

2010

GWA'SALA-'NAKWAXDA'XW NATIONS

**COMPREHENSIVE
COMMUNITY
PLAN**

SUMMARY



Gwa'sala-?Nakwaxda'xw CCP Logo Designed By Wayne Walkus

Introduction

The Gwa'sala-'Nakwaxda'xw Comprehensive Community Plan is a map to the future of our people.

You, whoever you are, are one of the drivers that can help us travel along the journey laid out in this map. All you need to do is find a project in here that interests you, look at the resources that are listed in that section, and get going on it.

Some projects don't even require any funding, just a bit of commitment on your part, and maybe some help from friends and family.

So, what are you waiting for? Open up this map, pick a direction, and get going!



INTRODUCTION

Guide to the GN CCP - For Staff

For staff, the CCP can help make sure programs and activities correspond to community goals and to a broader vision of the community's future.

While it is important for staff to consistently involve community members in the planning for and delivery of programs, staff can pick projects to do out of the CCP, knowing that they are projects that the community wants to see happen.

The CCP can also make it easier for staff to carry out projects, because useful resources and some of the work plan accompany each project description.

Another benefit of the CCP comes when staff members apply for funding. If the project that you want funded ties in with the goals and vision of the CCP, it gives more weight to your proposal because it is tied in with a broader community vision and therefore is likely to have better community support and longevity.

Guide to the GN CCP - For GN Community Members

Our people have a history of leadership and strength. We are creative and resourceful, and do not depend on outside support to meet our needs.

This CCP is an important step for us to come together and take it upon ourselves to shape our community into a place that we are proud of. We have worked hard to establish common goals and a common vision. This CCP has been written by all of us, together, and we can all use it to determine what we need to do next to improve our community.

There are many projects in here that do not need much funding, if any. Many of the projects just need people, people like yourself, people who are driven and passionate about our community.

You may also find that this document tells you some things about our people that you did not know, such as our community history. Take time to go through this document and use it as a tool to enrich your learning.

It is up to us, as a community, to choose projects in here that we can do right now, today, just by taking the first few steps. So, read through this CCP and find a project that really speaks to you, then take it upon yourself, with the help of your friends and family, to make it happen.

Guide to the GN CCP - For Allies

There are many people outside of the Gwa'sala-'Nakwaxda'xw First Nation who are committed to the health and well being of our community. If you are one of those people, this document can provide some valuable insight into the goals and vision of our community.

This document also contains information about our community, such as our history and maps of our traditional territories, that you may not be familiar with. For all those that wish to work with us, these resources will help you understand who we are and where we come from, as well as where we intend to go.

Please keep in mind that although this document can be an aid to understanding, the best way to become familiar with any community is to visit, meet our people, and get to know us on a one-to-one basis.

How The CCP Was Created

In 2007 the Gwa'sala-'Nakwaxda'xw Nation received funding from Indian & Northern Affairs Canada to complete a Comprehensive Community Plan (CCP). The Gwa'sala-'Nakwaxda'xw administration chose Tony Wong (Quintary Consulting) to manage the project.

In 2008 two Gwa'sala-'Nakwaxda'xw community members were hired to coordinate the CCP (Doug Johnny and Jessie Hemphill). Only Jessie stayed on, and was responsible for gathering information from community members, compiling it, and writing the final CCP document.

In 2009 many other community members were hired to work on the CCP, as the CCP assistant and recreation coordinator (Silena George), trail mappers (Victor Walkus, Adam Munn, Harry Puglas and Jackson Walkus), and research assistants (Christy George, Cathy Swain, Natasha Walkus and Donna Williams).

Graduate students and faculty from the University of British Columbia's School of Community & Regional Planning also helped (Johanna Mazur, Manjit Chand, Aftab Erfan and Leonora Angeles).

Between 2008 and 2010 over twenty community meetings were held to discuss community planning. Attendance was between nine and 200+ people, with an average turnout of 20+. In addition to the meetings, questionnaires were distributed, one-on-one conversations were recorded, mapping, photo and video projects took place, and existing resources were studied.

All of these sources were used to create this document, which has and will continue to be reviewed by Gwa'sala-'Nakwaxda'xw community members, leadership, and staff.

Please see the appendixes for more information about the creation of this CCP and the work carried out by the UBC students and Gwa'sala-'Nakwaxda'xw research assistants.

