Gwa'sala-'Nakwaxda'xw Nations

COMPREHENSIVE COMMUNITY PLAN

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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!

Main Issues

While doing the comprehensive community planning, it became clear that there are some broad issues which don't fit neatly into categories like 'culture' or 'governance'. These are root issues that affect all aspects of our community, and need a lot of attention from all corners. These issues are: COMMUNITY UNITY and TRAUMA.

COMMUNITY UNITY

During the comprehensive community planning meetings, no matter what the topic of discussion was, we

always came back to the issue of community togetherness. Above all other factors, positive connections and relationships between community members are seen as the most important parts of a healthy community. Many times during meetings or conversations, we would ask people "what do you think is the biggest thing holding us back from where we want to go?" Time and time again, people of all ages said things like "we don't get together like we used to… everyone's too busy watching TV or playing bingo to visit… there isn't that community spirit like there used to be… we've forgotten how to spend time together." When we asked people how to deal with this problem, one of the most common answers we got back (especially from elders) was "get rid of everyone's TV's." While it might be pretty difficult to convince everyone to give up television, we could all do a lot more to build better relationships with others in the community. Some suggestions show up in the CCP Chapters, but some simple things that we could all do include:

- Stopping in to an elder's home to have a cup of tea
- Bringing a load of firewood or traditional food to an elder
- Spending less time watching TV, and more time playing with your kids or visiting friends & family
- Organizing a family dinner at your home
- Going to a community event
- Attending a parent-teacher meeting
- Inviting your friends over for some card games or anything else that involves talking and interacting with each other

The stronger your relationships are, the stronger you make our whole community. If we work together and help each other out, we will be able to accomplish great things.

TRAUMA

Our community has lived through many terrible things: disease epidemics that wiped out most of our people; the loss of our land, human rights and culture due to the Indian Act and other actions of the Canadian and provincial governments; the relocation of our people and destruction of our homes; the abuse and loneliness of residential schools; and the destruction of families because of unnecessary child apprehensions. These horrible events have caused sadness in our people that has lasted for generations. This sadness is at the root of many of our issues, and there is no 'easy-fix'. In the CCP meetings there were suggestions about how to deal with the community-wide trauma, including:

- 24-hour outreach counseling team that could go into people's homes and offer them support and counsel
- An effort on the part of staff and council to make meetings and community events fun and positive (have games and prizes, use meeting rules that keep them from getting negative, etc.)
- Recognize people's gifts and abilities instead of their faults. As a community, we need to celebrate one another instead of trying to bring each other down

Reconnecting with our past in positive ways might be a good way to bring back happiness. Camping trips to our home lands, spending fun quality time with elders, learning our songs and dances, and other activities like that will bring us pride and happiness.

Users Guide

Guide to the 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.

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 CCP – For Community Members

Our people have a history of leadership and strength. We are creative and resourceful, and do not want to 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. 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 CCP – For Allies

There are many people outside of the Gwa'sala-'Nakwaxda'xw Nations who are committed to the health and wellbeing 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.

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

2007-2009

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

In 2008 Jessie Hemphill was hired to work on the CCP, and was responsible for gathering information from community members, compiling it, and writing the final CCP document.

In 2009, several 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 & Jackson Walkus), and research assistants (Christy George-Bird, Cathy Swain, Natasha Walkus & Donna Williams).

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.

It represents working together and looking forward to our shared future!

