

Request for Proposals: Strategic Planning Services

Overview

The Ktunaxa Nation Council (KNC) works for the four Ktunaxa Governments of: ʔakisq̓nuk First Nation, ʔaq̓am, Yaqan Nuʔkiy, and yaq̓it ʔa·knuq̓iʔit. The Ktunaxa Nation Vision is:

“As a Nation, we are striving to achieve strong healthy citizens and communities, speaking our languages and celebrating who we are and our history in our ancestral homeland, working together, managing our lands and resources as a self-sufficient, self-governing Nation.”

The KNC works for the benefit of all Ktunaxa people through various programs, services within Ktunaxa ʔamakʔis (Territory), which covers the East and West Kootenay regions of British Columbia. The KNC is made up of Core services and 5 Sectors:

1. Economic & Investment
2. Education & Employment
3. Lands & Resources
4. Social Investment
5. Traditional Knowledge & Language

KNC is seeking a strategic planning consultant or consultants to facilitate a process to create our five-year Strategic Plan. The strategic plan will need to be a Ktunaxa reflective plan where the Ktunaxa Governments and people can see themselves past, present and future. Non-Indigenous strategic planning is wrapped up in colonial mirroring of Western models. This strategic plan must be rooted in Ktunaxa Ways of Knowing and Being, traditions, culture and language. This will entail working with Ktunaxa Elders and Knowledge Holders, Ktunaxaniʔtik (Ktunaxa people), Leadership and Traditional Knowledge and Language staff both at the KNC and the Ktunaxa Governments.

This strategic plan will involve meaningful and thorough Ktunaxa engagement with Ktunaxa people, Elders and Knowledge Holders, each of the Ktunaxa Governments (including their members and staff), and the Ktunaxa Governments collectively. The Ktunaxa Governments are undergoing a period of growth and change to identify goals and initiatives individually and collectively guide the work of the KNC.

The Strategic Plan will outline and honour the uniqueness of each of the four Ktunaxa Governments and highlight collective interests. This will include strategies to fulfill collective goals as well as support individual Ktunaxa Governments and identify how the KNC can support the Ktunaxa Governments.

The Strategic Plan will display foresight on emerging needs and challenges facing the Ktunaxa and outline how KNC can effectively respond and support through our work in the coming years. The strategic plan will also include the development of a strategic framework to be used as an engagement tool. Ktunaxaniḥtik and the Ktunaxa Governments will see themselves and their interests and needs reflected in the strategic plan and framework.

Scope of Work

The successful vendor will be required to develop a five-year Strategic Plan and Framework that identifies strategic directions, goals and priorities to guide the work of the organization to include the following:

- Review of the existing strategic planning materials, values, vision and mandate
- Profile and situational assessment (assessment of current state and key issues facing the Ktunaxa)
- Environmental scan of other similar organizations
- Set strategic and policy priorities for the next five years and provide strategies to achieve them
- The vendor will be expected to work with a dynamic team made up of:
 - KNC Leadership (4 Chief and Council's and Ktunaxa Nation Chair)
 - KNC CAO and Senior Management Team
 - KNC staff members, including the Communications team
 - ʔakisq̓nuk, ʔaq̓am, Yaq̓an nuʔkiy and yaq̓it ʔa·knuq̓iḥit Governments and their members, including their staff members
 - Ktunaxaniḥtik (Ktunaxa people), Elders and Knowledge Holders

Desired Experience and Knowledge

- Experience with decolonization of strategic planning with Indigenous-led governments.
- Up to date knowledge of current trends, historic issues, and challenges facing Indigenous governments in the BC context.
- Deep knowledge of Ktunaxa culture and current experience working

ʔakisq̓nuk

ʔaq̓am

Lower Kootenay

Tobacco Plains

- with Ktunaxa people and/or Indigenous people.
- Lived experience as an Indigenous person would be beneficial.

Desired Strategic Planning Outcomes

- Creation of organizational mission, mandate, confirmation of identity, vision, priorities, goals, and outcome measures
- Identify possible areas for growth and development
- Creation of a outreach framework to ensure effective engagement with Ktunaxaniḥtik
- New Strategic Framework is developed as an engagement tool

We are happy to answer any questions that you may have that will assist in the development of an accurate proposal/quote.

Proposed Project Timeline

Clarifying questions to be submitted by: **February 23, 2024**

Response to questions: **March 1, 2024**

Request For Proposal submissions deadline: **March 22, 2024**

Contract awarded: **April 12, 2024**

Work plan due: **April 26, 2024**

Updates to KNC Leadership: **June 2024, September 2024, November 2024, January 2025**

Final presentation to KNC Leadership: **February 2025**

Budget

The budget for this project is up to \$75,000.

Submission Guidelines

Within the submission, the vendor must describe:

1. The intended approach to deliver the desired Strategic Planning Outcomes described above;
2. Previous experience working with similar organizations;
3. Describe any and all previous experience working with ʔakisq̓nuk, ʔaq̓am, Yaqan nuʔkiy and yaq̓it ʔa·knuq̓iʔit Governments or KNC;
4. The methods/philosophy that will be used to facilitate the strategic planning process;
5. How the planning results will be captured/reported; and
6. The overall fee for this project.

The project will be tendered at the discretion of the KNC Leadership. Proposals will be reviewed with consideration for consultant's previous experience in the field, the plan to meet proposal outcomes, and the best overall value for the intended product.

The KNC would like to thank you in advance for your time and attention to this matter. Should you have any questions and/or comments, please do not hesitate to contact Codie Morigeau, Chief Administrative Officer (CAO) at cmorigeau@ktunaxa.org

Please submit your proposal via email to knc-hr@ktunaxa.org no later than **March 22, 2024**.