

NORTHERN VILLAGE OF AIR RONGE (NVOAR)

STRATEGIC PLAN

SEPTEMBER 2026 - 2030



VILLAGE OF AIR RONGE



As we come together around this table, we acknowledge that we are gathered on Treaty 6 territory. This land, which we now call home, and the water that flows through it, are the traditional territories of the Cree Peoples and the homeland of the Métis Nation. As we hold our discussions and make our decisions, we commit to being mindful and respectful of the First Nations and Métis ancestors of this place. We are dedicated to working and walking together in a spirit of collaboration and mutual respect.

The Northern Village of Air Ronge 2026-2030 Strategic Plan builds on the foundation established through the 2022 planning process and reflects the continued collaboration between Council and the community.

This plan reaffirms our shared vision and provides clear direction for the years ahead, guiding decision-making, resource allocation, and community growth. It represents both a continuation of previously identified priorities and an opportunity to respond to emerging needs and opportunities within our community.

Council remains dedicated to achieving the goals set in partnership with residents, and with your continued input, we are committed to realizing our vision of a thriving, inclusive community anchored in a deep understanding of our heritage.

This Strategic Plan is a living document that will evolve alongside Air Ronge. As our community grows and changes, so too will our priorities and approaches. Ongoing engagement and collaboration will ensure the plan remains relevant and responsive.

We thank the members of our community for their continued involvement, insights, and commitment to shaping the future of Air Ronge.

Sincerely,

Your Elected Council of the Northern Village of Air Ronge

Mayor Julie Baschuk
Deputy Mayor Terry Desroches
Councillor Dave Smallwood
Councillor James Hope Howard
Councillor Brent McDougall

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Introduction

A community is a *group of people tied together by a common geographical, social, economic, educational, and public environment*. The Northern Village of Air Ronge has been an incorporated Northern Municipality since October 1, 1983, and is a member of the tight-knit Lac La Ronge Tri-Community, also consisting of the Lac La Ronge Indian Band and the Town of La Ronge.

According to the 2021 Census, of our total population of 1,365, we are clearly a working municipality with 64.1% of our population between the ages of 15-64 years. We have a 65+ population at 7.4% and our youth population from 0-14 years is a whopping 28.9%. These demographics of Air Ronge indicate a young community with an up-and-coming population. The significant drop off at the 65+ range may be indicative of retirees moving away from the community.

Further analysis shows that the majority of the working population is within the age range of 20-44 (63.6%). This indicates a large portion of our population is between the starting and mid-range of their careers with the remainder of this demographic being in the later phases of their working careers.

Communities are the product of choices made by individuals over time. When members of a community have a shared vision of what they want that community to look like far into the future then the journey of getting there can be adaptable and capitalize on opportunities as they arise.

The purpose of a Strategic Plan is to identify what a community “wants to be”, its Vision, and provide direction for how it’s going to get there. It provides a framework for change to help prioritize efforts and allocate resources in a way that will make progress on achieving the Vision for NVOAR far into the future.

The previous Village council invested in a planning process that would engage the community in deep thinking while shedding light on what are collectively, the most important considerations at this moment in the history of NVOAR. This was the first Strategic Planning process in recollection that NVOAR has embarked on. The resulting product provides the foundation for ongoing change over time.

This strategy framework is intended to continue from the previously set term of 2022-2025, and into 2026-2030. It will serve to oversee and align with the official community plan that is set to be realized in the same timeframe. It will be treated as a guide that is updated as needed in response to a dynamic, changing environment. This will be especially important as new members join the council.

Approach to Planning

This approach to strategic planning assumes that it is an iterative and ongoing process, with success dependent on clear values, a dedicated council, and the capacity to adapt to changing circumstances. It is based on the value that a plan must reflect the voices of members of the community, inviting them to talk together about the strengths of the community, the current challenges and what kind of community they want the children to inherit. It assumes that the world is constantly changing and therefore, so may elements of the plan.

The original document saw Village Council facilitating the engagement of members in the community, including adults, teenagers, and youth in working together to envision a desired future for the Northern Village of Air Ronge. All of that information was compiled and themed and formed the basis of this document.

We would like to thank all those who continue to provide input and feedback that Council can use to guide the direction of the community we all call Ai Ronge “home.”

NVOAR VISION

**We are dedicated to being a thriving,
inclusive community anchored in a deep
understanding of our heritage.**

NVOAR MISSION

To achieve our vision, we commit to:

- Demonstrating respect for our past
- Focusing on people, family and community wellbeing and safety
- Embracing nature through stewardship
- Continued financial stability
- Affordability and sustainability
- Community engagement

Key Strategic Priority Areas



Infrastructure - How do we become sustainable and expandable?

