

INTERNAL PLANNING

Presently, the Lummi Tribal Governments structure has been organized to follow grant and contracts, rules and regulations, and general operational guidance superimposed on the Tribe. The organization under it's present structure, may not be suitable for the internal appropriation allocation process that will be necessary to implement the Tribal Self-Governance Demonstration Project. It will be necessary to re-evaluate existing operations and establish new tribal policies which will guide the resource acquisition, allocation, and utilization, and impact evaluation.

WHAT NEEDS TO BE DONE

1. To review existing operations and establish new policies to guide:
 - a. resource acquisition
 - b. allocation
 - c. Resource utilization
 - d. Impact evaluation
2. To develop a six month review process for evaluation of program achievements.
3. To define the Tribal Councils policy role and staff's management responsibilities.
4. To develop program performance standards to measure program output, outcomes and cost control.
5. The budget structure needs to be developed to create an efficient and effective resource management process.
6. Financial policies and procedures need to be structured to ensure that the Tribe utilizes its resources.

GOALS OF LIBC

LIBC's goal is the development of our human and natural resources. To accomplish our goals it is necessary to overcome the current social and economy conditions. We need to overcome the vicious cycle of poverty that now plagues our many endeavors. This is to be accomplished by the development of an on-going sustained economy, an economy that is conducive to the growth and prosperity for the people of the community. It is necessary that these goals be accomplished keeping in mind our culture, values, traditions, language and history.

LIBC in all it's endeavors chooses to reinforce the positive Indian family values that should touch all educational, social, economic, governmental and spiritual endeavors of the lives of the members of the Lummi Indian Tribe. The family unit is central to the spiritual , social, governmental and economic lives of the community.

It is the goal of the LIBC to define problems, goals, inhibitors, objectives, and suggested policies, assign time lines (short and long range) on specific objectives, define how much it will cost to successfully achieve said goals and reporting on the progress of said goals in the following areas.

LAND

GOAL: It is the goal of the LIBC to acquire all land sold out of trust in order to secure the land base of the Lummi Indian Tribe, place land back into trust, utilize land for future tribal economic growth, lease to homeowners for private housing or tribal housing projects.

COMMUNICATIONS

GOAL: Develop a Comprehensive Communication Plan for the Lummi Indian Tribe to improve various methods of communications with each other: tribal government to the people, people to people, departments with people, Lummi Community with the outside public, tribal government with other governments, tribal government with the news media, the Lummi Tribe with other Tribes across the Nation.

ORGANIZATION

GOAL: It is the goal of the Lummi Indian Tribe to foster good management principles and united teamwork among LIBC components (Departments/boards/commissions) in order to achieve Tribal Goals.

STRENGTHENING THE FAMILY UNIT

GOAL: It is the goal of the Lummi Indian Tribe to institute programs in the following areas to help the dysfunctional family unit. By the following:



1. Promote Tribal economic growth to provide jobs
2. Promote educational opportunities and benefits resulting from higher education
3. Promote alcohol and drug abuse education
4. Promote self-esteem, self-pride, respect for ourselves and our children, parents, elders, and others.
5. Provide and or encourage family counseling to families of domestic violence, marriage, child abuse, spouse abuse, elder abuse, budgeting, positive child rearing, family parenting skills, juvenile delinquency, alcohol and drug abuse, parent/child communication.
6. Promote preventative health care information and good nutrition information to families.
7. Promote family activities
8. Promote an Elder's Center, Youth Center, Learning Center, Cultural learning center, a Lummi Convalescent Home.

EDUCATION

GOAL: It is the goal of the Lummi Indian Tribe to ensure that Lummi people of all ages are provided with quality educational opportunities to enable them to survive in the dominate non-Indian society yet maintain their cultural identity.

LUMMI CULTURE

GOAL: It is the goal of the Lummi Indian Tribe to promote the following:

1. Restore the Lummi language
2. Foster the restoration of the Indian values as taught through the Lummi language, i.e. self-respect, respect of others, morals, how to live a healthy life, secure in being an Indian and of Knowing who you are and where you come from in order to develop the self pride of being Indian.
3. Foster the teaching of the Lummi language and Lummi History in the Lummi and Ferndale school systems.
4. A written history on traditional cultural foods as gathered, prepared, stored, and used by the Lummi people.
5. A written comprehensive history, the tribal government, and geography of the Lummi people.



6. Promote cultural classes on canoe making, totem carving, wood carving, basket weaving, story telling, herbal medicine, etc.

RECREATION

GOAL: It is the goal of the Lummi Tribe to have a Recreational Facility for use by the total family unit that will encompass but not limited to: swimming pool, weight lifting, basketball, baseball, soccer, table indoor games; Learning Center including a Cultural learning center, Elder's Center, a convalescent Center so our youth can stay in touch with our Elders and our Elders are not isolated.

ECONOMY

Goal: The goal is to realize economic self-sufficiency for tribal members, tribal government, and its institutions through:

1. Development of economic ventures
2. Solicitation of major commercial industrial developments
3. Establishment of small support enterprises - fishing industry, trade, tourism, deep sea port.
4. Assist in the vertical integration of the Lummi seafood industry and other areas so as to get the Lummi dollar to turn over once or more often on the reservation before it goes off.
5. Acquire more land for future tribal development
6. Develop growth plan for adequate infrastructure (roads, water, sewer, fire protection.

