



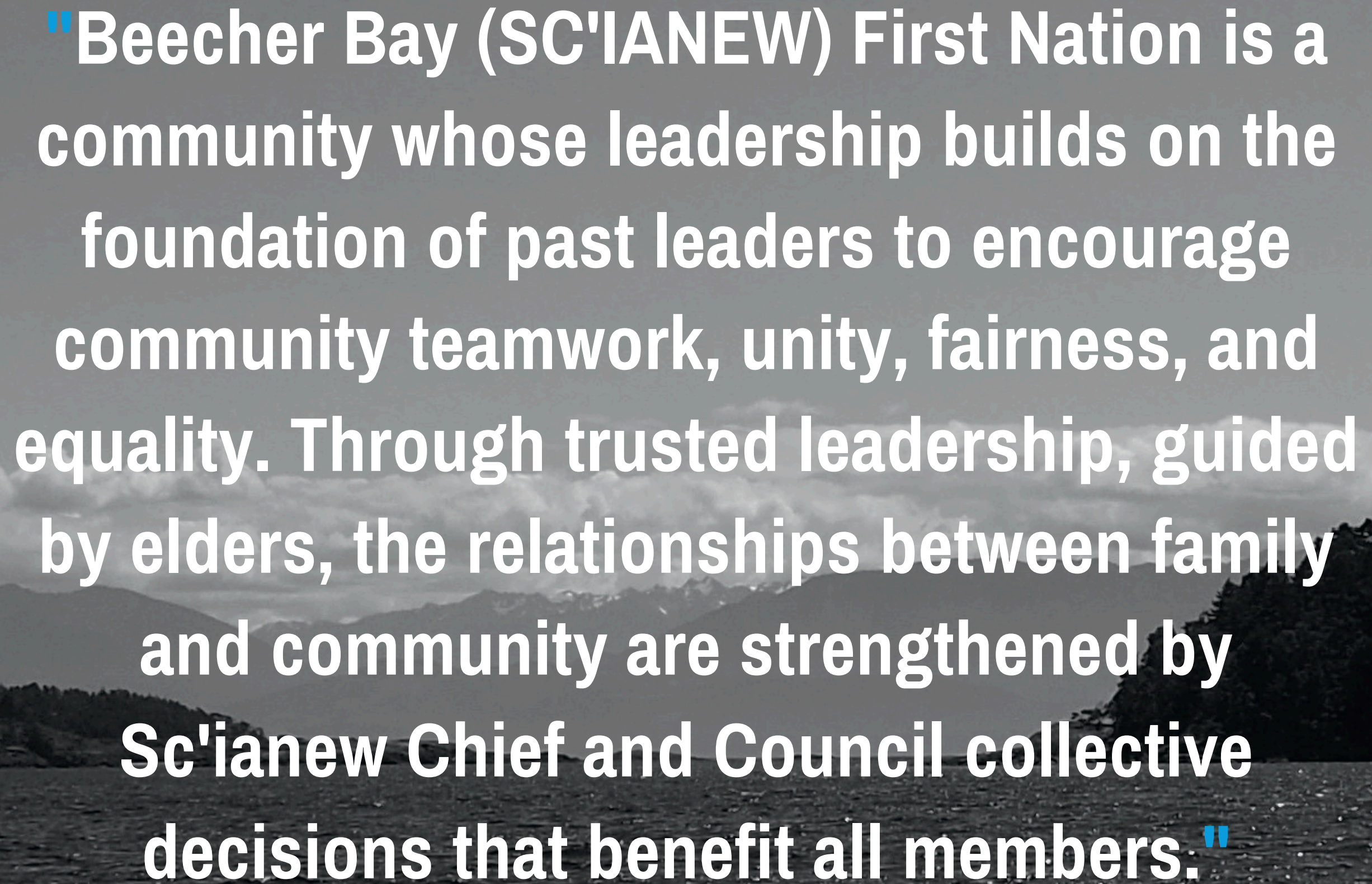
SC'IANEW Strategic Plan

2023-2027



CONTENTS.

vision	2
chief and council	3
strategic goals	4-8



"Beecher Bay (SC'IANEW) First Nation is a community whose leadership builds on the foundation of past leaders to encourage community teamwork, unity, fairness, and equality. Through trusted leadership, guided by elders, the relationships between family and community are strengthened by Sc'ianew Chief and Council collective decisions that benefit all members."

