



STRATEGIC PLAN 2016-2019

IMAWG STRATEGIC PLAN 2016-2019



KWAKWAKA'WAKW NUU CHAH NULTH COAST SALISH

VISION

To support and empower a unified approach to First Nation fisheries which will ensure food security and health for all communities for the next seven generations.

MISSION

With one voice, IMAWG will support First Nations, and where possible restore all aspects of fisheries, by taking a collaborative approach with First Nation communities and the new Federal Government. IMAWG will work strategically to advance First Nations fishery interests in policy, traditional ecological knowledge, modern science, habitat and fisheries management.

PURPOSE

To facilitate Tier One and Two forums for First Nations to exchange and analyze information on fisheries management, build a unified voice, and to support bilateral discussions between First Nations and Government.



Guiding Principles and Goals

Communication

- Empowerment through co-management forums.
- Engagement through advice and recommendations.
- High-level functioning standard of business.
- Full exchange of information.
- Well-maintained tracking system.

Fisheries Engagement

- Unified voice through advice and recommendations.
- Strengthened First Nations in fisheries management.

Technical Support

- Collaborative technical partnerships.
- Co-management through TEK and modern science.
- Full engagement in regional technical forums.

Partnerships

- IMAWG and First Nations community partnerships.
- Regional "One Voice" with all First Nations.
- Functioning relationships with the First Nations Fisheries Council, Fisheries and Oceans Canada, and the Sport Fishery Advisory Board.

Business Organization

- Well managed non-profit First Nations' organization.
- Long-term sustainability and growth of IMAWG.
- Responsible IMAWG Board of Directors, membership, and contracted staff.



OUR ORGANIZATION

Who are we and what do we do?

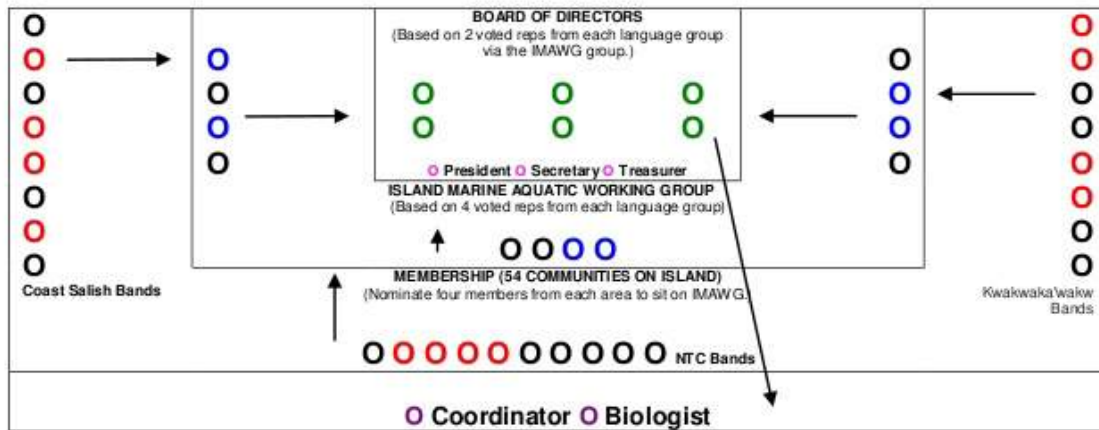
The Island Marine and Aquatic Working Group (IMAWG) is an incorporated not for profit society that has been in existence since 2008. Our main purpose is to facilitate regional wide fisheries management meetings between both First Nations and Fisheries and Oceans Canada (DFO) to discuss all fisheries matters of interest. We are funded by two DFO programs: Aboriginal Aquatic Resource and Oceans Management (AAROM), and a Pacific Integrated Commercial Fisheries Initiative (PICFI).

Our ultimate goal is to create a space for engagement for a unified approach to co-management, while empowering First Nations within their local fisheries supported by the most up to date information, technical advice and recommendations. IMAWG is supported by a technical team called the Island Marine Aquatic Technical Working Group (IMAT) who uses both historical and modern science to review data and information to provide the best sound advice to Nations when engaging in co-management with DFO. It's important to understand that IMAWG is not a rights holding organization or a decision making body, therefore does not replace fiduciary bilateral consultations between First Nation groups and the Government; we are here to support those discussions with shared information and advice.

How are we organized?

During inception, IMAWG had been an amalgamation of First Nations from Vancouver Island and Marine Approach areas; now IMAWG has 15 appointed/elected members made up of all the three language groups on and around Vancouver Island: Coast Salish, Nuu-chah-nulth and Kwakwaka'wakw who systematically follow a set of bylaws, constitution, policies, this strategic plan and the AAROM and PICFI agreement reporting requirements.

***FIGURE 1: IMAWG STRUCTURE**



IMAWG is managed by a contracted coordinator and supported by two part-time biologists. The coordinator administers the program, while the biologists provide technical advice and recommendations to fisheries data, information, management planning and co-chair IMAT. The contractors work with IMAWG members, the IMAWG Board of Directors, DFO and other regional First Nation fishery organizations/processes.

IMAWG delegates and/or contractors participate in several other regional fishery processes such as the Forum on Conservation and Harvest Planning for Fraser Salmon, Salmon Coordinating Committee, BC Southern Chinook Planning Initiative, Halibut Conference Board, and where feasible, DFO lead advisory/sectoral engagement sessions. IMAWG also has a signed charter with the First Nations Fisheries Council (FNFC) to promote enduring relationships and constructive dialogue among Island Nations for the purpose of developing adaptive and functional First Nation to First Nation processes.

Even though IMAWG focuses on a regional approach to fisheries engagement, IMAWG recognizes that the language group Nations may take direction and share information with tribal or hereditary Chief Councils; for example IMAWG partners with the Council of Ha'wiih where they appoint the five Nuu-chah-nulth members to IMAWG and we are invited guests to their meetings. Ultimately it's the First Nations communities themselves IMAWG takes full direction from, and will always remain in service to whatever systems those communities have in place.