04:55
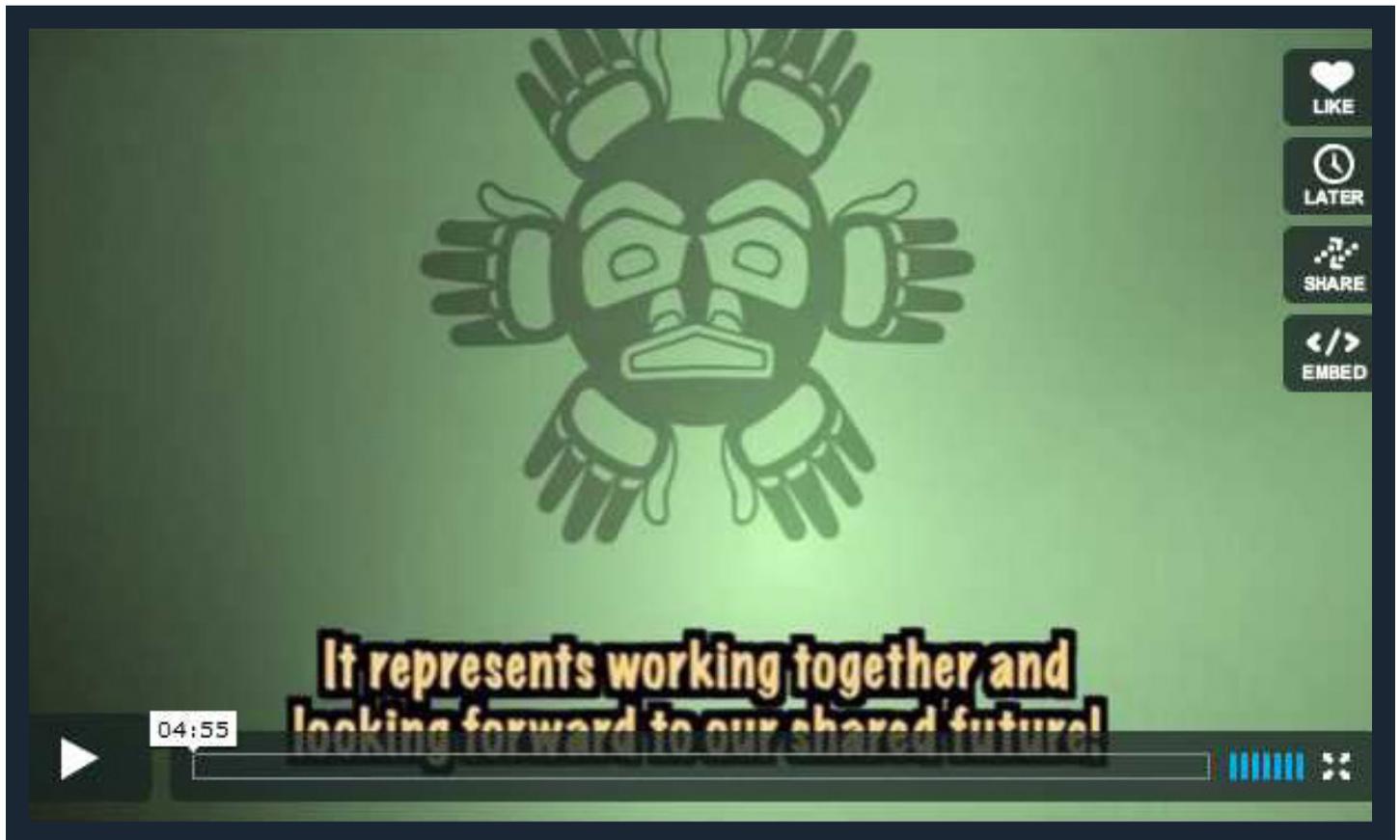
CCP videos from 2008

2015-2016

In 2015, the GNN received funding to update the 2010 CCP. Jessie Hemphill (Jessie Hemphill Consulting) was hired to mentor Katrina Johnny, CCP Coordinator. They kicked off the updating process with a CCP Launch that was held in September 2015. From there, they continued to have regularly scheduled meetings. There were more than 12 meetings and workshops held, with attendance between 1 and 100+, with an average turnout
of 20+.

Over the year, Katrina (with some help from CCP Assistant Katie Walkus) was able to collect a lot of valuable information that was used to update this CCP. At the beginning of 2016, Katrina gathered all the meeting notes and survey data and compiled it all together into an updated plan. When the update was finally completed, it was sent off to a graphic designer (Aubrey Emlyn) to make it look nice, and Jamaine Campbell provided additional photos. The updated CCP copies were distributed to each household. The CCP Celebration was held for the purpose of celebrating the completion of our CCP Update as a community.

OUR HISTORY

Ba'as

The 2010 CCP contains information about our history up to 2010. Here is an update for the last five years:

2010-2015

The Gwa'sala and 'Nakwaxda'xw were originally two separate tribes. The Gwa'sala were farther north, with a winter village in Takush in Smith Inlet. The 'Nakwaxda'xw were farther south, with a winter village in Ba'as (Blunden Harbour) plus other villages in Seymour Inlet.

While relatively isolated compared to other First Nations, the Gwa'sala and 'Nakwaxda'xw were hard hit by the epidemics of the 1800's and early 1900's. The first published census (1839-1841) listed the Gwa'sala population as 117 people and the 'Nakwaxda'xw population as 1990 people and 40 houses. The next census (1883) listed the Gwa'sala population as 47 people and the 'Nakwaxda'xw at 167 - a loss of approximately 90% of the overall population during the first 50 years of European contact.