SUMMARY OF PLANS

Culture Sub-plan 1: A Strong Living Language

Vision

- **Children who are raised in Bakwam'kala/Kwa'kwala speaking households**
- **Community members of all ages learning and speaking Bakwam'kala/Kwa'kwala**
- **A Big House, where we can learn and use Bakwam'kala/Kwa'kwala and other parts of the culture**
- **More language learning and teaching resources**
- **Community members who speak Bakwam'kala/Kwa'kwala with pride**
- **Community members who understand the meaning of our traditional songs, dances, prayers etc.**

Work Plans:

- **Language Nest**
- **Conversation Group**
- **Language Resources for Home Use**
- **Language Policy for Gwa'sala-'Nakwaxda'xw Administration**

Culture Sub-Plan 2: A Community That Remembers and Learns From the Past

Vision

- **Community members who know the history of our people and their own families**
- **Community members who build on past knowledge**
- **A community that honours our history by recording, preserving, and teaching it**

Work Plans:

- **Gwa'sala-'Nakwaxda'xw Family Tree**
- **Digital Archive**
- **Physical Archive**
- **Artifact Repatriation**
- **Museum Display**

Culture Sub-Plan 3: A Strong, Living Culture That Is Part of Daily Life

Vision

- **A culture that is a part of everyday life**
- **Traditions being passed down through families**
- **A community that is proud of our culture**
- **A community that visibly celebrates our culture**

Work Plans:

- **Culture Nights**
- **Community Cultural Celebrations**
- **Public Art**
- **Culture Camp**

Culture Sub-Plan 4: Places To Come Together For Cultural Reasons

Vision

- **Gathering places for community members to practice our culture and traditional songs, dances & ceremonies**
- **A community that often gets together for cultural reasons**
- **A community that has places to heal together**

Work Plans:

- **Big House**
- **Carving Shed**
- **Cultural Teaching & Learning Centre**
- **Beach Boardwalk**

Culture Sub-Plan 5: Protected and Honoured Sacred Sites

Vision

- **A community that protects and honours sacred sites, such as graves, caches, rock paintings, etc., in the home lands**
- **A community that protects and honours sacred sites, such as graves, in Tsulquate**
- **Adequate knowledge of the location of sacred sites so that we can protect them**

Work Plans:

Economy Sub-Plan 1: A Sustainably Healthy Community

Vision

- **An economically self-sufficient community**
- **Enough revenue to fund all necessary programs and other expenditures**
- **Enough revenue to leverage other funds for major projects**

Work Plans:

- **Financial Needs Assessment**
- **Tourism Action Plan Implementation**
- **Aquaculture Feasibility Study & Plan**
- **Non-Timber Forest Products Feasibility Study & Plan**
- **Art & Crafts Feasibility Study & Plan**

Economy Sub-Plan 2: A Community of Hard Workers in Meaningful Jobs

Vision

- **A community where everyone who wants to work, can**
- **A community where everyone who can work, wants to**
- **Community members with meaningful careers that satisfy them**
- **Adequate on-reserve employment**
- **Job training and mentoring for those that need it**

Work Plans:

- **Employee Database**
- **Job Training Programs**
- **Job Shadowing**

Economy Sub-Plan 3: A Community with Effective, Accountable, & Transparent Fiscal Practices

Vision

- **A community that values money**
- **Consistent, positive auditors' reports**

Work Plans:

- **Financial Document Manual & Templates**

Education Sub-Plan 1: Success for Students at All Levels of Education

Vision

- **Students at all grade levels performing higher than provincial standards**
- **A community that celebrates education**
- **Parents and guardians who are active in their children's schooling**
- **Education that helps prepared community members for the future**
- **Good communication between the community, staff, and education providers**

Work Plans:

- **Cultural Sensitivity Training for School District #85 Staff**
- **Student 'Buddy' System**
- **Parent's Club**
- **On-Reserve Education & Tutoring**

Education Sub-Plan 2: A Community Where Education Happens Outside of School

Vision

- **A community with educational opportunities for all ages**
- **A community of life-long students**
- **A community of life-long teachers**
- **A community where the wise regularly share their knowledge**

Work Plans:

- **Life Skills Workshops**

Governance Sub-Plan 1: Clear, Consistent Communication among All Levels of the Community

Vision

- **A community where people have a voice**
- **A community where everyone knows what's happening**
- **A community that can come together easily**
- **A community that is aware of issues and deals with them**
- **A community that keeps consistent records**
- **Records that are easily and consistently available to community members and others who need them**

Work Plans:

- **Communications Plan**
- **Community Message Board**
- **Community Web Site**
- **Community Newsletter**

Governance Sub-Plan 2: Effective, Transparent, Accountable Leadership

Vision

- **Strong leaders who are accountable to those they lead**
- **Elections that are fair and transparent**
- **Leadership that reflects the desires of the whole community**
- **A community that respects both elected and hereditary leadership**
- **A community that consults with its elders**

Work Plans:

- **Update Election Policy**
- **Clarify Hereditary Leadership**
- **Training Module for Councilors**
- **Update Organizational Chart**

