



# NISGA'A TS'AMIKS VANCOUVER SOCIETY

## Strategic Plan 2023-2028



Ćit (Hello)  
Bakwsim'  
(Welcome)

"Say't K'ilim  
Goot"

One heart,  
One path,  
One nation.





# Our Mission:

## Uplift our People

To create a community that enhances the social, economic, physical, cultural, and spiritual wellbeing of Nisga'a citizens, whose ordinary residence is within Southern British Columbia.







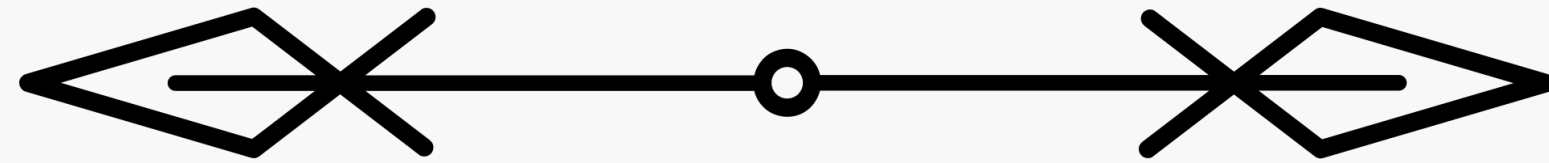
# Our Vision



To nurture a vibrant, empowered, and prosperous Ts'amiks community grounded in our Ayuuk that is an integral part of a unified Nisga'a Nation.



# Our Core Values



We will accept from the people the sacred responsibility of government. I will be loyal to the Nisga'a Nation, uphold its values, and protect and obey its Constitution.

We will seek the guidance of the elders, Simgigat and Sigidimhaanak and respect their wisdom and interpretation of the Ayuuk. I will be a faithful counselor to those who seek my advice and will keep secret all matters entrusted in my confidence.

We will work to preserve the peace and unity of the Nisga'a Nation, to secure the well-being of the people, and to provide good, effective, and accountable government for the Nisga'a Nation as a whole.



<div data-bbox="319 0 769 446">S</div> <div data-bbox="329 530 659 602">Strengths</div>	<div data-bbox="1069 0 1519 446">W</div> <div data-bbox="1026 530 1442 592">Weaknesses</div>	<div data-bbox="1812 0 2262 446">O</div> <div data-bbox="1769 484 2232 551">Opportunities</div>	<div data-bbox="2515 0 2965 446">T</div> <div data-bbox="2662 484 2918 545">Threats</div>
<div data-bbox="166 892 823 1658"> <p>Nisga'a Culture Language Traditions Connection Community Celebration Positivity Collaborative Gatherings Grants Staff &amp; Leadership</p> </div>	<div data-bbox="896 675 1499 1806"> <p>Communications – Internal &amp; External Staff Capacity Staff Retention Team work Alignment Time management Community Attendance Not enough alignment between staff &amp; community We take things personally Planning &amp; Lead Times too short Employee Burn Out</p> </div>	<div data-bbox="1642 692 2359 1590"> <p>Cultural Identity Building for the future of our members, staff &amp; board Restoring Our Roots Empowering one another Community Teachings Improve culture &amp; systemic barriers for our members Improved communication internal/external Employee Retention Employee Morale Space for meaningful community connection</p> </div>	<div data-bbox="2409 690 3058 1746"> <p>Employee turnover Capacity limitations. Vulnerable community members. Job offers - getting poached competition Wages competition Market value of position Funding cut off Rising cost of living Illness Competing non-profits organizations Addictions - health &amp; wellbeing Inflation</p> </div>

# 5 Key Strategic Goals





# Strategic Goal 1

## Culture, Language & Traditions



Grow and revitalize  
Nisga'a culture and  
practices in all we do



Build on our  
Cultural Agility



Capture and  
document Nisga'a oral  
history and cultural  
practices



# Strategic Goal 2

## Community Engagement: Events, Communications & Services



Offer high quality experiences & programming through our services & events



Build out inclusive community member engagement plan



Revise communications strategy



# Strategic Goal 3

## Improving Administration & Finance



Develop infrastructure  
for Human Resources;  
Employee Engagement,  
Recruitment, and  
Retention



Develop a Nisga'a  
Workplace Culture



Streamline Work  
Flows



# Strategic Goal 3 (cont'd) Improving Administration & Finance



We will continue to increase our grant and funding opportunities to remain solvent and resistant to the economic downturn.



Increase financial literacy for board, staff and members



Maintain a financial reserve for emergencies



Prepare and maintain audit readiness throughout the year



# Strategic Goal 4

## Economic Development



Conduct Engagement with  
business community to better  
understand how we can  
support them



Support small business  
Nisga'a Entrepreneurs  
with increased access to  
educational resources and  
small business grants



Create Partnerships &  
Opportunities that will  
foster growth



# Strategic Goal 5

## Governance & Strategy



Upload all Legal, Strategic  
& Financial Obligations of  
NTVS



Act in the best interest  
of the organization at all  
times



Being accountable &  
transparent with  
progress and key  
metrics



T'ooy' aksiy'  
n' isim  
(Thank you)