IMAWG continues to strive to improve operations and through this 2016-2019 strategic plan they hope to build regional and local partnerships, enhance communications with local communities, share information, increase engagement with FNFC delegates, build on the relationship with DFO and seek out long term sustainable funding that will ensure a consistent service of business.



VISION, MISSION, PURPOSE, GUIDING PRINCIPLES

VISION

To support and empower a unified approach to First Nation fisheries which will ensure food security and health for all communities for the next seven generations.

MISSION (MANDATE)

With one voice, IMAWG will support First Nations, and where possible restore all aspects of fisheries, by taking a collaborative approach with First Nation communities and the new Federal Government. IMAWG will work strategically to advance First Nations fishery interests in policy, traditional ecological knowledge, modern science, habitat and fisheries management.

PURPOSE

To facilitate Tier One and Two forums for First Nations to exchange and analyze information on fisheries management, build a unified voice, and to support bilateral discussions between First Nations and Government.

GUIDING PRINCIPLES (KEY FOCUS AREAS)

Communication
Fisheries Engagement
Technical Support
Business Organization
Partnerships



GOALS

GUIDING PRINCIPLES AND GOALS

<p>Communication</p> <ul style="list-style-type: none"> • Empowered First Nations communities by providing co-management participation/engagement meeting forums. • Engagement through advice and recommendations on fisheries management to DFO through regular communiqué before, during and after Tier meetings. • High-level functioning standard of business between IMAWG, DFO AAA/APC, and DFO Area Director. • Full exchange of information between First Nations, IMAWG and DFO. • A well-maintained and useable tracking system of all issues and recommendations. 	<p>Fisheries Engagement</p> <ul style="list-style-type: none"> • Empowered First Nations communities by working as a unified voice in fisheries co-management through engagement forums. • Empowered First Nations by working as a unified voice to provide advice and recommendations for DFO and First Nation communities. • Strengthened local First Nations fisheries management.
<p>Technical Support</p> <ul style="list-style-type: none"> • Collaborative partnerships between IMAWG and DFO technical. • Empowerment of First Nations participation/engagement in co-management through traditional ecological knowledge and modern science. • Full engagement in other technical forums that support co-management outcomes of IMAWG. 	<p>Partnerships</p> <ul style="list-style-type: none"> • Empowered and unified voice between IMAWG and Vancouver Island First Nations. • Open and transparent relationship, while helping to create a “one voice”, with other First Nation Regional watershed fishery groups. • Open and transparent relationship with the Sport Fishery Advisory Board. • Open and transparent relationship with the First Nations Fisheries Council. • Functioning, fully engaged and responsible relationship with DFO.
<p>Business Organization</p> <ul style="list-style-type: none"> • Open, transparent and fiscally managed incorporated non-profit First Nations’ organization. • Functioning and responsible IMAWG Board of Directors. • Functioning, fully engaged and responsible IMAWG membership. • Fully supported and negotiated funding agreements that satisfy long-term sustainability and growth of IMAWG. • Functioning, fully engaged and responsible IMAWG contracted staff. 	



STRATEGIES

GUIDING PRINCIPLE: COMMUNICATION

Goal	Strategies	Timeframe	Responsibility
Empowered First Nations communities by providing co-management participation/engagement meeting forums.	1. Host Tier Two meetings to analyze and share information, provide advice and recommendations, and hold space for individual First Nations to communicate directly with DFO.	<i>Host meetings on a regular basis as budget allows.</i>	<i>Coordinator</i>
	2. Host Tier One meetings to discuss priorities, discuss information, provide process updates and make recommendations.		
	3. Creation of a standard Tier Meeting Agendas that covers specific requirements such as delegate updates, changes to fisheries management, past issues and other relevant information to be determined by the IMAWG members. Agenda to include a post meeting report card (what worked what didn't).	<i>Year One</i>	<i>IMAWG Members</i>
	4. Development of an annual fisheries engagement calendar.	<i>Year One</i>	<i>Contracted Graphic Designer</i>
Engagement through advice and recommendations on fisheries management to DFO through regular communiqué before, during and after Tier meetings.	1. Review Management Action Tracker with DFO and IMAWG members to track top-level issues and priorities; incorporate into Tier meetings.	<i>1.5 months prior to each Tier meeting.</i>	<i>Coordinator, Chair, Biologist and DFO</i>
	2. DFO to provide, at minimum one week, prior to IMAT and all Tier Two meetings. If	<i>One week prior to each IMAT and Tier</i>	<i>Biologist, Coordinator and DFO</i>