Governance Sub-Plan 3: Effective, Transparent, Accountable Band Ad- ministration

Vision

- **Administrators who are accountable to those they work for**
- **Transparent administrative practices**
- **An administrative structure that suits the needs of the community**
- **Adequate programs and services for the community**

Work Plans:

- **Update Personnel Policy**
- **Update Dispute Resolution Process**

Governance Sub-Plan 4: Effective Policies & Bylaws

Vision

- **Policies & bylaws that are thoughtfully created with the participation of the community**
- **Consistent and fair enforcement of policies & bylaws**
- **The ability to responsibly change or create policies & bylaws as needed**

Work Plans:

- **Manual of Existing Policy & Bylaws**
- **Policy Needs Assessment**
- **Policy Development Training**

Governance Sub-Plan 5: Effective Meetings & Community Engagement

Vision

- **Meetings that solve problems**
- **Meetings that are positive and respect the needs of the participants**
- **Meetings that are well-organized**
- **A community that is actively invited into and involved in decision making**

Work plans:

- **Meeting Protocol**

Governance Sub-Plan 6: Self-Govern- ment

Vision

- **A community that is knowledgeable about the treaty process and our involvement in it**
- **Treaty-related decisions made which reflect the desires of the community**
- **A community that benefits from our participation in the treaty process**
- **A community that governs itself**

Work Plans:

- **Information Package for Community**
- **Treaty Communication Plan**

Governance Sub-Plan 7: Positive, Effective Relationships with Others

Vision

- **A community that works together with external organizations**
- **A community that takes advantage of opportunities to give input and share our voice**

Work Plans:

Health Sub-Plan 1: A Community That Deals With Mental Health & Addictions

Vision

- **A community free from addictions**
- **A community with adequate support to make sure everyone is healthy**

Work Plans:

- **Healing Intergenerational Trauma**
- **Addictions Treatment & Healing Centre**
- **Mental Health Needs Assessment**
- **Suicide Prevention & Intervention**

Health Sub-Plan 2: A Community That Is Active

Vision

- **A community that is physically active**
- **A community that promotes and supports physical activity for all ages**

Work Plans:

- **Community Recreation Program**

Health Sub-Plan 3: A Community That Prevents and Manages Diseases

Vision

- **A community that knows how to prevent disease**
- **A community that supports those with diseases**

Work Plans:

- **Community Health Profile**
- **Educational Workshops**

Health Sub-Plan 4: A Community with Food Security

Vision

- **A community with easy, year-round access to affordable healthy food**
- **A community that is prepared to feed itself in an emergency**

Work Plans:

- **Community Garden**
- **Nutrition Education**

Health Sub-Plan 5: A Community with Homes Free of Pests

Vision

- **A community with sanitary homes and buildings**
- **A community with excellent hygiene and sanitation practices**
- **A community that is prepared to deal with infestations, outbreaks and epidemics**

Work Plans:

- **Community Laundry Service**
- **Community Cleaning Service**
- **Education Campaign**

Infrastructure Sub-Plan 1: Adequate, Well-Maintained Housing

Vision

- **Enough homes on-reserve for everyone who needs them**
- **A variety of housing to suit community members' needs and desires**
- **Homes that are well-maintained and last for a long time**
- **Homes that are well-built**
- **Homes that are healthy to live in**
- **Homes that reflect our culture & environment**

Work Plans:

- **Housing Needs Assessment**
- **Housing Plan**
- **Home Maintenance Training & Education**

Infrastructure Sub-Plan 2: Functional, Well-Maintained Roads & Trails

Vision

- **Accessible transportation options for all community members**
- **Safe, accessible trails within the community**
- **Safe, well-maintained roads with proper signage and traffic management**

Work Plans:

- **Trail Improvements**
- **Road Improvements**

Infrastructure Sub-Plan 3: Functional, Well-Maintained Public Property & Buildings

Vision

- **A community with enough public spaces to meet our needs**
- **A community that takes care of our public property & buildings**
- **Public buildings that are well-built and last a long time**
- **Public buildings & property that suit the needs and desires of the community**

Work Plans:

- **Public Spaces Needs Assessment**
- **Public Spaces Maintenance Plan**

Infrastructure Sub-Plan 4: A Community That Is Clean and 'Green'

Vision

- **On-reserve recycling**
- **An administration with environmentally sustainable practices**
- **A community that respects and cares for the environment**
- **A community that looks after its messes and garbage**

Work Plans:

- **On-Reserve Recycling**
- **On-Reserve Composting**
- **Solid Waste Management**
- **Sustainability Policy**

Infrastructure Sub-Plan 5: A Community with Solid Foundations

Vision

- **A community that prevents and manages soil erosion, leaky foundations, and other geotechnical issues**
- **A community that uses its' land base to the maximize usefulness**