The geographic isolation meant that, despite the drastic population loss, the traditional culture flourished in both communities and many great artists came from the Gwa'sala and 'Nakwaxda'xw peoples. In 1964, the federal government decided this isolation was too much of an administrative challenge, and moved both the

Gwa'sala and the 'Nakwaxda'xw to the Tsulquate reserve, near the town of Port Hardy, in the territory of the Kwakiutl people.

The move had dire consequences. The reserve did not have the housing or amenities promised by the government, and as a result many boats washed up on the beach and were ruined (preventing the people from travelling back to the home lands) and many lives were lost on those boats and due to the poor living conditions and subsequent mental health and addictions issues in the community. Not only that, the government had gone to both territories after the people had left, and burned down the villages so the people could not return.

This period of devastation caused much heartache in the community, and a population decline so serious that the Indian agent for the Gwa'sala-'Nakwaxda'xw Nations in the 1980s wrote a book called "How a People Die" about the community. Things have improved so much in the last few decades, especially with the construction of the new school in 1996. Completing our CCP in 2010 also marked a bit of a turning point in the community..."

Much happened after 2010 to bring positive change to the Gwa'sala-'Nakwaxda'xw Nations. Here are just a few of the highlights:

In order to meet the goal of improved communications as laid out in the 2010 CCP, the Nations had a website created, began using social media to communicate with members, and started a biweekly newsletter.

In 2012 the Gwa'sala - 'Nakwaxda'xw Nations released a film called "How a People Live" that told the story of our history and relocation while also sending a strong message about our desire to go back to the home lands. This film won awards at film festivals all over the world and was played on CBC, APTN and the Knowledge Network.

In order to support people returning to the home lands, a dock was built at Takush and at Ba'as and a cabin was erected at Takush. Several archaeological studies are in the process of being completed, and the plan is to rebuild the village at Ba'as so that community members can stay there comfortably. Some community members were hired in the summer of 2015 to stay at the cabins in Ba'as and Takush and look after the village sites, while greeting tourists and asserting our presence in our territories.

There was a lot of work done in the area of food security. A community garden for the elders was created and continues to provide food for them. A good food box program was started, to support good nutrition for community members. A community smokehouse and food preparation pavilion was built near the band office, and is frequently used by community members looking for a place to prepare their food fish.

Some much-needed capital projects were completed in Tsulquate, including the upgrading of our water system and the creation of an on-reserve recycling and solid waste facility. Some new signage was also installed around the community, as well as message boards. The school also received some much-needed renovations. There was also some progress on new home construction and renovations.

In 2015 we formed the 'Kawatsi Economic Development Corporation (KEDC) in order to begin developing businesses for the benefit of the community. By 2016 we had purchased two hotels, had a successful water taxi company and tours to the Nakwakto Rapids, and had built a cold storage facility. We had also formed a construction company, a fisheries company, and were continuing to run Gwa'Nak resources, the band-owned forestry company. Our economic development ventures have created dozens of new jobs for community members, including artists who were commissioned to design pieces for the hotels.

Takush

The Trust committee continued to fund projects like the Elders' program and the Culture Committee. The Culture Committee organized a community healing feast, and worked on the creation of several masks to be put into the community's "treasure box" for future potlatches and feasts.

In 2016 we got approval to use wood from our home lands in the construction of a big house, and we look forward to the completion of that project in the near future.

