

2022-2026 STRATEGIC PLAN

Measuring Our Way Forward



**CARRIER SEKANI
FAMILY SERVICES**



Our Mission

With the guidance of our Elders, we are committed to the well-being and empowerment of Carrier and Sekani Families by asserting authority over health, social, and legal services.

Our Vision

Yinka Dene living to their full potential

Our Values

RESPECT | COMPASSION | RESPONSIBILITY

TRUST | INTEGRITY | HONESTY



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Our Strategic Priorities

Priority 1: Support Nation-rebuilding

Our goal by 2026:

- Increase supports to our member Nations in their journey to self-sufficiency.

Strategies:

READINESS FOR JURISDICTION

Support Nations to become self determining

EDUCATION AND TRAINING

Empower Nation members of all ages with knowledge and resources to rebuild their cultural identity, community governance systems and workforce skills.

MENTORSHIP

Provide mentorship opportunities for Nation members to increase understanding of CSFS operational roles and responsibilities and cultural activities.

NATION BASED MEASUREMENT

Develop cultural indicators of health and wellness to inform service delivery models and planning.



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Priority 2: Culture is our foundation

Our goal by 2026:

- Increase CSFS staff's knowledge and understanding of Carrier and Sekani history and culture
- Increase how CSFS integrates Carrier and Sekani cultural traditions, practices and values into our planning, decision making and service delivery.

Strategies:

UNDERSTANDING

CSFS staff and partners understand the history, values and cultural diversity within the current context that impacts the Nations we serve today.

INVOLVE

- All CSFS staff are supported to engage in cultural events and activities.
- Family, clan and community are involved in service design and planning.





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Priority 3: Strengthen organizational capacity and development

Our goal by 2026:

- Our programs, infrastructure and governance system embody best practices, serving as a measurable model of excellence for providing health, child and family services.
- Our people are thriving -- effective in their work and respected for their knowledge and capabilities.

Strategies:

CENTRE OF EXCELLENCE

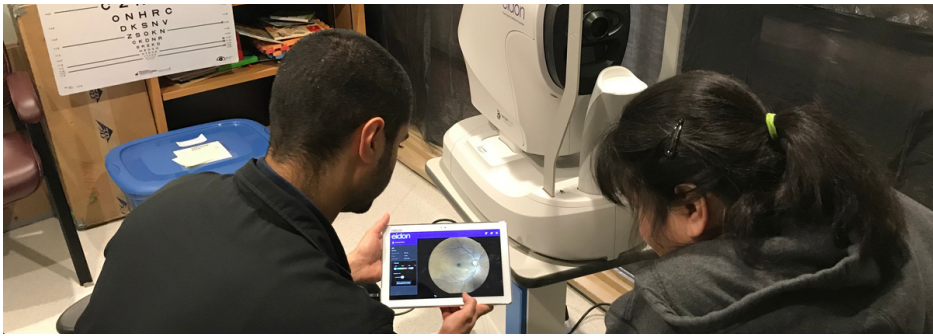
Enhance the effectiveness of our governance and organizational structure to best fulfill our mission and the achievement of our strategic priorities.

PERFORMANCE MEASUREMENT

We will develop a workforce that is skilled at creating, acquiring and transferring knowledge, and at modifying its behaviour to reflect new knowledge and insights.

STRENGTHENING CSFS STAFF

Attract and retain skilled and diverse staff and invest in training and developing our people for a sustainable and a highly satisfied workforce.



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Priority 4: **Provide innovative and high-quality services and supports that meet the health and well-being goals of the Nations we serve**

Our goal by 2026:

- We will have reliable and sustainable funding and pursue new opportunities for annual revenue growth to meet the health and well-being goals of the Nations we serve.
- Our relationships enable us to improve the continuity of services we offer, and work with external stakeholders to meet the needs of our Nations over the life-cycle.

Strategies:

RELATIONSHIPS AND PARTNERSHIPS

Motivate political, social and economic improvements through our relationships and partnerships with local, provincial and national stakeholders on priority goals for our Nations.

LEVERAGING RESOURCES

Seek opportunities to strengthen and diversify our funding sources, and enhance our structures to support priority programming, community needs and further capacity building.

COMMUNICATION AND COLLABORATION

Increase our service delivery effectiveness through a culture of collaboration, innovation, accountability and effective communication that proactively makes improvements and change.

CAPITAL PROJECTS

Secure capital funding to expand and enhance CSFS service infrastructure.