ABOUT US

The Sc'ianew (Beecher Bay) First Nation is located 30kms south-west of Victoria BC. The Sc'ianew (Beecher Bay) First Nation is located 30kms south-west of Victoria BC. The word "Sc'ianew" (pronounced CHEA-nuh) translates from the SENĆOŦEN language as "the place of the big fish", indicating the richness of the sea life in the region that sustains the Sc'ianew and neighboring First Nation communities with food, shelter, medicine, and clothing. language as "the place of the big fish", indicating the richness of shelter, medicine, and clothing. language as "the place of the big fish", indicating the richness of the sea life in the region that sustains the Sc'ianew and neighboring First Nation communities with food, shelter, medicine, and clothing.

Part of Sc'ianew traces their ancestry to people who spoke four different dialects. The community recognizes all four languages although they are not all currently spoken. As with other First Nation names in the region, the place name "Sc'ianew" identifies what the inhabitants needed to know about the locale.

Sci'aneew First Nation is a party to the Douglas Treaties and is negotiating a modern treaty as a member of the Te'mexw treaty nations through the BC treaty process.

Sc'ianew First Nation is governed by a Chief and two Councillors and also incorporates traditional leadership components including Elders.

Elections were held every two years in October on odd-numbered years but recently changed to every four years in 2019.



**Chief
Russ
Chipps**



**Councillor
Traci
Pateman**



**Councillor
Sheeba
Sawyer**

Build Economic Capacity and Infrastructure

WCMRC

Objectives

- Create new serviceable lots for membership housing
- Build new health building, community health and wellness, band office expansion, and gymnasium
- Become the Research and Development hub for ocean protection and sustainability
- Strengthen Strategic Partnership with external stakeholders to create economic opportunities
- Find new development partner for Spirit Bay, to create a local service centre and village here at IR#1, in order to significantly increase our property tax revenues and on reserve jobs for our people
- Expand Marina operations with our business allies, WCMRC and Kotug Canada.
- Develop our Centre Mountain commercial lands so they can be leased to generate long term own source revenues for our community
- Seek to create with our supporters an Indigenous Protected Conservation Area (IPCA) at Mary Hill when those lands become available through Treaty
- Develop a longer term Plan to re-zone and develop our East Sooke Treaty lands



+ Strategic Goals

Create Sustainable Careers for Membership

Objectives

- Build a career strategy/pathways to success for members of the Nation
- Increase educational resources
- Increase job satisfaction in the community by improving HR management
- Create more community engagement for career opportunities to ensure members envision the opportunities available at the Nation

Band Administration Office



Close the Gap to ensure long term sustainability and prosperity

Longhouse



Objectives

- Create awareness about the various grants and contributions that are available to the Nation and the limitations of funding dependence
- Increase own-source revenue
- Hold informational sessions with membership to understand limitations of program funding and opportunities available in creating own source revenue and infrastructure
- Achieve self-determination by having own-source revenues be the Nation's primary revenue source

Protect our traditional territory on the land and in the sea



Objectives

- Develop Strategy to create capacity within the Nation to educate and enforce safe environmental practices
- Become the centre of excellence for research and development on ocean protection
- Strengthen our position in the Marine Services industry by leveraging existing relationships with WCMRC and KOTUG to create more initiatives in ocean protection
- Create sustainable economic opportunities for community
- Obtain new lands through treaty or own-source revenues to secure long-term growth of the Nation

Create a positive work environment where staff feel valued and supported

Health Centre



Objectives

- Create and review orientation package for council, management and staff
- Review roles and responsibilities of each position at the Nation
- Hire HR personnel to achieve the outlined objectives
- Supportive work environments
- Review tools available to staff for training and retention
- Provide soft-skills training to staff and follow best practices in creating a safe work environment

SC'IANEW (Beecher Bay) First Nation

+ Beecher Bay First Nation
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