Goal	Strategies	Timeframe	Responsibility
	<p>requested/sufficient information is not received, IMAT will notify IMAWG to determine if the meeting needs to proceed. Notification to DFO Leadership, Chief and Council.</p> <p>3. Provide professional non-partisan note taker at all Tier One and Two meetings.</p> <p>4. Disseminating participant and technical advice and recommendations for IMAWG members to provide in written format to DFO.</p>	<p><i>meeting.</i></p> <p><i>During Tier One and Two meetings.</i></p> <p><i>Two-four weeks after each Tier meeting.</i></p>	<p><i>Contracted professional.</i></p> <p><i>IMAWG</i></p>
High-level functioning standard of business between IMAWG, DFO AAA/APC, and DFO Area Director.	<p>1. Meet with DFO South Coast Area Director, Aboriginal Affairs Advisor (AAA), Aboriginal Program Coordinator (APC), and applicable DFO Fishery Manager to discuss high-level issues at an executive level.</p> <p>2. Coordinator to meet with DFO Aboriginal Affairs Advisor and/or Aboriginal Program Coordinator to discuss general activities.</p>	<p><i>Quarterly relevant to Tier meeting timings.</i></p> <p><i>Monthly</i></p>	<p><i>Chair, Coordinator and any other Board Director if support is required based on specific topics.</i></p> <p><i>Coordinator and DFO AAA/APC</i></p>
Full exchange of information between First Nations, IMAWG and DFO.	<p>1. Maintenance of an update to date First Nations and IMAWG contact list.</p> <p>2. Forward all IMAWG and DFO letters of engagement to all First Nations.</p> <p>3. Forward all DFO policy and management documentation to all First Nations.</p> <p>4. Forward all fisheries engagement documentation from other First Nation organizations to all First Nations.</p> <p>5. "Graphic-based" Newsletter to focus on current events, recent outcomes and technical updates.</p>	<p><i>Annual</i></p> <p><i>As received annually.</i></p> <p><i>As received annually.</i></p> <p><i>As received annually.</i></p> <p><i>Quarterly</i></p>	<p><i>Coordinator</i></p> <p><i>Coordinator</i></p> <p><i>Coordinator</i></p> <p><i>Coordinator</i></p> <p><i>Coordinator and Biologists</i></p>

Goal	Strategies	Timeframe	Responsibility
	<p>6. Regular updates to Facebook to announce meetings, current events, fishery news related events, and other matters of possible interest.</p> <p>7. Develop a comprehensive communications strategy for IMAWG delegates to provide updates/summaries at Tier meetings and back to the language group communities.</p>	<p><i>Annually as required.</i></p> <p><i>Year One (as budget allows)</i></p>	<p><i>Coordinator and Biologists</i></p> <p><i>Comprehensive Communications Strategy Committee:</i></p> <ul style="list-style-type: none"> • <i>Victor Isaac</i> • <i>Carl Edgar</i> • <i>Nick Chowdhury</i> • <i>Tony Roberts Jr.</i>
A well-maintained and useable tracking system of all issues and recommendations.	<p>1. Tier recommendations are written into letters to DFO and recorded into the tracker.</p> <p>2. Written responses from DFO are recorded into the tracker.</p> <p>3. DFO Managers and IMAWG staff to review on a regular basis to ensure accuracy and summarize high-level priorities.</p>	<p><i>Annually as required.</i></p> <p><i>Annually as required.</i></p>	<p><i>Coordinator and Biologists</i></p> <p><i>Coordinator, Biologists and specific DFO Manager.</i></p>

GUIDING PRINCIPLE: FISHERIES ENGAGEMENT

Goal	Strategies	Timeframe	Responsibility
Empowered First Nations communities by working as a unified voice in fisheries co-management through engagement forums.	1. Support <i>Section 35.1</i> Fisheries, while recognizing other First Nations fisheries, by providing a meeting space that has the most up to date and relevant information and case law.	<i>Annually</i>	<i>IMAWG</i>
	2. Plan Tier One Agenda's on pervious issues, recommendations, current events, priorities that reflect either the species discussed and/or technical/policy themes.	<i>1.5 Months prior to meeting date.</i>	<i>Chair(s), Coordinator and Biologist(s)</i>
	3. Collaborate with DFO on building Tier Two meeting Agendas based on Tier One top priorities, new/changed management information and technical data that is relevant.	<i>1.5 Months prior to meeting date</i>	<i>Chair(s), Coordinator, Biologist(s), DFO AAA/APC and Relevant DFO Species Manager</i>
	4. Participation in other aggregate based First Nation fishery processes such as Forum, etc. to share and gather information and to provide updates at IMAWG meetings and communiqué.	<i>As meetings permits.</i>	<i>IMAWG Member Delegate</i>
Empowered First Nations by working as a unified voice to provide advice and recommendations for DFO and First Nation communities.	1. Review and provide consolidated recommendations and advice for Integrated Fisheries Management Plans.	<i>Annually</i>	<i>Biologist and IMAWG Members</i>
	2. Review and provide consolidated recommendations and advice on relevant DFO policy and framework documentation.	<i>As required.</i>	<i>IMAWG Members</i>
	3. Provide all applicable information to all First Nation communities to support bilateral engagement with DFO.	<i>As required.</i>	<i>Coordinator</i>
	4. Create a consolidated Integrated Fisheries Management Planning	<i>Budget Required</i>	<i>Coordinator, Biologists and IMAWG Members</i>

Goal	Strategies	Timeframe	Responsibility
	Tracking system and review with IMAWG and DFO.		
Strengthened local First Nations fisheries management.	1. Data Management Workshops to provide catch monitoring tools, assessment and training.	<i>Once per year. Budget required for expansion.</i>	<i>IMAWG Members, First Nations and DFO</i>
	2. Meeting minutes and presentations of all Tier One and Tier Two forums sent to all First Nations.	<i>As required.</i>	<i>Coordinator</i>
	3. Provide harvest Management tools such as Management Plan and Dual Fishing Templates, etc.	<i>As required.</i>	<i>IMAWG Members, Coordinator and Biologist</i>
	4. Guardian and Watchmen Program: conduct a joint workshop with First Nations and DFO to reinvigorate the program.	<i>Budget Required</i>	<i>IMAWG, First Nations and DFO</i>

