

NORTHERN VILLAGE OF AIR RONGE (NVOAR)

STRATEGIC PLAN

SEPTEMBER 2022 - 2025



VILLAGE OF AIR RONGE



We would like to begin by acknowledging that the land on which we gather is Treaty 6 territory, the traditional territory of Cree Peoples, and the homeland of the Métis Nation. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

The Northern Village of Air Ronge 2022-2025 Strategic Plan is the result of collaboration, consultation and guidance from many people. The Village Council would like to take this opportunity to thank our community members who generously gave of their time to participate in the public and classroom consultations that provided Council with your desires, hopes and visions for the present and future of our wonderful community. Your input was crucial in the development of this living document and we will work to achieve the goals set out in this plan to better our community over both the short and long term.

We would also like to take this opportunity to thank Diane Fletcher and Jo-Anne Cadrin of Vadis Consulting Group for facilitating our consultations as well as for their guidance and support in the development of this plan for our community.

Sincerely,

Your Elected Council of the Northern Village of Air Ronge

Mayor Julie Baschuk
Deputy Mayor Kristy McDougall
Councillor Corey Hardcastle
Councillor Terry Desroches
Councillor Tabitha Burr

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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 current Village council has 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 is the first Strategic Planning process in recollection that NVOAR has embarked on. As the resulting product, this document will provide the foundation for ongoing change over time.

This strategy framework is intended to cover the period September 2022 – September 2025 and oversee and align with the community plan. 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 Village Council facilitated 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 participated in this process for their open minds, their thoughtful input, their obvious love for our beautiful Northern community and their hope for its future.

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 be sustainable and expandable?

	GOALS	STRATEGIES	MEASURABLES
1.	Adequate health and vet 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
		Be 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 (ie - RCMP, Health Region, NLSD, Corrections) • Areas re-zoned • Increased lot sales • Multi business affordable facility through partnerships to encourage businesses (ie 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

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 student’s involvement - focus on safety, how to be safe
		Ensure safety around recreation activities (i.e. swimming lessons, life jackets, summer student engagement, lifejackets provided etc.)	

