manage our reserve lands and resources to provide for our current and future needs.</b>				
5.2 Complete and Adopt the Land Code	Complete the development process and ratification of a Land Code to repeal Indian Act provisions and provide Lac Seul with jurisdiction and authority over its reserve lands.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>\$150,000 for Professional, Legal and Supplementary Expenses</li> </ul>	<ul style="list-style-type: none"> <li>LABRC</li> </ul>

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
5.3 Develop and Adopt a Land Use Plan	Complete and adopt a Land Use Plan to guide the management, use and development of Lac Seul reserve lands, including individual land use plans for each community.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>\$75,000 - \$100,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>FNMHF</li> </ul>
5.4. Develop a Zoning Bylaw	Develop a Zoning Bylaw to provide requirements and regulations for development on Lac Seul reserve lands including the use, size, height and location of buildings and development on Lac Seul lands.	N/A	<ul style="list-style-type: none"> <li>Staff and Leadership Time</li> <li>\$40,000 - \$60,000 for Professional Service</li> </ul>	<ul style="list-style-type: none"> <li>FNMHF</li> <li>LEDSP</li> <li>LABRC</li> </ul>
5.5 Develop an Environmental Management Plan	Develop an Environmental Management Plan to identify Lac Seul's environmental issues, priorities and strategies on its reserve and fee-simple lands.		<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$30,000 - \$50,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>LABRC</li> <li>LEDSP</li> </ul>
<b>Priority: Plan proactively for climate change.</b>				
5.6 Create a Waste Diversion and Recycling Plan.	Create a plan to improve recycling and organic waste diversion from Lac Seul landfills and transfer stations.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
5.7 Develop a recycling facility in Lac Seul.	Develop a recycling facility/depot and begin providing household recycling collection services in each community.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Capital and Program Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
5.8 Create a Climate Change Mitigation Plan.	Create Climate Change Mitigation Plan that assesses the potential impacts of climate change on Lac Seul lands, infrastructure, and broader community with strategies to reduce impacts.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$50,000 - \$75,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>FNAP</li> </ul>

## EDUCATION AND TRAINING

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Improve high school attainment rates and support members pursuing higher education opportunities.</b>				
6.1 Complete a School Needs Assessment/Feasibility Study	Complete a Needs Assessment and Feasibility Study for the development of a high school on-reserve, including enrollment projections and development/operation costs.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
6.2 Develop an Educational Attainment Strategy	Develop an Educational Attainment Strategy to identify specific programs, services, supports and facilities required to enhance Lac Seul member education attainment.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
6.3 Adult Education Centres	Develop Adult Education Centres or spaces to allow adult members to remain in their community when accessing education and training programs.	FMH & KB	<ul style="list-style-type: none"> <li>• Program Costs (TBD)</li> <li>• Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Priority: Improve access to training opportunities.</b>				
6.4 Develop a Comprehensive Job Board	Create a user-friendly online community job posting board to advertise employment and training opportunities in Lac Seul and nearby communities.	N/A	<ul style="list-style-type: none"> <li>• Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

## HOUSING

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<b>Priority: Ensure all Lac Seul community members have access to suitable, affordable, safe, and adequate housing.</b>				
7.1 Develop a Housing Strategy and Subdivision Plans	Develop a comprehensive Housing Strategy to identify Lac Seuls's long-term housing needs, future housing development areas, housing types and other information to support housing development in the community. This includes preparing feasibility studies for new residential subdivisions.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>• Staff Time</li> <li>• \$40,000 - \$60,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>• FNMHF</li> </ul>
7.2 Upgrade Teacherage Housing.	Upgrade housing for Lac Seul school teachers who are not existing residents.	N/A	<ul style="list-style-type: none"> <li>• Capital Cost (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Priority: Improve housing governance and management.</b>				
7.3 Develop a new Housing Department/Authority	Develop a new singular housing department or authority to manage all Section 95 and band-owned housing at Lac Seul, including new staff, roles, and responsibilities.	N/A	<ul style="list-style-type: none"> <li>• Staff Salaries (TBD)</li> <li>• Program Costs (TBD)</li> <li>• Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>• FNMHF</li> <li>• PIDP</li> </ul>
7.4 Complete a Condition Inventory of Lac Seul Homes	Complete homes inspections for all Lac Seul housing and compile inspections into an electronic housing inventory.	N/A	<ul style="list-style-type: none"> <li>• Staff Time</li> <li>• Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>• AMP</li> <li>• FNMHF</li> </ul>

## INFRASTRUCTURE

<i>Actions / Projects</i>	<i>Description</i>	<i>Community</i>	<i>Resourced Needed</i>	<i>Funding Opportunities</i>
<i>Priority: Provide core infrastructure to meet current and future needs in each community.</i>				
8.1 Develop an Asset Management Plan	Complete an Asset Management Plan and policy to guide Lac Seul investment in the repair and replacement of community infrastructure, including GIS mapping of all Lac Seul infrastructure assets.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$40,000 - \$50,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>AMP</li> </ul>
8.2 Develop Long-Term Capital Plans	Complete long-term (10 year) capital plans for each community in addition to the required ISC 5-Year capital Plans.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Professional Services (if required)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
8.3 Complete Kejick Bay Water Feasibility Study	Complete a feasibility study for the replacement and development of a new water distribution system in Kejick Bay.	KB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$50,000 - \$75,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
8.4 Complete Wastewater Feasibility Study	Complete a Wastewater Feasibility Study for each community to identify potential wastewater servicing options, costs and other considerations.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$100,000 - \$200,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>
8.5 Complete Cemetery Developments	Develop a new cemetery at Kejick Bay and enhance cemeteries in Whitefish Bay and Frenchman's Head.	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Program Costs (TBD)</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<i>Priority: Beautify each community and ensure public spaces are clean and safe.</i>				
8.6 Develop Temporary Landfill Site	Develop a temporary landfill site until a new strategy for solid waste management is implemented (as per the Solid Waste Management Planning Study).	FMH, KB, & WFB	<ul style="list-style-type: none"> <li>Staff Time</li> <li>Capital Costs (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<i>Priority: Establish a community at Canoe River.</i>				
8.7 Complete Community Visioning Exercise	Conduct a community visioning exercise with members to identify general interest level for potential residents to move to a new community.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
8.8 Develop Feasibility Study	Develop a Feasibility Study that identifies future development options, infrastructure requirements, cost estimates and phasing for the development of a community at Canoe River.	N/A	<ul style="list-style-type: none"> <li>Staff Time</li> <li>\$50,000 - \$75,000 for Professional Services</li> </ul>	<ul style="list-style-type: none"> <li>FNIF</li> </ul>