GUIDING PRINCIPLE: TECHNICAL SUPPORT

Goal	Strategies	Timeframe	Responsibility
Collaborative partnerships between IMAWG and DFO technical.	<ol style="list-style-type: none"> 1. Where applicable, DFO technical staff to meet with the Island Marine Aquatic Technical Working Group (IMAT) to discuss DFO science and stock assessment. 2. IMAWG Biologist(s) to work with DFO Managers in planning technical engagement at Tier meetings. 3. IMAWG Biologist(s) to work with DFO Managers on gathering information that supports First Nation fisheries. 	<p><i>By invitation annually.</i></p> <p><i>As required.</i></p> <p><i>As required.</i></p>	<p><i>Biologist(s)</i></p> <p><i>Biologist(s)</i></p> <p><i>Biologist(s)</i></p>
Empowerment of First Nations participation/engagement in co-management through traditional ecological knowledge and modern science.	<ol style="list-style-type: none"> 1. Host and chair IMAT meetings where First Nation biologists and technicians can review, analyze and discuss scientific data and information supporting fisheries management. 2. IMAT Chair(s) to provide summaries at IMAWG Tier meetings for advice and recommendations to First Nation communities. 3. Use both traditional and modern science to provide advice and recommendations to Island Nations, IMAWG Members and DFO in relation to outcomes of Tier meetings, management documentation, data, and relevant scientific papers. 4. Incorporate (established and formalized knowledge holders to regularly attend meetings), Traditional Ecological Knowledge into IMAT analyzes and recommendations. 	<p><i>Annually</i></p> <p><i>Annually</i></p> <p><i>Annually</i></p> <p><i>Budget Required</i></p>	<p><i>Biologist(s)</i></p> <p><i>Biologist(s)</i></p> <p><i>Biologist(s)</i></p> <p><i>First Nation Knowledge Holders</i></p>
Full engagement in other technical forums that support co-management outcomes of IMAWG.	<ol style="list-style-type: none"> 1. IMAWG technical support to participate in the Joint Technical Working Group, applicable sectorals/advisory meetings, Pacific Salmon 	<p><i>As required annually.</i></p>	<p><i>Biologist(s)</i></p>

Goal	Strategies	Timeframe	Responsibility
	<p>Treaty, Fraser River Panel, BC Southern Chinook Planning Initiative, Canadian Science Advisory Secretariat and to report back to IMAWG.</p> <p>*NOTE: there have been shortfalls; whereas additional budget funding is required.</p>		

GUIDING PRINCIPLE: PARTNERSHIPS

<i>Goal</i>	<i>Strategies</i>	<i>Timeframe</i>	<i>Responsibility</i>
Empowering and unified voice between IMAWG and Vancouver Island First Nations.	<ol style="list-style-type: none"> 1. Develop a more formal accountable, open and transparent relationship with each band/nation through a Working Charter (feedback formulated), supported by Strategic Documentation. 2. Provide partnership protocol templates for First Nations. 	<i>Budget Required</i>	<i>IMAWG Members</i>
Open and transparent relationship, while helping to create a “one voice”, with other First Nation Regional watershed fishery groups.	<ol style="list-style-type: none"> 1. IMAWG Delegates appointed to fishery processes, with reporting out guidelines back to IMAWG for the following fishery processes: <ul style="list-style-type: none"> • Salmon Coordinating Committee. • Forum and Forum Planning Committee • BC Southern Chinook Planning Initiative • Others as established. <p>*NOTE: there have been reporting out guidelines shortfalls whereas additional budget funding is required.</p> 2. Develop a working charter in the spirit of a partnership (based off a Lower Fraser Fisheries Alliance [LFFA] template) with: <ol style="list-style-type: none"> a. Council of Ha’wiih. b. Q’ul-Ihanumutsun Society c. A-Tlegay Fisheries Society d. Lower Fraser Fisheries Alliance. e. Upper Fraser Fisheries Conservation Alliance f. Others as established. 	<p><i>As required annually.</i></p> <p><i>Year One</i></p>	<p><i>Appointed IMAWG Delegates</i></p> <p><i>IMAWG Members and Coordinator</i></p>
Open and transparent relationship with the Sport Fishery Advisory Board.	<ol style="list-style-type: none"> 1. Develop a working charter, or Terms of Reference, to establish and engagement process with the Sport Fishery Advisory Board (SFAB) that focuses on how to work 	<i>Budget Required</i>	<i>IMAWG Members</i>

Goal	Strategies	Timeframe	Responsibility
	<p>together and what to talk about.</p> <p>2. Establish and discuss top priority issues agreed to by both parties for joint management such as catch monitoring, chinook management; licences fees back to the Region, enhancement, etc.</p>	<i>Budget Required</i>	<i>IMAWG Members</i>
Open and transparent relationship with the First Nations Fisheries Council.	<p>1. Provide a Delegate for North and for the South Coast of Vancouver Island and develop a Commitment Pledge for First Nations Fisheries Council (FNFC) Delegates.</p> <p>2. Revisit, add the election process as an appendix (with stipulations), and continue working within the parameters of the signed Charter.</p> <p>3. Provide a seasonal FNFC Delegate Briefing note that outlines a list of summarized issues/recommendations to share at executive meetings.</p> <p>4. Participate and report out to IMAWG Members, all FNFC lead meetings that pertain to watershed aggregates groups such as FishTank, etc.</p>	<p><i>Every Three Years</i></p> <p><i>September 2016</i></p> <p><i>Quarterly</i></p> <p><i>As required.</i></p>	<p><i>IMAWG Members</i></p> <p><i>IMAWG Members</i></p> <p><i>Coordinator</i></p> <p><i>Chair and Coordinator</i></p>
Functioning, fully engaged and responsible relationship with DFO.	<p>1. First Nations cultural training for all DFO (field and managers) staff on historical and current First Nation rights, treaties, governance structure, and Canadian governmental impacts.</p> <p>2. Governance Workshop with Members and DFO that focuses on improving communications, identifying top priorities issues to discuss during the year and plan/book meeting dates.</p> <p>3. Relationship meeting with</p>	<p><i>Annually</i></p> <p><i>Annually</i></p> <p><i>Annual</i></p>	<p><i>IMAWG Members and DFO Managers</i></p> <p><i>IMAWG and DFO Managers</i></p> <p><i>IMAWG Members</i></p>