MAP OF TSULQUATE

TSULQUATE

- ■ Building
- --- Reserve Boundary
- — Creek

Note: lot boundary and building locations are approximate

0   25   50
Meters   Scale 1:1,000
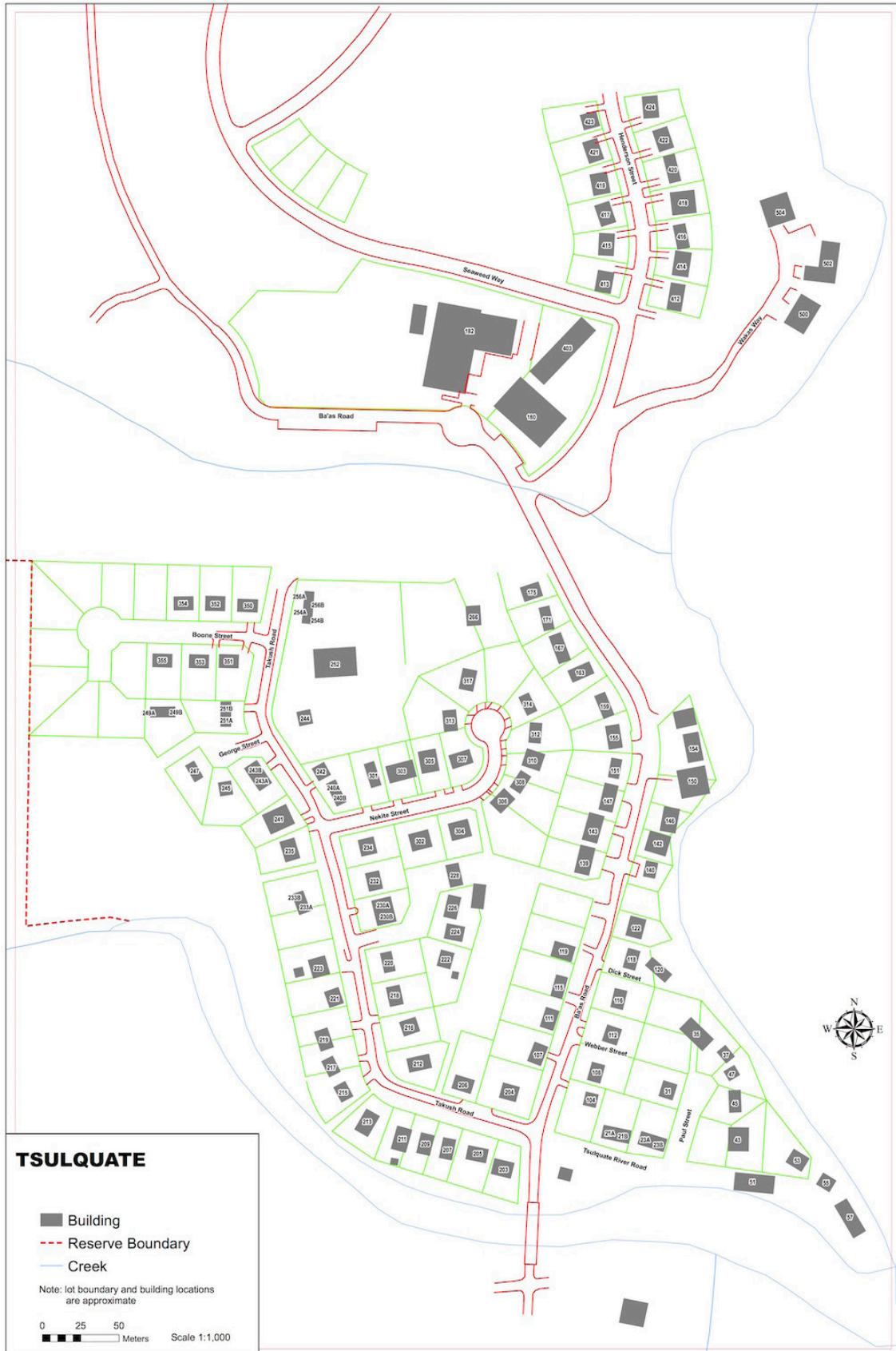
MAP OF GWA'SALA - 'NAKWAXDA'XW TERRITORIES

Calvert Island

Rivers Inlet

Kelp Head

Smith Sound

Smith Inlet

Smokehouse Creek

Sauhkohc Creek

River

Hyloos

Lagoon

Long Lake

Seymour Creek

River

C. Caution

Queen Charlotte Sound

Burnett Bay

Rock Lake

Belize Inlet

Alison Sound

Nugent Sound

Seymour Inlet

Wakeman Sd.

Steers Islands

Pine Island

N
W E
S

BULL HARBOUR

Hope Island

Deserters Group

Blunden Hbr.

Drury Inlet

Nigei Island

Goletas Channel

VANCOUVER ISLAND

Queen Charlotte St

Elevations
- 0 - 250 m
- 250 - 500 m
- 500 - 750 m
- 750 - 1,000 m
- 1,000 - 1,250 m
- 1,250 - 1,500 m
- 1,500 - 1,750 m
- 1,750 - 2,000 m
- 2,000 - 2,250 m
- 2,250. - 2,411 m

G&N Reserve
G&N Traditional Territory

0   5
Km

PORT HARDY

Culture

Children dancing at the GNN school Yayuma

Introduction

"I think people are growing in their pride, but we can do more and more here. For example, many people are unaware that after the Hamatsa came from Rivers and Bella Bella that the first among the Kwakwakawakw were the 'Nakwaxda'xw and Gwa'sala- others married here to get those rights afterwards. Lots to be proud of."
— Community Survey 2015

Our people see culture as the way that we live our daily lives. Our traditions, such as our songs and dances, are not things to be performed once every couple years, but things that our people should all learn and practice constantly so that they become a part of daily life. Our traditional foods should be things that we eat all the time, not just on special occasions. In order for our unique culture to survive and flourish, we all need to take responsibility for learning and doing it and sharing it with our families. We also need to recognize that cultures adapt and change over time.

