Sapotaweyak Cree Nation

Strategic Plan 2025-2030



Strategic Plan Approval and Endorsement
Sapotaweyak Cree Nation
2025-2030 Strategic Plan

This Strategic Plan was developed through engagement with Chief and Council and Administration. By signing below, Chief and Council formally approve and adopt this Strategic Plan as a guiding document for governance, administration, and service delivery.

This plan is effective as of 08-31-2026 and will be reviewed in accordance with the Nation's governance and planning practices.

Chief and Council Approval

Chief

Name: Nelson Grenville

Signature

Date: 08/31/26

Councillor

Name: MARY L LEASK

Signature Mary L Leask

Date: 08/31/26

Councillor

Name: Reynold Cook

Signature Reynold Cook

Date: 08-31-2026

Councillor

Name: Calvin E Campeau

Signature

Date: 08-31-26

Councillor

Name: Augustus Chartrand

Signature

Date: 08, 31st/26

Councillor

Name: Frederick Stevens

Signature Frederick Stevens

Date: 08/31/26

Administrative Acknowledgement
Band Manager / Chief Executive Officer

Name: _____

Signature

Date: _____

Band Council Resolution (BCR)

This Strategic Plan was approved by:

Band Council Resolution No. _____

Date of Resolution: _____

VISION & MISSION FOR SAPOTAWEYAK CREE NATION

LEADING WITH VISION:

- TO PROTECT OUR LAND, DRIVE GROWTH AND SECURE OUR FUTURE

MISSION:

THE SAPOTAWEYAK CREE NATION ADMINISTRATION STRIVES TO BUILD A FOUNDATION IN BECOMING HEALTHY, EDUCATED, EMPLOYED AND SELF-RELIANT. IN OUR IDEAL COMMUNITY, FAMILIES WOULD WORK TOGETHER AND OUR CULTURE WOULD BE SHARED WITH OUR CHILDREN. A FOUNDATION BASED ON TRUST, COOPERATION, TRANSPARENCY AND ACCOUNTABILITY WHERE WE SPEAK OUR LANGUAGE, EMBRACE OUR TRADITION AND SUPPORT OUR MEMBERSHIP.

STRATEGIC PLAN OVERVIEW AND PRIORITIES

- Strong Governance and Relationships
- Community Wellbeing and Essential Services
- Economic Development and Self-Determination
- Infrastructure and Community Development
- Culture, Youth, Community Engagement
- Organizational Excellence and Capacity Building



STRATEGIC PLAN

PURPOSE & COMMUNITY VISION (2025-2030)



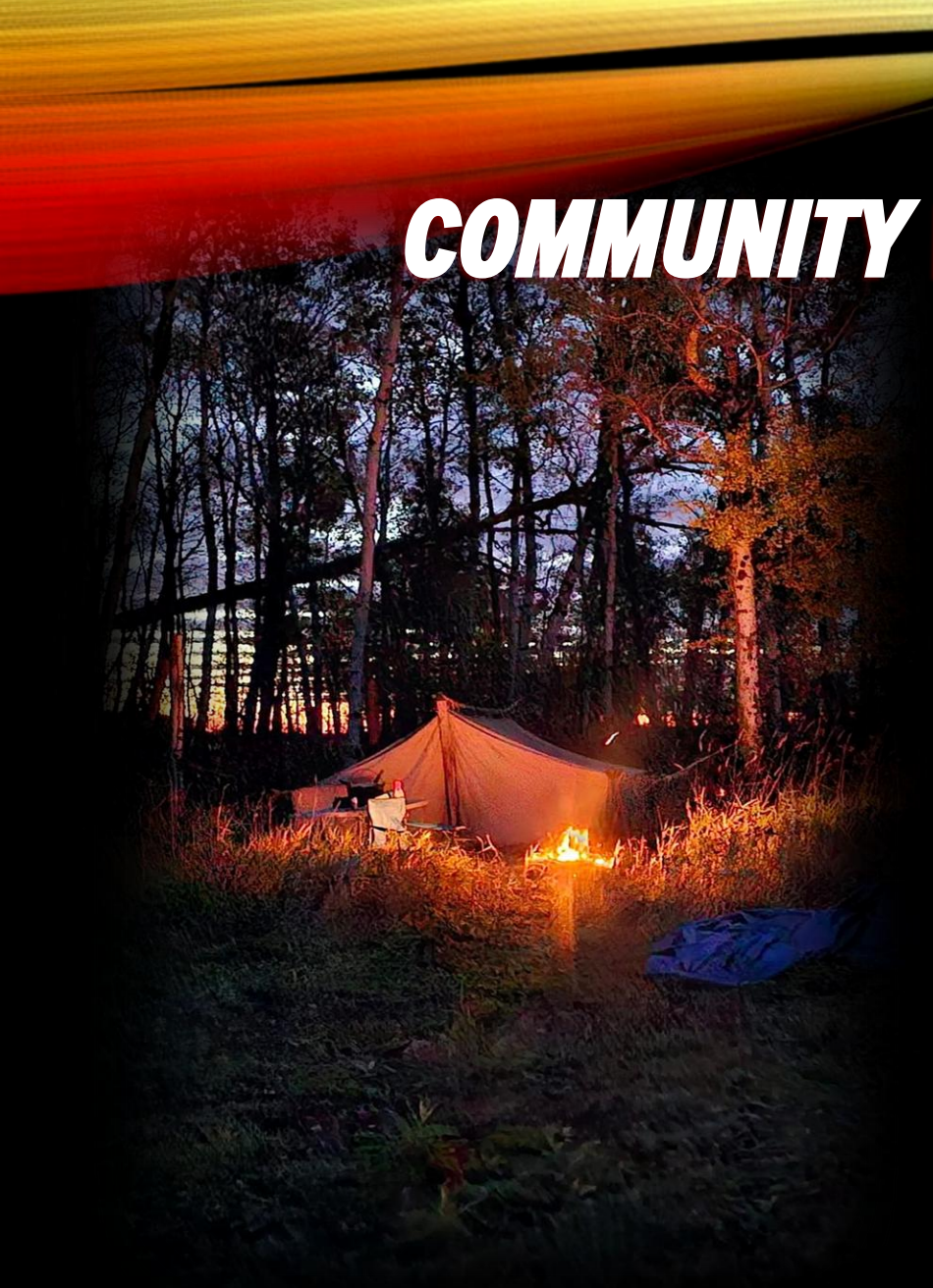
- ***Unified Community Vision***
  - The plan centers on cultural strength, wellness, and economic independence guided by Cree values and traditions.
- ***Collaborative Coordination***
  - It brings together departments like health, education, and governance to reduce duplication and strengthen collaboration.
- ***Measurable Progress and Transparency***
  - Defined priorities and timelines enable accountability, regular reporting, and community engagement to track progress.
- ***Foundation for Sustainable Growth***
  - The plan supports informed decision-making and resource use for a resilient, prosperous community future.