HOUSING

GOAL: It is the goal of the Lummi Indian Tribe to expand the efforts of the present Lummi Housing Authority to include but not be limited to the following areas in order to become an all around Housing office.

1. Provide assistance and/or information to acquire conventional financing through a bank or other lending institution.
2. Provide assistance and/or information to acquire BIA guaranteed loans.
3. Provide educational assistance to tribal homeowners on how to perform basic homeowner repairs.

LAW & ORDER

GOAL: It is the mission of the Lummi Law and Order through highly visible activities to prevent and suppress illegal acts. The desire for an orderly and peaceful life is a basic characteristic of tribal society. The desire to achieve a state of social order in which tribal members are free to conduct their affairs in peace and harmony with each other, is important to the Lummi Tribe. The fundamental missions of tribal law and order are crime prevention and suppression: enforcement of laws: maintenance of social order: and provision of public service.

PROSECUTOR

Goal: It is the goal of the Tribal Prosecutor's Office to uphold tribal sovereignty while exercising tribal jurisdiction over criminal, civil, traffic, child welfare, and juvenile delinquency matters. Not only by the prosecution of cases but by being actively involved in the development of tribal statutes, regulations, departmental protocol, and procedures which not only improve and strengthen tribal jurisdiction but at the same time meet the unique needs of the Tribal Community.

NATURAL RESOURCES

GOAL: It is the goal of the LIBC Natural Resources Department to manage, enhance and protect the Fisheries, Shellfisheries, and other natural resources which have cultural or economic value to the Lummi Tribe through implementation of tribal policies established by the Lummi Indian Business Council and the Lummi Fish and Game Commission. Implementations of the goal is through the operation of six major Fisheries Divisions: (1) Administration; (2) Harvest Management; (3) Natural Production; (4) Salmon Enhancement; (5) Fisheries Enforcement; and (6) Reforestation.

SELF-GOVERNANCE

GOAL: The goal of the Lummi Tribal Self-Governance Project is to provide the tribe with the tools and the opportunity to exercise greater control over our lives and our future. This goal is to be accomplished by the following:

1. Formalize relations with the United States Government on a Government-to-Government basis.
2. By determining our own priorities that will allow us to design programs and allocate resources to better meet the needs of the Lummi Tribal Community.
3. By promotion of greater social economic and political self-sufficiency

VISIONING PROCESS - A TOOL

PRESENT ORGANIZATION

LIST OF PROBLEMS/BARRIERS

- * NO BUDGET FUNDS
- * OVER/UNDER UTILIZATION OF STAFF
- * WAGE SCALE
- * LIMITED FUNDS
- * FEDERAL/STATE REGULATIONS
- * ABORGATION OF TREATIES
- * NO SYSTEM
- * MANY STANDARDS
- * NON-COMMITTED PEOPLE
- * DUPLICATION OF SERVICES
- * LIMITED SERVICES
- * INADEQUATE SPACE
- * INADEQUATE STAFF POSITIONS
- * TUNNEL VISION
- * LACK OF EQUIPMENT
- * UNKNOWN VISION
- * LACK OF COMMUNICATION WITH BOARD AND COUNCIL
- * LACK OF UNDERSTANDING (NO VISION)
- * LACK OF TRAINING
- * INTERNAL CONFLICT
- * JURISDICTION CONFLICT

LIST OF TOOLS/VEHICALS TO OVERCOME BARRIERS

- * GOOD AUDIT SYSTEM
- * GOOD MANAGEMENT SYSTEM
- * RETAIN CULTURE
- * LIBC TRAINING PACKAGE
- * CULTURE
- * COUNCIL COMMITMENT
- * TRAIN STAFF/COUNCIL/TRIBAL MEMBERSHP:
 - 1. TREATY
 - 2. TRIBAL CONSTITUTION
 - 3. CHARTER & BY-LAWS
- * JUSTIFICATION PLAN
- * EXERCISE SOVEREIGNTY
- * COMMUNICATION TO PEOPLE
- * STOCK OF WHAT WE HAVE
- * CLEAR POLICIES
- * CLEAR ROLE/RESPONSIBILITIES
- * LUMMI GOVERNMENT AND CIVICS
- * TRAINING LUMMIS TO TEACH LUMMIS
- * COMPREHENSIVE COMMUNITY PLAN
- * FACILITIES PLAN
- * STAFF PLAN
- * MANAGEMENT PLAN
- * ADMINISTRATIVE PLAN
- * LUMMI MANAGEMENT PLAN

FUTURE ORGANIZATION

LIST OF VISION OF FUTURE LIBC

- * COMPLETE JURISDICTION
- * COMMUNITY PROTECTION
- * LIBC 1ST ONE (# 1)
- * COORDINATE WITH GEN. COUNC
- * STANDARIZED RPTNG. SYSTEM
- * DIRECT RECEPIENT OF FUNDS
- * INCREASED NEW SERVICES
- * LIBC STRUCTURED
- * ONE ACCTN. STND. SYSTEM
- * DELEGATED BOARDS PARTI-CIPATING WITH ORGANIZA.
- * IMPROVED SERVICES TO COMM.
- * WE CONCEPT
- * 100 % LUMMIS
- * LIBC POLICIES
- * COUNCIL COMMITTEES
- * COORDINATE WITH OTHER TRIBES