GOALS

A STRONG, LIVING LANGUAGE

A COMMUNITY THAT REMEMBERS
AND LEARNS FROM THE PAST

A STRONG, LIVING CULTURE
THAT IS PART OF DAILY LIFE

PLACES TO COME TOGETHER
FOR CULTURAL REASONS

PROTECTED AND HONOURED
SACRED SITES

Culture Goal 1

A STRONG LIVING LANGUAGE

Introduction

"We need to utilize our elders to teach our children right from playschool age" – Community Survey 2015

The need to keep our language alive was identified by community members as the most important cultural issue for us to address. Our language is endangered because we have so few speakers left in our community, and few speak the language fluently. We want to turn this situation around and become a community that works to keep the language alive and in daily use.

Objectives

- 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, and prayers

Ideas

PROGRAM: Language Nest

A daycare-like program run by parent volunteers and language speakers, where everything is done in the language and activities teach the culture.

PROJECT: Language Resources for Home Use

A dictionary with Bakwam'kala/Kwa'kwala words and pictures illustrating the words, as well as flash cards, videos, apps and other projects to help parents teach the language at home.

PROJECT: Language Policy for Gwa'sala-'Nakwaxda'xw Administration

A policy describing how Bakwam'kala/Kwa'kwala will be used by GN staff. This might require staff to take language classes, to have translators at community meetings, and/or to have some of their information available in English and Bakwam'kala/Kwa'kwala.

PROJECT: Speakers List

Create a list of fluent speakers within our community. Give them opportunities to teach our people the language. Opportunities could be culture nights, healing ceremonies, workshops, community events. Even if we can only offer them the floor for five minutes that is enough time to teach one word.

Culture Goal 2

A COMMUNITY THAT REMEMBERS AND LEARNS FROM THE PAST

Introduction

"Many people are hungry for this info. There is an incredible amount of research on this. Some families are doing this and learning a great deal. I have info on almost all of the families (Namima) and am willing to share with others." – Community Survey 2015

The wisdom of our elders and ancestors is something that is very important to us. They passed on knowledge and values that have kept our people alive for centuries, and we would like to be a community that continues to learn from those that came before us and passes our own knowledge down to future generations to help them become even stronger.

Objectives

- 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

Ideas

PROJECT: Gwa'sala - 'Nakwaxda'xw Nations Family Tree

An illustration showing all GN families and who their ancestors are.

PROJECT: Artifact Repatriation

A process to identify GN artifacts in other parts of the world and have them returned to the GN people, either to be held in the Port Hardy museum or in our own museum.

PROJECT: Museum Display

Create a permanent public display somewhere, highlighting GN culture and history that GN community members and others can view.

Culture Goal 3

A STRONG, LIVING CULTURE THAT IS PART OF DAILY LIFE

Introduction

"Culture is strong in our school, but we need more events to do with it in the community."
– Community Survey 2015

Our culture is not something that only happens in the Big House. In order for it to survive as a unique culture that represents our people, it must be something that each GN community member lives every day.

Objectives

- 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

Ideas

PROGRAM: Culture Nights

Regularly scheduled times for people to get together and practice cultural activities like singing, dancing, crafts, sharing stories, etc. Provide classes/workshops for community members to learn how to harvest and prepare our own traditional medicines. The first culture night of each month, we could hire someone within our community to teach us how to make traditional blankets, vests, headdresses, drums, carved masks, paddles, etc. This way we can be sure that we are passing down our traditions.

PROGRAM: Community Cultural Celebrations

Community-wide events celebrating the GN culture and history, in order to make people feel proud to be GN and teach others about our people. Try to have a celebration at the start of each new season or at least quarterly. Staying connected and sharing knowledge and culture with each other will make us stronger as a people.

PROJECT: Public Art

Promote public art in the GN community to celebrate our artists and our culture. Pieces could include totem poles, large carvings, murals on buildings, designs on infrastructure like dumpsters and medians, etc.

CULTURE

PROGRAM: Culture Camp (instead of Summer Day Camp?)