PRIORITY 1: STRONG GOVERNANCE & RELATIONSHIPS



- ***Enhancing Leadership and Communication***
  - Focus on strengthening leadership practices and improving transparent communication among Chief, Council, and committees.
- ***Community Engagement and Transparency***
  - Increase public engagement through community meetings and accessible reporting to foster trust and participation.
- ***Intergenerational Inclusion***
  - Incorporate Elders, Knowledge Keepers, youth, and students to ensure culturally grounded and future-focused decisions.
- ***Strengthening Internal and External Relationships***
  - Improve information sharing internally and maintain productive relationships with government and Indigenous partners.

PRIORITY 2:
COMMUNITY WELLBEING & ESSENTIAL SERVICES



- ***Coordinated Health and Social Services***
  - Focus on culturally appropriate, proactive services in health, education, and social development to support community wellbeing.
- ***Infrastructure for Care***
  - Building new facilities like children's building and wellness centers to provide local support and reduce reliance on external services.
- ***Housing Quality and Safety***
  - Assessing and repairing homes, expanding housing, and improving living conditions to ensure safe and comfortable residences.
- ***Food Security and Cultural Wellness***
  - Programs like community pantries and traditional food initiatives promote healthy living and cultural connection.

PRIORITY 3: ECONOMIC DEVELOPMENT & SELF-DETERMINATION



- ***Sustainable Business Development***
  - Developing a hotel, restaurant, and conference centre to generate income and create local jobs sustainably.
- ***Economic Governance Structure***
  - Establishing an economic development board to ensure arm's-length decision-making and strategic business oversight.
- ***Skills and Workforce Training***
  - Employment and training programs focus on youth development, trades training, and succession planning aligned with community needs.
- ***Land-Based Economic Initiatives***
  - Pursuing eco-tourism, sustainable forestry, and land development to balance growth with environmental stewardship.

PRIORITY 4: INFRASTRUCTURE & COMMUNITY DEVELOPMENT

- ***Community Facilities Development***
  - New community centre, arena, and recreational facilities promote social engagement and wellbeing.
- ***Utilities and Infrastructure Upgrades***
  - Upgrades to water, sewer, road systems, and expansion of internet and cellular services enhance quality of life.
- ***Sustainable Land Use Planning***
  - Housing expansion and land development guided by environmental assessments and community consultation ensure sustainable growth.
- ***Operations and Emergency Preparedness***
  - Investing in maintenance, equipment, training, and emergency infrastructure supports resilience and safety.



PRIORITY 5:
CULTURE, YOUTH & COMMUNITY ENGAGEMENT

- ***Celebration of Cultural Traditions***
  - Annual events and community gatherings honor history and strengthen Cree identity through shared traditions and language revitalization.
- ***Youth Engagement and Wellbeing***
  - Seasonal recreation and cultural programs support youth physical, mental, and emotional health throughout the year.
- ***Elders and Knowledge Keepers***
  - Elders share teachings, language, and protocols to ensure cultural knowledge is passed on respectfully.
- ***Inclusive Community Participation***
  - Transparent communication and inclusive planning allow members to contribute ideas and build community pride.



PRIORITY 6:
ORGANIZATIONAL EXCELLENCE & CAPACITY BUILDING

- ***Financial Management and Audit Readiness***
  - Improving financial practices and ensuring timely reconciliations strengthens resource accountability and audit preparedness.
- ***Workforce Development and Training***
  - Succession planning, staff training, and clear roles support employee morale and long-term organizational stability.
- ***Policy Implementation and Governance***
  - Updating governance, HR, information management, and travel policies ensures consistency and clarity across the organization.
- ***Emergency Management and Health Safety***
  - Preparedness plans and safety protocols protect staff and community members in emergencies.

