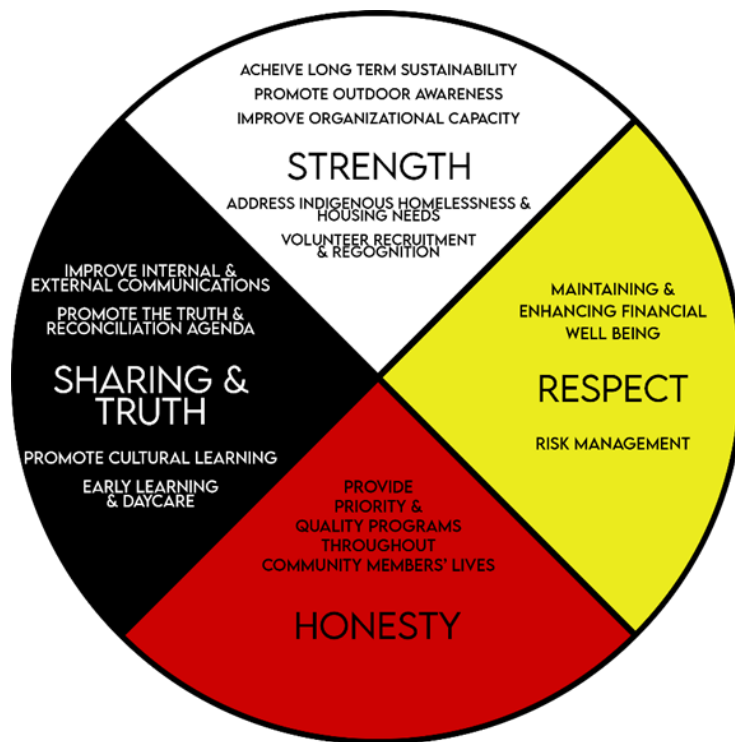


NBIFC Strategic Plan 2019-2022 Achievements

The NBIFC strategic plan adopted by the Board and community in June 2019 was based on a medicine wheel framework as shown below:



Results: East Respect

Goal	Tactics	Result	Achieved
Maintaining and enhancing IFC financial well-being Risk Management	Continue operations without over reliance on debt and find new revenue sources	<ul style="list-style-type: none"> ✓ NBIFC has not taken on any new debt since 2019. ✓ Suswin Village completed without debt ✓ Existing debt being paid off 	Yes

Results: South Honesty

Goal	Tactics	Result	Achieved
Provide priority programs throughout community members' lives	Review program successes and identify gaps in all NBIFC programs	<ul style="list-style-type: none"> ✓ New youth programs such as Dungeons and dragons have been operating since Nov 2022 when in person programming resumed. ✓ Youth ski programs, cooking class, and ju-jitsu programs are now underway ✓ Life long care programs, mulkuk making, quilts and beading programs underway. 	Yes
	Engage Elders in NBIFC programming and sharing traditional knowledge	<ul style="list-style-type: none"> ✓ Elders and Knowledge keepers, are invited to take part in the CAC meetings to share a teaching each month. ✓ Elders and knowledge keepers are available for monthly consultations with staff. ✓ Two Grandmothers gatherings have been held 	Yes

West – Sharing and Truth

Goals	Tactics	Result	Achieved
1 Improve NBIFC's internal and external communications		<ul style="list-style-type: none"> ✓ Communications coordinator appointed ✓ Monthly IFC newsletters generate over 30, 000 views since inception. ✓ New graphics and logos placed on IFC building façade ✓ Website improved 	Yes

		<ul style="list-style-type: none"> ✓ Extensive adoption of virtual communications 	
2 Promote the Truth and Reconciliation agenda	W-2 Create a community-based reconciliation committee	<ul style="list-style-type: none"> ✓ Community Action Circle (CAC) and Reconciliation North Bay operated until the pandemic struck in early 2020 then paused ✓ CAC reinstated in 2022 ✓ Pow Wow's increasingly successful with over 5000 attendees in June 2022 	Yes
3 Cultural Learning	W-3 Create programs that promote Indigenous culture and language	<ul style="list-style-type: none"> ✓ Programs in place to connect people with their cultural heritage ✓ Programs and ceremonies at the Land and other locations promote culture ✓ Cree language classes conducted in 2020 	Yes
4 Early learning and day care	W-4 Work with partners to support parents enhance student success	<ul style="list-style-type: none"> ✓ Seven Stones school established in 2022 ✓ Counselling programs delivered at area schools ✓ Effective parenting clinics conducted 	Yes

North – Strength

Goals	Tactics	Result	Achieved
1 Achieve long term sustainability	N-1 Consider multi-year budgeting and financial strategies	<ul style="list-style-type: none"> ✓ Annual audit reports demonstrate a healthy IFC balance sheet 	Yes
2 Promote outdoor awareness for the land	N-2 Prepare a site plan for the land, budget for phased improvements, and establish outdoor oriented programs	<ul style="list-style-type: none"> ✓ Ecological mapping completed in 2021 ✓ Youth programs attract young people to the land ✓ Sweat lodges are conducted annually at the land. ✓ Fasting camps take place twice a year on the land. 	Yes

3 Improve organizational effectiveness and capacity	N-3 Complete an organizational review focusing on governance, human resources, communications and staff capacity in 2019	<ul style="list-style-type: none"> ✓ National accreditation received in 2019 ✓ Corporate communications function established ✓ Human Resource function established to enhance staff recruitment and retention and improve policies 	Yes
4. Address Indigenous homelessness	N-4 Build the 30-unit Suswin transitional housing project by 2021	<ul style="list-style-type: none"> ✓ Suswin Village project completed on budget and opened in March 2023 	Yes
5 Indigenous housing needs	N-5 Initiate a review of Indigenous housing services	<ul style="list-style-type: none"> ✓ Emergency rent and utility funding put in place to ensure people remain housed ✓ In 2022, NBIFC assisted in ensuring the smooth transition of the ownership of Native People of Nipissing Housing to Ontario Aboriginal Housing preserve and expand Indigenous housing 	Yes
6 Volunteer recruitment and recognition	N-6 Recruit and reward volunteers	<ul style="list-style-type: none"> ✓ Currently working on increasing volunteers 	Work in progress

Other NBIFC Achievements

Unanticipated events such as the Covid pandemic and other opportunities arose since the adoption of the 2019 Strategic Plan. The following represents NBIFC achievements that exceed the priorities identified in the Board’s 2019 Four Directions Strategic Plan.

IFC COVID Response	NBIFC managed to maintain operations during the pandemic is and is continually adjusting to the new circumstances. Extraordinary efforts were made to keep community members housed, fed and warm.
Miskwaadesi Turtle Terraform Project	NBIFC with considerable financial assistance from FedNor and the North Bay Mattawa Conservation Authority substantially completed the turtle terraform project on the Ecotrail adjoining Chippewa Creek near Second Ave.
Indigenous Coalition Project	NBIFC is working on forming an urban Indigenous coalition to undertake joint planning and joint initiatives that serve the urban Indigenous community as a whole
Seven Stones School	Seven Stones School was opened in the fall of 2022 aiding youth who struggle in the public school system

Next Steps

It is time to build upon the achievements and to update the NBIFC’s community goals and priorities.

Kathy Fortin
 Executive Director
 NBIFC

