

Wahkohtowin
Guardian Program
Strategic Plan
August 2021

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Our Background and Support

Out of Wahkohtowin Development GP Inc., grew our Guardian Program. We recognize the challenges and opportunities facing our communities in environmental and resource management. We want to be leaders and changemakers for our communities. We want to learn our old ways and share knowledge to create innovative environmental solutions for our communities.

About our Guardian Program

Wahkohtowin stands for kinship and connectedness and recognizes the complexity and interconnectedness of Our People, Lands, and Waters. Wahkohtowin Development GP Inc. is the forum for active participation in the resource sector for our communities. Our communities include Chapleau Cree First Nation, Missanabie Cree First Nation and Brunswick House First Nation.

The Guardian Program is an initiative of Wahkohtowin and has been developed to foster environmental management in our Traditional Territories. With guidance from our Elders and Cultural Advisors we wish to encourage a return to Traditional Knowledge, Practices and way of life in Our Communities.

Our Guardian Vision

We envision communities that understand the Land, the People, and the Future. We will listen to Elders and Youth, and that will make us stronger and more hopeful for our Future. Our Guardians are the key in ensuring sustainability and harmony within our lands.

Our Guardian Mission

To produce Guardians that understand the Land as our Ancestors did, and who can protect our Mother Earth. Our Guardians are the key to improving community knowledge of our traditional ways.

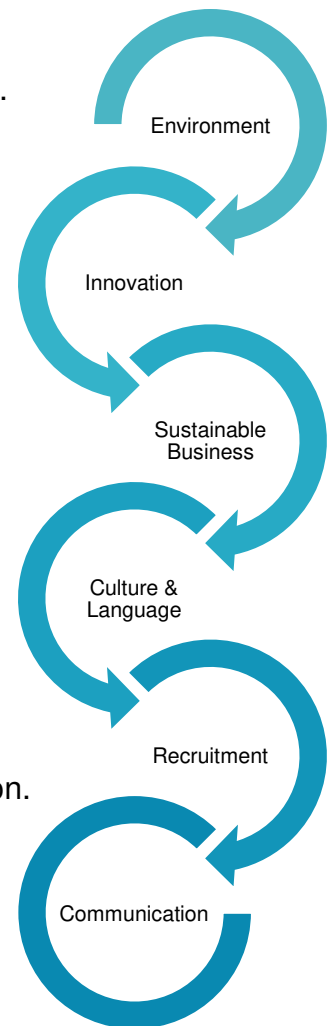
Our Guardian Principles

- We wish to respect Our Elders who see a need for an Indigenous perspective on living and learning on the Land.
- We believe in being accountable for the resources we consume.
- We wish to be well-trained caretakers of the Land in the same ways Our Ancestors have since time immemorial.
- We believe reconnecting to Our Traditional way of living is the key to the health of our communities and protection of our lands.
- We wish to actively monitor and have a presence on Our Traditional Territory.

Our Guardian Goals

To continue to foster and develop the Guardians Program, with guidance and integration from our Cultural Advisors, and foster environmental management for the protection of our lands, we have established the following goals:

1. Environmental Management:
To be Community Leaders in Environmental Management.
2. Innovation:
To Incorporate Traditional Knowledge and Modern Processes and Procedures in Forest and Environmental Management.
3. Sustainable Business Development:
To ensure self-sustainability through various revenue streams such as government and industry funding, fee for service contracts, and community investment.
4. Culture and Language:
To incorporate culture and language into all the work that we do; to gain and share knowledge with Our communities.
5. Recruitment:
To engage our communities' youth into the program and recruitment that is focused on gender equality and inclusion.
6. Communication:
To communicate and report to our communities and to empower our Guardians to share their knowledge gained from the program with their community members.



Our Guardian Objectives

Our Objectives are the measurable results associated with Our Goals. They serve to communicate the overall direction of the Guardian Program at a high level. We have developed the following tables to guide our actions in support of achieving our objectives and meeting our goals.

Goal #1: Environmental Management

To be Community Leaders in Environmental Management and protect, manage and monitor our lands and resources for our families.

| Actions | Results | Success |
|--|--|---|
| Incorporate Land-Based Learning into Programming | Guardians that are well trained in land-based activities. | Guardians empowered to share knowledge gained with their communities. |
| Knowledge Sharing | Bring Traditional Knowledge and Practices to our Communities. | Informed solutions. |
| Build on Historic Knowledge. | Understand our history. | Share knowledge with community. |
| Support the development of strong community lands and resources departments. | Capacity increase in technical environmental skills and protocols. | Environmental departments and positions emerge in communities. |
| Develop environmental monitoring regimes for community territories. | Support development of community environmental laws and standards. | Environmental governance. Youth pursue post-secondary education in lands and resources fields of study. |
| Acquire baseline data inventories to inform environmental solutions. | Analysis capacity and reportable data. | Informed solutions. |
| Monitor all resource activity happening within our territories. | Cumulative Effects Assessments. | Resource Development Inventory |
| Learn environmental monitoring techniques and protocols. | More tools and protocols for managing our environment. | More stringent environmental monitoring. |
| Foster and develop effective environmental relationships. | Increased training opportunities. | Site-specific or industry specific knowledge and standards. |

Goal #2: Innovation

To Incorporate Traditional Knowledge and Modern Processes and Procedures in Forest and Environmental Management.