Create an opportunity for GN community members to focus on learning aspects of the culture like songs, dances, crafts, resource gathering & processing, etc. These camps could take place in our home lands, and could also be focused on high-risk youth and/or led by elders in our community.

PROJECT: Family History

If we do not yet know who our ancestors are, we should learn from our parents, grandparents, aunts, and uncles. Then take that knowledge and teach our children, nieces, and nephews about who they are and where they come from so that each generation knows their family's history and how they're connected to other families.

PROGRAM: Monthly Gatherings

Have monthly meetings with elders to learn from them about our history and culture through stories, dances, songs, teachings, etc.

Culture Goal 4

PLACES TO COME TOGETHER
FOR CULTURAL REASONS

Introduction

"The hall is used and more frequently, and there is progress moving towards a big house. The school Yayuma is excellent. I would like to see more use of this in other places. I would also like us to find ways to fund traditional healing practices – there are people meeting to bring back Paxala work."
- Community Survey 2015

The importance of community is an important value to our people. Traditionally we got together constantly to share knowledge, food, and possessions, help each other, make important decisions, honour each other, and to bring us happiness. In order to continue these practices, we need places in the community where we can gather in groups.

Objectives

•   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

Ideas

PROJECT: Big House

A traditional structure built to traditional cultural standards, creating a space for feasts, ceremonies, and culturally significant activities. The community has already completed plans for our big house, and chosen the site – now we just need to build it.

PROJECT: Carving Shed

A space for artists to carve, store their tools and materials, and teach others to carve. Make sure that the carving shed is large enough to carve totem poles, canoes, etc. Find some funding to provide carving tools for the community to use. Develop a policy to be sure that the tools are well taken care of and that they stay inside the carving shed.

PROJECT: Gwa'sala - 'Nakwaxda'xw Nations Comprehensive Culture Program

A library of culture/language teaching resources (books, tapes, etc.) and teaching space that would be accessible to community members. Hire on a few people to teach the community our culture. Create a Culture department. The people that are hired must be from our community. Give our children chances to teach us and give our adults and elders chances to teach our children. We can all learn from each other and together.

PROJECT: Beach Boardwalk

A wooden boardwalk in the style of traditional GN boardwalks, built along the beach at Tsulquate.

CULTURE GOAL 5

PROTECTED AND HONOURED SACRED SITES

Introduction

"No idea… we aren't told anything about our homelands except its being robbed of its natural resources, particularly the Gwa'sala territories." – Community Survey 2015

"Very bad up there. Graves are sinking and weeds are everywhere." – Community Survey 2015

It is very important to our people that we honour our ancestors and the steps they took to make our lives better. In order to do this, we need to take care of their final resting places and the places that were and continue to be significant to our people.

Objectives

- 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

Ideas

PROJECT: Clean Up Graveyard

Restore grave markers and make sure each grave is clearly marked. Make sure that the grounds are kept clean and well maintained.

PROJECT: Archaeological Studies

Make sure that all important sites in the home lands are well documented and that knowledge of grave sites and other sacred sites is available to the Gwa'sala-'Nakwaxda'xw Nations.

PROJECT: Security for Grave Sites

Install some kind of security measures to protect grave sites in the home lands and prevent grave robbing or disturbances of the sites.

PROGRAM: Village Caretakers

Hire community members to stay in Ba'as and Takush over the summer, to establish our presence there and keep an eye on the village and grave sites to prevent looting.

ECONOMY

Introduction

"Help the graduates with post-education. People who are on welfare that are employable should be required to leave contact info for job training opportunities." – Economic Development & Infrastructure Survey 2015

Having a healthy economy is an important part of a community's overall health and wellbeing. We believe that a healthy economy is when a community benefits from self-sustaining, profitable businesses. Our nations have many gifts, from our resource-rich and beautiful home lands, to the many hard-working people on our reserve.

We also believe that a healthy economy does not have to come at the expense of social wellbeing or the environment. We support businesses with minimal negative environmental impact, and maximum social benefit to our community. We also support the spirit of entrepreneurship in our community, and believe that home-based businesses also have an important role to play in our economic health. We believe that a healthy economy is important because the profits from profitable businesses can in turn help meet the needs of our community. We also believe that the jobs provided by successful businesses can improve individuals' quality of life and improve the overall welfare of a community.