Goal	Strategies	Timeframe	Responsibility
	<p>IMAWG and DFO.</p> <p>4. Provide IMAWG Delegates, and reporting back to IMAWG guidelines, to the:</p> <ul style="list-style-type: none"> a. Prawn Advisory Board b. Halibut Conference Board c. Clam, Crab and Herring sectorals (with additional budget). <p>5. Work with DFO on redesigning the Advisory process that works for First Nations.</p> <p>6. Develop common principles (“Charter or Terms of Reference”) between DFO and IMAWG that include: engagement perimeters, communication expectations, and respect for the autonomy of individual First Nations.</p> <p>7. Recreate with DFO and First Nations the Food Social and Ceremonial Access and Allocation Framework; this to be fully consulted and agreed upon by all First Nations.</p>	<p><i>As required.</i></p> <p><i>Budget Required</i></p> <p><i>Year One</i></p> <p><i>FNFC Lead Process; be part of.</i></p>	<p><i>and DFO Managers</i></p> <p><i>Prawn Advisory Board: Andy Olson</i></p> <p><i>Halibut Conference Board: Unknown.</i></p> <p><i>Others: Unknown</i></p> <p><i>IMAWG Members</i></p> <p><i>IMAWG Members and DFO</i></p> <p><i>IMAWG and FNFC</i></p>

KEY RESULT AREA: BUSINESS ORGANIZATION

Goal	Strategies	Timeframe	Responsibility
Open, transparent and fiscally managed incorporated non-profit First Nations' organization.	1. Uphold the BC Society Act standards through online reporting and annual AGM.	<i>Annually</i>	<i>Coordinator.</i>
	2. Follow and keep up to date to the Bylaws, Constitution and Policies; obtain legal assistance when needed.	<i>Annually</i>	<i>IMAWG Members</i>
	3. Host an IMAWG Governance Workshop.	<i>Annually</i>	<i>Coordinator</i>
	4. Maintain and follow a three Year Strategic Plan; annual check in's to review progress.	<i>Annually</i>	<i>IMAWG Members</i>
	5. Financial Review by a Chartered Professional Accountant.	<i>Annually</i>	<i>Hired Professional Accountant</i>
	6. Payment of Invoices in a timely manner.	<i>Bi-weekly</i>	<i>Coordinator and IMAWG Treasurer</i>
	7. Maintenance and record keeping of all business and financial.	<i>Bi-weekly</i>	<i>Coordinator</i>
Functioning and responsible Board of Directors	1. Budget and business meetings.	<i>Quarterly</i>	<i>Board of Directors and Coordinator</i>
	2. Participation of DFO AAA when required.	<i>As required.</i>	<i>DFO AAA/APC</i>
	3. Report of activities to IMAWG members after each meeting.	<i>Quarterly</i>	<i>Coordinator</i>
	4. Manage the financial and business aspects of IMAWG including, but not limited to, approving payments and managing contracted staff.	<i>Annually</i>	<i>Coordinator</i>
Functioning, fully engaged and responsible IMAWG membership.	1. Attendance at each full day member meeting to discuss outcomes and recommendations after each species Tier meeting.	<i>Annually</i>	<i>IMAWG Members, Coordinator and Biologist</i>
	2. Review technical and First Nations advice to formulate recommendations to DFO and First Nation communities.	<i>Annually</i>	<i>IMAWG Members and Biologist</i>

Goal	Strategies	Timeframe	Responsibility
	<ol style="list-style-type: none"> 3. Review and keep on hand all of IMAWG policies and bylaws. 4. Sign and agree to follow the Commitment Pledge. 	<p><i>Annually</i></p> <p><i>After Appointment into IMAWG</i></p>	<p><i>Coordinator and IMAWG Secretary / Treasurer</i></p> <p><i>IMAWG Members</i></p>
Fully supported and negotiated funding agreements that satisfy long-term sustainability and growth of IMAWG.	<ol style="list-style-type: none"> 1. 500K AAROM annual a-based funding agreement that supports both co-management and science, while allowing to manage a fiscally sound organization. 2. Negotiate agreements. 3. Seek funding sources from other areas to fulfill strategies not covered by current agreements and increase participation from Island Nation into IMAWG. 	<p><i>Annually and Budget Increase Required</i></p> <p><i>Annually</i></p> <p><i>As identified.</i></p>	<p><i>Board of Directors</i></p> <p><i>Board of Directors and Coordinator</i></p> <p><i>Board of Directors</i></p>
Functioning, fully engaged and responsible IMAWG contracted staff.	<ol style="list-style-type: none"> 1. Negotiated annual contracts between contractors and IMAWG that showcase both wages and duties. 2. Meetings between Coordinator and President; either via phone or in person depending on availability and funds to review monthly activities, goals and business operations. 3. Meetings between Coordinator and Biologists to review monthly activities and to review upcoming meeting requirements; Coordinator to send out outcomes to IMAWG. 4. Report IMAWG members of all activities including, but not limited to, work details, current priorities, work issues/solutions, and summaries of all meetings attended. 5. Reports to Coordinator of all 	<p><i>Annually</i></p> <p><i>Monthly</i></p> <p><i>Monthly</i></p> <p><i>Monthly</i></p> <p><i>Monthly</i></p>	<p><i>Coordinator, Biologists and Board of Directors</i></p> <p><i>Coordinator and President/Chair</i></p> <p><i>Coordinator and Biologist(s)</i></p> <p><i>Coordinator</i></p> <p><i>Biologists</i></p>

Goal	Strategies	Timeframe	Responsibility
	<p>activities including, but not limited to, work details, current priorities, work issues/solutions, and summaries of all meetings attended; Coordinator to share with IMAWG members.</p> <p>6. Attend all IMAWG meetings and any other relevant meetings that IMAWG deems relevant and applicable.</p>	<i>Annually</i>	<i>Coordinator and Biologists</i>



COMMUNICATION AND REVIEW

COMMUNICATION OF THE STRATEGIC PLAN

This strategic plan shall be:

- Given to every IMAWG delegate.
- Given to all of the Island Nations within the Vancouver Island watershed and mainland inlet First Nation Chiefs, Council and fisheries staff.
- Posted on the IMAWG website.
- Used on communication letter head, specifically the IMAWG vision.
- Published portions on any regular newsletters, advertising and marketing materials.
- Include portion of the plan in policies and procedures, including to new IMAWG delegates.
- Given copies to other governments and agencies.