| Actions | Results | Success |
|--|--|---|
| Use of Modern Processes and Procedures | Tools and protocols to effectively manage resources. | Healthy lands, waters, forests and communities. |
| Incorporation of Traditional Knowledge and Western Science | Our knowledge informing our actions and solutions. | Healthy lands, waters, forests and communities |
| Promotion and Communication of Program | Our members respect and recognize our work. | Guardians program is well known across Turtle Island. |
| Innovation Lab/Centre | Creativity sparked. | New solutions being created. |
| Sustainable Forestry Solutions | Active forest participation. | Business growth. |

Goal #3: Sustainable Business Development

To ensure self-sustainability through various revenue streams such as government and industry funding, fee for service contracts, and community investment.

| Actions | Results | Success |
|--|---|--|
| Research Sustainable Revenue Streams- government/ industry funding | Successful Funding Proposals- Training Programs, Core Funding, National Guardians Program | Sufficient Funding for Programs and Ability to Expand Programming to Better Meet Community Needs |
| Develop Proposals for Fee for Service Contracts | Successful Work Proposals- Tree thinning Contracts, Gender/Diversity Training for Industry Partners | Unfettered Revenue- Less reliance on fettered funding |
| Resource Revenue Sharing | Funding from RRS to support management of resources. | Informed active participation and decisions by our communities. |
| Investments by Communities | Communities make investment in Guardian Program to improve program offerings | Unfettered Revenue- Less reliance on fettered funding |
| Investments by Industry Bioeconomy/Cogeneration | Multi-year industry funding. Funding for programs. | Formal Relationship Agreements. Profit. |

Goal #4: Culture and Language

To incorporate culture and language into all the work that we do; to gain and share knowledge with Our communities.

| Actions | Results | Success |
|--|---|--|
| Guardians to Begin Building Their Ceremonial Bundles. | Integrating ceremony into Guardians programs. | Understanding our ways of knowing. |
| Complete Occurrence and Abundance Assessment of Traditional Medicines. | Inventory of Traditional Use Medicines | Knowledge capture and shared to heal our communities. |
| Incorporate Language and into Programming as it relates to caretaking and guardianship. | Guardians learning our languages. | Fluent speakers in our communities. |
| Incorporate Traditional Teachings into Programming as it relates to caretaking and guardianship. | Guardians learn our teachings and help develop strong environmental programming. | Teachings continued and shared. Lands, and waters cared for in our old ways. |
| Elders Guidance | Enable opportunities for youth to participate and share time with elders and knowledge keepers | Knowledge shared and continued to inform the work we do. |
| Youth Engagement | Enable opportunities for youth to participate and share time with elders and knowledge keepers. | Youth passing on knowledge to other youth. |

Goal #5: Recruitment

To engage our communities' youth into the program and recruitment that is focused on gender equality and inclusion

| Actions | Results | Success |
|--|--|---|
| Provide Guardians competitive wages to increase retention. | Bringing our people back home, or providing opportunities to keep them home. | Meaningful long-term employees from our communities. |
| Attend Career Fairs to Promote the Program Opportunity. | Interested participant list for upcoming cohorts. | Guardians attending programs. Accessing new demographics. |
| Market and Promote the Program through Social Media | Increased Social Media Presence (Facebook, Instagram, Twitter) | More youth and participants entering the program. |
| Website management and accuracy. | Consistently Updated Website that performs well according to SEO parameters | Informed community and partners. Accessibility to information for Guardians. |
| Showcase Guardians on website and newsletters. | Promoting pride and encouraging others to participate. | Increased Guardians in our communities. |
| Wahkohtowin Days | Each community has Wahkohtowin Day each year to showcase the Guardians. | Direct engagement with Band Members and getting them wanting to participate or be informed. |

Goal #6: Communication

To communicate and report to our communities and to empower our Guardians to share their knowledge gained from the program with their community members.

| Actions | Results | Success |
|---|---|---|
| Empower Guardians to Share Their Knowledge with Their Communities | Increased Community Engagement and Awareness of Program | Community Empowerment |
| Develop Communication tools and materials. | Program Branding. | Strong community following. |
| Ensure Guardians are Accountable to Their Communities | Annual innovative and creative community events that share environmental updates. | Informed, engaged communities. |
| Increase Communication with Communities' Leadership. | Access to environmental data to support decision making. | Informed decision makers on our lands and territories. |
| Increase Communication with Communities' Elders | Develop meaningful informative relationships to support environmental solutions. | Our ancestral wisdom informing our daily actions. |
| Increase Communication with Communities' Youth Councils | Youth proud and excited of the work being done. | Youth from our communities becoming Guardians. |
| Increase communication with program partners. | Program partners aware of program success. | More partners and funding to continue the Guardian program. |

Our Implementation

Our Wahkohtowin leadership and team will implement the goals and objectives identified in this plan through the development of reportable annual work plans for each Guardian program/staff. The workplans will be based on the actions identified in this plan. The annual workplans will be approved and reported to by the Board of Directors.

Our Review

Our Wahkohtowin Guardians Strategic Plan will be reviewed annually with our Guardians, Communities and Board of Directors to ensure that the plan is continually being implemented and meeting the needs of the communities.

Our Acceptance

Our Board of Directors have shared and communicated this plan thoroughly with our community partners and are hereby endorsing and accepting this plan through Board Motion #: _____, on this _____ day, of _____, 2021.