GOALS

A SUSTAINABLY WEALTHY COMMUNITY

A COMMUNITY OF HARD WORKERS
IN MEANINGFUL JOBS

A COMMUNITY WITH EFFECTIVE,
ACCOUNTABLE, AND TRANSPARENT
FISCAL PRACTICES

ECONOMY GOAL 1

A SUSTAINABLY WEALTHY COMMUNITY

Introduction

"While there is economic development and improvements happening it is clear we are not self-sufficient."
— Community Survey 2015

We were historically a self-sufficient people who depended on nature and our own abilities to get us through. We would like to get back to this self-sufficiency and away from relying on external funding.

While it's important to our community to have enough funding to meet basic needs (housing, health, education) and move towards being a stronger, healthier community (through language and culture revitalization, improved administration, natural resource management, infrastructure projects in the community, etc.) we do not support the idea of endless economic growth at the expense of our sacred natural world. We believe that wealth includes having a close, nurturing relationship with our home lands as well as strong relationships, physical health, and above all, happiness.

Objectives

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

Ideas

PROJECT: Economic Development Corporation

Continue to invest in and use the 'Kawatsi Economic Development Corporation to pursue business opportunities and run businesses for the band.

PROJECT: Economic Development Strategic Planning

Continue to do economic development strategic planning at least every five years to help make sure that our economic development activities are in line with the community's vision.

ECONOMY GOAL 2

A COMMUNITY OF HARD WORKERS IN MEANINGFUL JOBS

Introduction

"Too many graduates go on to an empty life." – Community Survey 2015

"When there are jobs, they need to send our young away for training." – Community Survey 2015

Our people were once renowned for our strong work ethic. We would like to continue to be known as a hard working community, and we would also like to be a community where people can find jobs that meet our needs and make us happy.

In the 1990s a project commonly called "The Hopes & Dreams Survey" was done in Tsulquate for the purpose of creating an Integrated Job Strategy. Most of the steps recommended in this strategy are as relevant today as they were fifteen years ago, and are re-written here as work plans.

Objectives

- 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

Ideas

PROJECT: Job Bank

Continue to invest in and use the 'Kawatsi Economic Development Corporation to pursue business opportunities and run businesses for the band.

PROGRAM: Job Training Programs

Continue to offer workshops, courses, seminars etc. to train GN community members in required job skills. Where possible, training should be done for jobs that will be available at the end of training, to ensure trainees can go into immediate employment.

PROGRAM: Job Shadowing

A program where each GN administrative staff person would get paired up with a GN community member and would train them how to do that staff person's job.

PROJECT: Project: Career Fair

Host an annual Career Fair at our Wakas Hall. Provide information booths, on jobs and careers that coincide with our communities needs and desires. For example, forestry, aquaculture, business, etc.

ECONOMY GOAL 3

A COMMUNITY WITH EFFECTIVE, ACCOUNTABLE, AND TRANSPARENT FISCAL PRACTICES

Introduction

"More info on anything and everything that is going on with our projects and businesses. Employment opportunities posted whenever they are available." – Economic Development and Infrastructure Survey 2015

We want to be a community that benefits from money by using it wisely and transparently. As our administration becomes more complex to address the increasing complexity of the world we live in, our finances become more complex also.

We acknowledge the need to have effective practices and policies in place to ensure that the administration is able to use money effectively to operate their programs and projects. We also acknowledge the need to have transparency, in order to maintain trust and accountability between all levels of the community.

We also acknowledge the importance of having checks and balances to make sure that we are meeting our own financial goals and operating in a way that makes the best possible use of available resources.

Objectives

- A community that values money
- Consistent, positive auditor's reports
- Effective communication channels between fiscal administrators and the community for transparency

Ideas

PROJECT: Financial Document Manual & Templates

A binder in the GN office with blank templates for documents like cheque requests, travel claim forms, invoices, etc. plus examples of how to fill out each one so that everyone is regularly using the required forms.

PROGRAM: Xyntax

Make sure that all important sites in the home lands are well documented and that knowledge of grave sites and other sacred sites is available to the Gwa'sala-'Nakwaxda'xw Nations.

POLICY: Budgeting

Staff will regularly complete budgets and do regular reporting to the Band Manager and Chief and Council about their budgets.

EDUCATION

Introduction

"Our leaders say, 'our children are our future,' therefore full concentration ought to be made to assure our children will grow in a holistic manner!" – Culture & Education Survey 2015

"To broaden the mental aspect (from the ground up); meaning to continuously inform young ones the vital importance of education and what the value is in the long run!" – Culture & Education Survey 2015

Our community values education and believes that education is an important part of future success. We also believe that education is not confined to the formal school system, and that it is the responsibility of everyone in the community to pursue their own education and share their knowledge with others.