MONITORING AND IMPROVEMENT OF THE STRATEGIC PLAN

The strategic plan will be reviewed annually during the first fiscal planning meeting of IMAWG. The goals and objectives will be updated and/or changed to reflect shifting priorities and completion of items identified. An updated strategic plan will be re-done every three years, and then distributed.



FISHERIES AND OCEANS CANADA PARTNERSHIP

Where are we currently with DFO in our partnership?

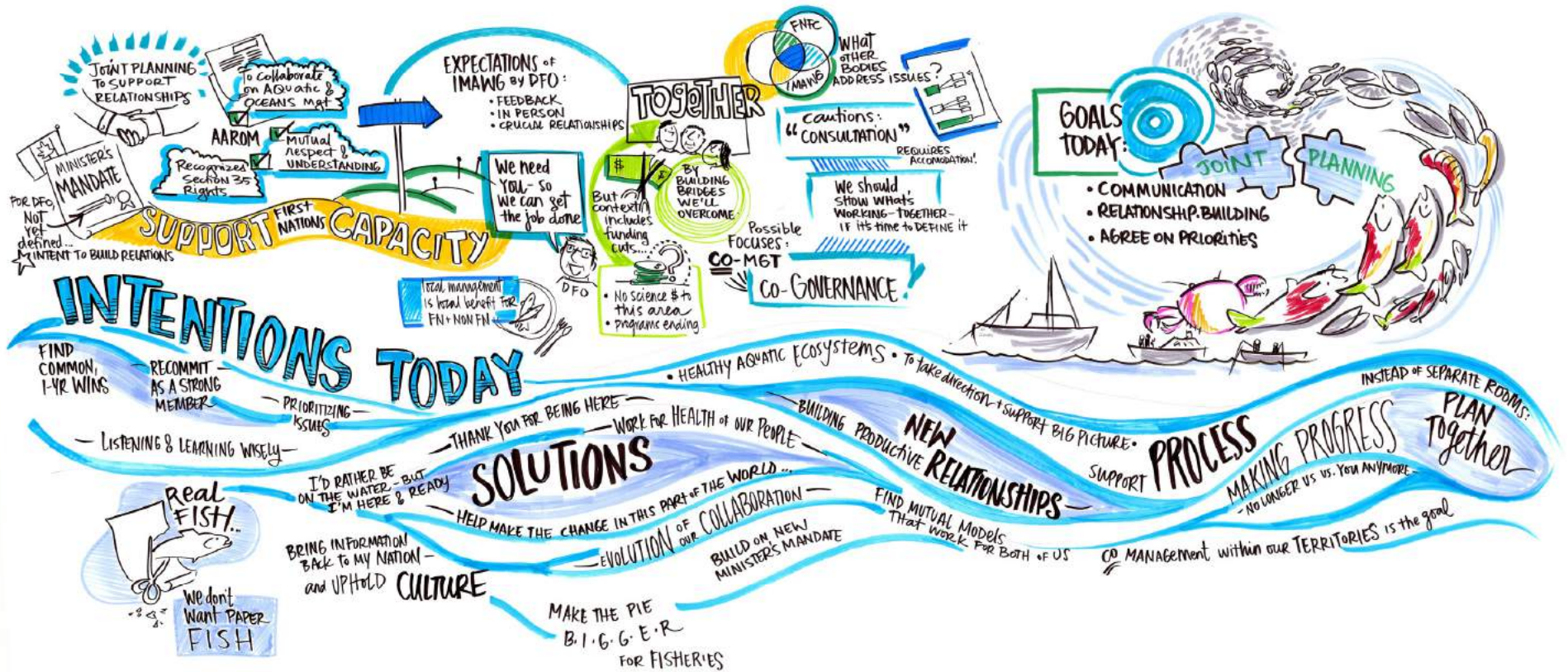
The overall purpose of AAROM and PICFI is to collaborate within oceans management. DFO acknowledges rights as described within *Section 35.1 of the Constitution Act*; however entering into agreement is not seeking to define or extinguish those rights but work within them. It's about working together and a commitment to a relationship that involves mutual respect and understanding. Through a series of relationship workshops, DFO and IMAWG agreed to the following actions:

1. Creation of an “Engagement Accountability Plan” that focuses on collaboration and a high level of standard.
2. Identify specific issues, creates solutions, make progress and work through all the concerns as time continues
3. Engage in an annual Governance Planning workshop to review priorities, select key areas to work on and book meeting dates.
4. Stock Assessment and IMAT to continue work together in “joint IMAT meetings” to review data and provide advice.

As identified, DFO and IMAWG held their first annual Governance Workshop in 2016, where DFO and IMAWG reviewed a DRAFT “Engagement Accountability Plan”, reviewed the top technical and policy issues (extracted from the Management Action Tracker), and chose three issues to work on for the first fiscal. IMAWG is committed to working with the Federal government to move forward with their new mandate and improved relationship. The following series live graphic recordings outlines the discussions and steps taken to reach the actions identified.