	GOALS	STRATEGIES	MEASURABLES
1.	Adequate health services	Create a list of desired services to work toward	Increase in desired services
		Remove barriers for establishing & sustaining a service (i.e. space / accommodation/ red tape)	Able to meet needs of aging community - people don't leave as they age out
		Explore creative options for obtaining services	
2.	Ensure staff and capacity meet our emerging needs	Ensure succession planning for key positions	- Staff retention - Succession plans
		Improve recruiting strategies	- Increased staff wellness - High staff morale
		Become an Employer of Choice	
3.	Basic knowledge and/ or training for Council and staff regarding infrastructure	Utilize reports from regional committees and Village foreman	Increased confidence at Council table for decision making
		Encourage questions for understanding	
		Get resources to further inform as needed	
4.	Housing diversity and capacity	Research existing opportunities (i.e. small lots / tiny homes)	- Structures in place - MOU with Organizations in Tri-Community (i.e- RCMP, Health Region, NLSD, Corrections) - Areas re-zoned - Increased lot sales - Multi business affordable facility through partnerships to encourage businesses (i.e vets, chiro, optometry-funding for opportunities) - All structures occupied by those who will encourage growth in the community
		Explore resources & partnerships in the community	
		Strategic zoning (change and update existing)	
		Explore creative options	
5.	Increase branding of Air Ronge	Logo	Professional package for branding - cohesive
		Signage	Clear and adequate signage
		Beautification	- Community Involvement in beautification - ie Partnership with Arts Council and other organizations - Plan in place - phased approach to beautification - one project at a time

Safety - How do we make the community be and feel safer?

	GOALS	STRATEGIES	MEASURABLES
1.	Pedestrian Safety - "Walkability"	- Assess current areas of risk - Build and implement a plan to increase physical safety	Adequate amount of lighting and cameras
2.	Extensive communication re: safety measures	- Communicate through multiple vehicles - Check-in with the community on how they're feeling - Include the notion of safety in all planning (i.e. - environmental safety design) - Ensure strong partnerships (i.e. RCMP, band security, agencies, human services)	- People are aware of the safety measures - People feel safer
3.	The community is engaged and empowered in keeping the community safe	Be proactive in implementing strategies instead of reactive.	- Increase in individuals engaging with the RCMP along with a decrease in crime - Lights will be used more frequently at night - Rebates are taken advantage of
4.	Wildfire Preparedness	- Implementation of Fuel Management Plan - Enhance community education and preparedness - Improve emergency response capacity and invest in protective infrastructure through accessing grant funding - Strengthening emergency communications	- Completed Fuel Management Plan - Increased FireSmart Participation - At least one multi-agency exercise per year - Launch municipal emergency alert system - Secure funding and complete at least one wildfire resilience infrastructure project

Wellbeing - *How do we maximize our role as a Council in community wellbeing?*

	GOALS	STRATEGIES	MEASURABLES
1.	Ensure we're doing all that we can within our role and capacity	Support existing resources and initiatives - "make room at the table" Advocate - be a leader Role model - Lead by example Encourage others to help Take informed risks and use innovative approaches Open our "boxes" & don't limit what we are Be visible in the community (i.e. events)	See success of other measurables - all contributes to our community wellness

COMMUNITY ENGAGEMENT - *How do we effectively engage with all demographics in our community?*

	GOALS	STRATEGIES	MEASURABLES
1.	Effective and timely communication	Find out needs of community around communication	- Response from community to the office/Council - Consistent communication plan (i.e. email notification system, website)
		Educate community about when/where/what to communicate to whom	
2.	Opportunities to engage with the community and have them engage with us – (i.e. events, focus groups, meetings)	Revisit Council meeting accessibility to allow people to engage more	(in above information from Community, include in the opportunity to communicate as above)
		Be visible in the community	We are present at tri-community functions
		Engage everyone (know your demographics)	
		Continue with Elder advisor	Continued Elder attendance/ involvement at meetings
		Train Council and staff around dealing with difficult conversations	- Mandatory training is Included in personnel policy and is implemented - New Staff and Council provided training
		Educate community on various procedures of Council and communication with Council	- Increased engagement by public with the office and appropriate staff members are engaged by the public - Website is clear with links and instructions
		Find different and creative methods of engagement	- Website “did you know” section to detail what the office offers and what the staff is responsible for - Number of “coffee” chats Council engages in

COMMUNITY WELLNESS - *How do we maximize our role and influence in fostering a healthy community?*

	GOALS	STRATEGIES	MEASURABLES
1.	Opportunities created for people to move here - be the community of choice	Remove barriers to move here	Increased population
		Create safe and inclusive spaces	- Heritage Trail is complete and used - accessible - Recreational equipment and places are clean
		Market village as less stressful - laid back - no traffic lights	See infrastructure “branding”
2.	Increased accessibility to recreation	Remove barriers for participation in recreation spaces	- Accessible equipment and park spaces - Partnerships in place with the Tri-Community to ensure accessibility to programming (i.e. swimming lessons) - Accessing agency partnerships - Red Cross, SGI, agencies, schools - Summer students’ involvement - focus on safety, how to be safe
		Ensure safety around recreation activities (i.e. swimming lessons, life jackets, summer student engagement, etc.)	