Work Plans:

- **Geotechnical Needs Assessment**
- **Breakwater Feasibility Study**
- **Tsulquate Reserve Land Use Plan**

Lands & Resources Sub-Plan 1: Connection with Our Home Lands

Vision

- **Community members who know where the home lands are and feel a connection to them**
- **Frequent travel opportunities to the home lands for community members**
- **Habitable sites in the home lands for people who want to stay there**

Work Plans:

- **Map of Family Territories**
- **Travel to the Home Land**
- **Habitable Sites in the Home Lands**

Lands & Resources Sub-Plan 2: Effective Stewardship of Our Lands & Resources

Vision

- **A community with comprehensive knowledge of our lands & resources**
- **A community that monitors and protects our lands & resources**
- **A community that makes effective, transparent, accountable management decisions about the use of our lands & resources**

Work Plans:

- **Stewardship Program**
- **Biological Inventory**
- **Land Referral Committee**

Lands & Resources Sub-Plan 3: Effective, Responsible Participation in the Fisheries Industry

Vision

- **A community that participates in the fishing industry in a way that benefits the community and is environmentally sustainable**

Work Plans:

Lands & Resources Sub-Plan 4: Effective, responsible participation in the forestry industry

Vision

- **A community that participates in the forestry industry in a way the benefits the community and is environmentally sustainable**

Work Plans:

Lands & Resources Sub-Plan 5: A Community That Responsibly Gathers Traditional Resources

Vision

- **A community where all ages have comprehensive knowledge of local resources and their traditional uses**
- **A community that benefits from the traditional use of resources such as foods and medicines**
- **Year-round access to resources for all community members who need them**
- **A community that sustainably harvests and uses resources**

Work Plans:

- **Community Smoke House**
- **Resource Harvesting Education Campaign**
- **Community Store-House**

Social Issues Sub-Plan 1: Community Unity

Vision

- **A community that feels united**
- **A community that can make decisions as a group**
- **A community of people that support and respect one another**
- **A community with a strong sense of identity**

Work plans:

- **GN Training Module for MCFD, School Board, etc.**

Social Issues Sub-Plan 2: Respect for All people

Vision

- **A community where people respect one another and themselves**
- **A community that values and teaches respect**
- **A community that is free from all forms of abuse and prejudice**
- **A community that is able to effectively deal with abuse**

Work Plans:

- **Community Abuse Assessment**
- **Abuse Response Team & Strategy**
- **Abuse Awareness Campaign**

Social Issues Sub-Plan 3: Strong Families

Vision

- **Families that are healthy**
- **Family members that love and support one another**
- **Parents with strong parenting skills**
- **Families that stay together**
- **Families that are prepared for the future**
- **Families where all ages visit and learn from one another**

Work plans:

- **Family Support Needs Assessment**
- **Daycare**
- **Parenting Skills Training**
- **Handbook on '40 Developmental Skills'**

Social Issues Sub-Plan 4: A Community That Addresses the Root Causes and Effects of Crime and Violence

Vision

- **A community that prevents crime & violence**
- **A community with an effective, transparent, accountable justice system**
- **A community that makes people feel safe and protected**

Work Plans:

- **Restorative Justice**
- **Crime Prevention Campaign**
- **Community-Service Plan**

Social Issues Sub-Plan 5: A Community That Is Prepared For Emergencies

Vision

- **A community with an emergency response plan**
- **A community of citizens prepared to deal with an emergency**
- **A community with an effective communications system**
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Work Plans:

- **Emergency Plan**

Social Issues Sub-Plan 6: Accessible Community Gathering Places That Are Taken Care Of:

- *Wak'as Hall*
- *Gwa'sala-'Nakwaxda'xw Elders' Centre*
- *Gwa'sala-'Nakwaxda'xw College*
- *Gwa'sala-'Nakwaxda'xw Youth Centre*

Vision

- **A building that is used to its best potential**
- **A building that is kept clean and in good repair**
- **A building that is well-maintained by all who use it**
- **A building with clear guidelines for use**

Work Plans:

- **Policy for each building**

STRONG MEN

COLES
LANCE

HEALTHIER
COMMUNITY

Drug &
Alcohol
Free

Let's stand up
as a community

WARRIORS AGAINST
VIOLENCE

CLEAN
ENVIRONMENT

Suicide
Prevention

OUR POWER

DREAMS

Giving
Thanks to land,
air, water

BIG H

R THE



UTURE



Language

Song

Dance

MORE CULTURAL

INVOLVEMENT

SUPPORT
FOR
FAMILIES

Balance
between
Hockey
&
Bingo

TO DO



HAVING
TEA
TOGETHER

SAFE
HOME
FOR CHILDREN



PLAY HOU
FOR KIDS

Place to look after
the children