IN PARTNERSHIP

IMAWG & DFO MAY 2016
 ISLAND MARINE AQUATIC WORKING GROUP
 FISHERIES & OCEANS CANADA

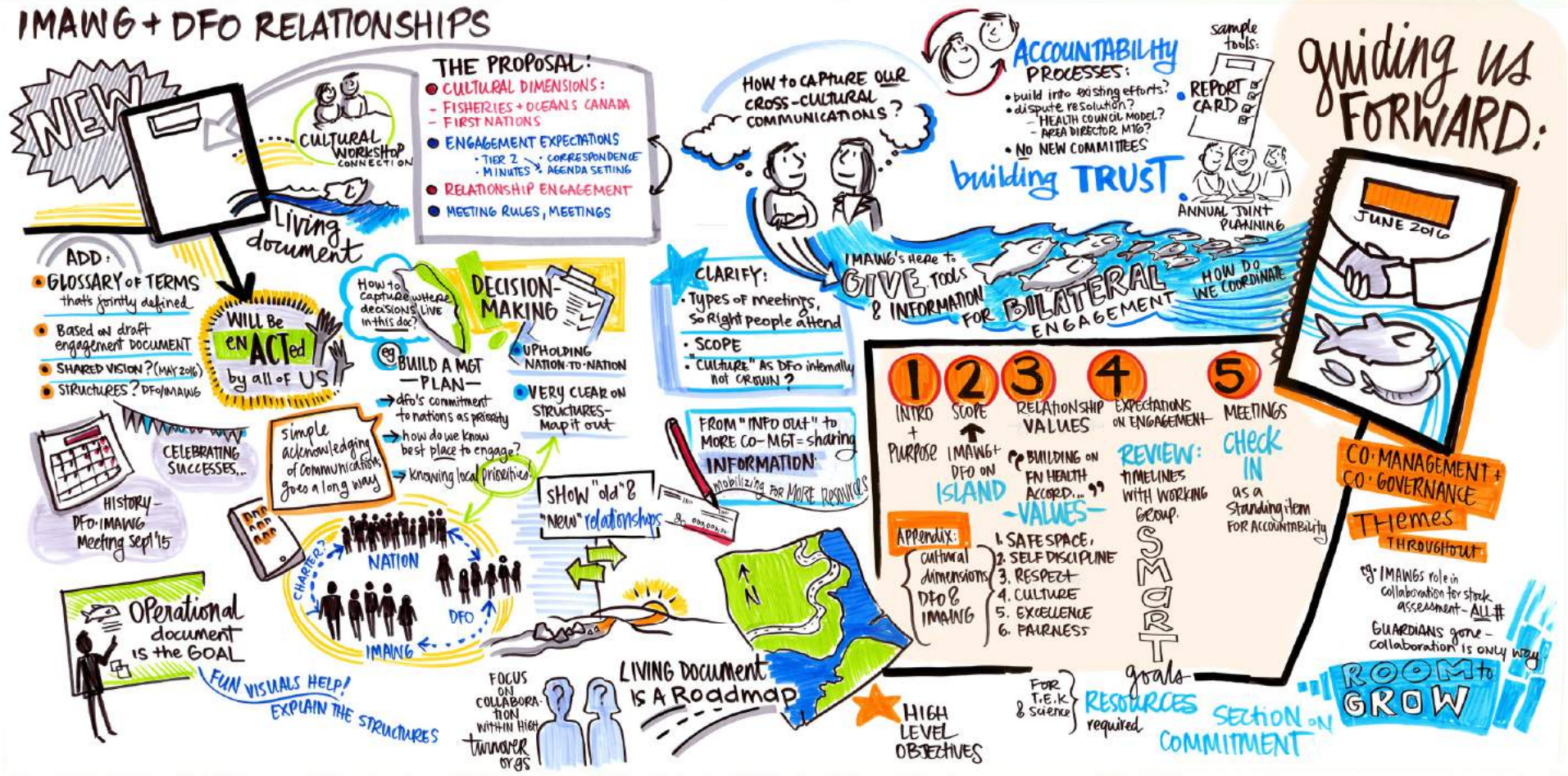


IMAWG and DFO workshop: May 2016

live graphic recording
 Sam Bradd
 Drawing Change

IN PARTNERSHIP

IMAWG + DFO RELATIONSHIPS



IMAWG and DFO workshop: May 2016

live graphic recording
Sam Bradd

Drawing
Change

IN PARTNERSHIP

IMAWG & DFO
ISLAND MARINE AQUATIC
WORKING GROUP

MAY 2016
FISHERIES &
OCEANS CANADA

ISSUES: YOU CAN PUT 10 DOTS ANYWHERE

SECTION 35 PRIORITY FOOD

- REDO COASTWIDE ALLOCATION FRAMEWORK (2)
- WRITTEN INDICATION: AANDC + DFO ROLE WITH FIRST NATIONS (2)
- ENGAGE IN FN-LED CONSULTATION PROCESS WITH GOVERNMENT(S) (13)

ADVISORY BOARDS

- RECONFIGURATION OF PROCESS (21)

IFMP MANAGEMENT PROCESS

- REDO/REFRAME IFMP CONTENT WITH FN COLLABORATION (4)
- EXTEND 30-DAY CONSULTATION TIME (6)

RECREATIONAL FISHERY

- FULL REVIEW: CATCH MONITORING SYSTEMS (8)
- PROPOSE CHANGES: USER FEES TO (4) FUNDS TO REGION FOR LOCAL MANAGEMENT (9)
- REINVOIGRATE GUARDIAN PRO (ENFORCE, MONITOR, etc) (21)
- LODGES + GUIDES TRANSFER TO COMMERCIAL STATUS WITH PROVISIONS (2)

GROUND FISH

- CREATE FN HARVEST PLAN WITHIN IFMP (1)
- RETURN DRAFT HALIBUT LEASING POLICY (7)
- CREATE TIER 2 REGION ENGAGEMENT PROCESS (not tier 3) (2)
- REVIST 405K COASTWIDE ALLOCAT. (1)

HERRING

- CREATE PACIFIC HERRING RENEWAL DOC. FN (1)
- APPOINT N/S, WEST COAST DELEGATES ON TECHNICAL WORKING GROUP (2)
- MGT OBJECTIVES - WORKED ON TOGETHER (6)
- CLOSE AREAS WITH LITTLE/NO INFO - INCLUDING RECOLONIZED SPAWN, LOW abundance (10)
- PARTNER w/ UNIV OF WASH WITH DNA STUDY (1)

CLAMS

- REC SECTOR: ADD OPP COMMERCIAL SIZE LIMITS (1)
- REMOVE 75-100 lbs/day allocation (6)

PRAWN

- REMOVE COMMERCIAL TRAP GEAR RESTRICTIONS (6)

SPORTS:

- COASTWIDE CLOSURE JAN-MARCH (2)
- COMMERCIAL TRAP MESH SIZE (15)
- MANDAT RELEASE BURIED FEMALES (4)
- 100% CATCH REPORTING (15)

SALMON

- FULL TECH INVOLVEMENT + ADVICE ON SOUTHERN CHINOOK MANAGEMENT (9)
- UTILIZATION: SALMON BYCATCH IN FOOD FISHERY (or opportunity) (1)
- JOINT FN/DFO DUAL FISHING POLICY (2)
- REC + RESPECT NATION TO NATION PROTOCOLS (21)

IMAWG FUNDING

- CAPACITY FUNDING THROUGH AARDN ANNUALLY (36)
- THAT MEETS LEVEL OF ENGAGEMENT REQUIRED - (1)
- INCREASED ACCORDING TO PROPOSALS (1)

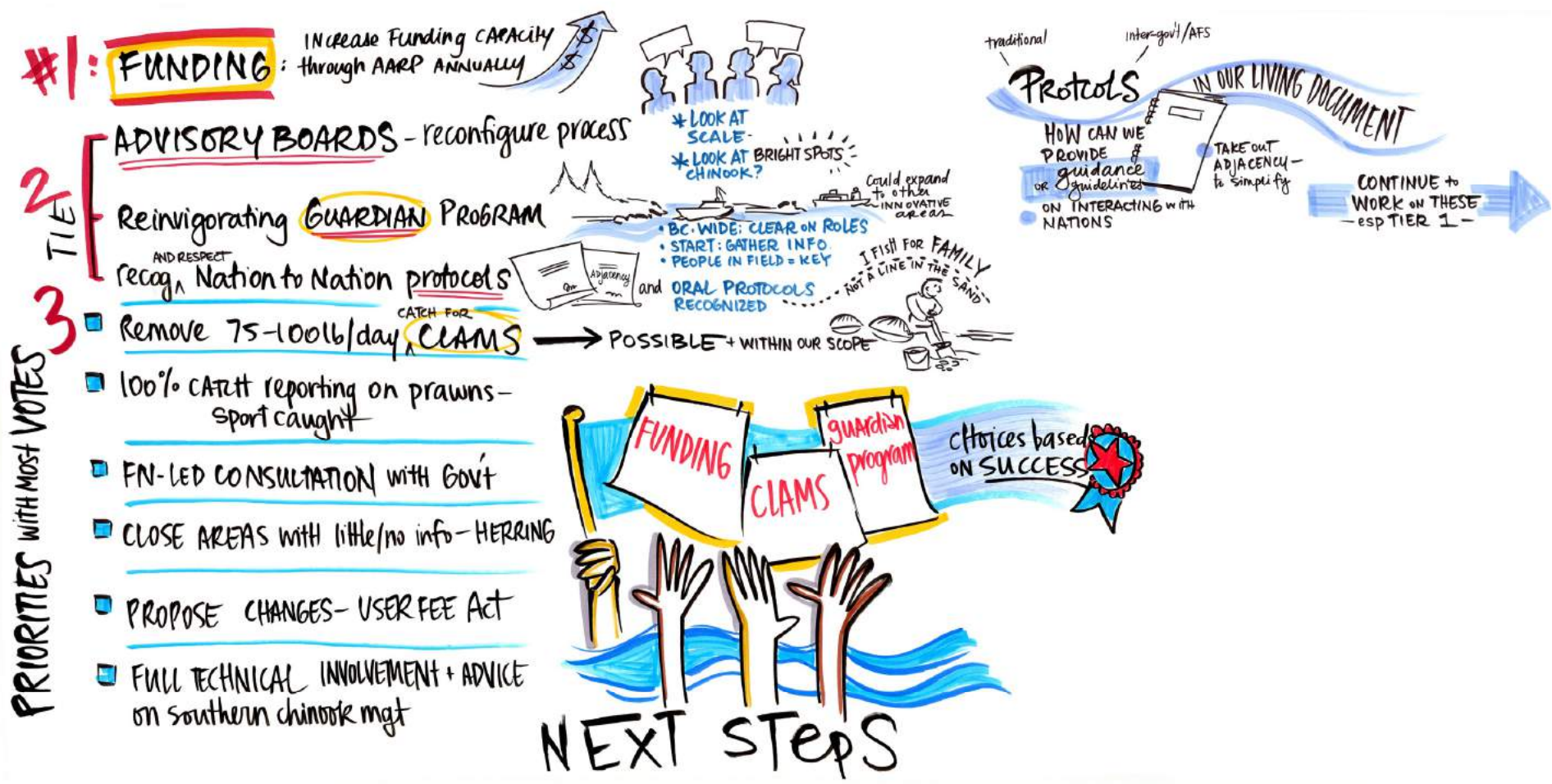
taking Action... IN COLLABORATION

ISSUES WERE IDENTIFIED HOW?
CHRONIC ISSUES FROM MGT TRACKER

IMAWG and DFO workshop: May 2016

live graphic recording
Sam Bradd

Drawing
Change



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live graphic recording
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