GOALS

SUCCESS FOR STUDENTS AT
ALL LEVELS OF EDUCATION

A COMMUNITY WHERE EDUCATION
HAPPENS OUTSIDE OF SCHOOL

A COMMUNITY THAT STAYS INVOLVED
IN THEIR CHILDREN'S SCHOOLING

A SAFE, ENJOYABLE LEARNING
EXPERIENCE FOR EVERYONE

EDUCATION GOAL 1

Introduction

"Graduates need to be informed as to how to transition from high school to post education. E.g. how to apply for scholarships & where to go? We need caring people who are willing to follow through, so our young people can succeed!" – Culture & Education Survey 2015

We want to be a community where students of all ages and abilities achieve success in school and benefit from their experiences there. Education solutions and programs must be developed by the Band itself with continual feedback from the individuals affected by the program. Partnerships with existing stakeholders will help to move opportunities forward, however the ultimate goal should be for First Nations control of the program in the long run.

Overall, literacy and math issues are paramount for First Nations. Best efforts need to be made to ensure students do not move forward without the mastering of appropriate skills. Evaluation testing will help to catch those that may fall through the cracks in the system. Parent and Elder involvement is key for student success. Language and culture needs to be included as part of learning from elementary right through to post-secondary.

Band members need to sit on committees that make decisions for program development. Band members need to have a sense of ownership over their education. High expectations and standards should be in place for First Nations regardless of their challenges. Only by expecting the best out of individuals, will the best be achieved. Learning approaches need to take into consideration the needs of the students and how they learn. Ensure students acquire the level of literacy and math that is necessary to advance them to higher education.

Objectives

- 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 prepare community members for the future
- Good communication between the community, staff, and education providers
- A community where everyone has a chance to reach their education goals

Ideas

PROJECT: Cultural Sensitivity Training for School District #85 Staff

Develop a workshop to teach others about the GN community, history and culture, including activities designed to promote understanding and cultural sensitivity.

PROGRAM: Student 'Buddy' System

Assign students that are new to a school (such as Port Hardy Secondary School) an older buddy in the same school to help ease the transition and create an immediate sense of community.

PROJECT: On-Reserve Education & Tutoring

Explore funding opportunities and partnerships with the school district to hire tutors to meet the needs in literacy and math that aren't already being met. Continue to work with the North Island College and other education institutions to bring in programs on-Reserve that will meet the interests raised by Band Members such as: trades, teaching certificate, and early childhood education.

PROGRAM: Transition Camp

We need support for graduates to further their education. A summer program to help graduates figure out where they want to start would help. Help them find a college or university and help them enroll. We can't always help our people financially but we can help by showing them which direction to go.

EDUCATION GOAL 2

A COMMUNITY WHERE EDUCATION HAPPENS OUTSIDE OF SCHOOL

Introduction

"We need to start at home, encouraging our children as parents, grandparents, and aunts & uncles and older siblings." – Culture & Education Survey 2015

Our community defines education as the teaching and learning that happens throughout one's entire life. We want to be a community that celebrates and supports this idea of education by striving to teach others and learn new things whenever possible.

Objectives

* 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
- A community where parents/guardians regularly encourage their children to complete their education

Ideas

PROJECT: Life Skills Workshops

Design and implement a series of workshops for the GN community to teach life skills like cooking, house cleaning, budgeting, time management, etc. Workshops would be based on the expressed needs and desires of the GN community and ideally taught by other community members.

PROGRAM: Elder's Education Program

Find funding to create a program to teach/refresh our elders with knowledge, such as reading/writing, and technology.

PROGRAM: Evening School

Find funding for Evening School to provide schooling for people who would like to continue/finish their education but work during the day or whatever their situation may be. This will allow a wider range of our community members to succeed in their education goals.

EDUCATION GOAL 3

A COMMUNITY THAT STAYS INVOLVED IN THEIR CHILDREN'S SCHOOLING

Introduction

We recognize that parental support is essential for the success of our students. We need to find ways to keep parents involved and active in their children's' education.

Objectives

- Parents who stay updated with their children(s) schooling
- Parents actively involved in decision-making, planning, etc. at the schools
- Parents who encourage and help their kids with homework, projects, essays, etc.

Ideas

EDUCATION

Create a Parent Advisory Committee. Hold monthly meetings with the teachers and parents to give the parents a chance to stay up to date with their children(s) schooling. This will also give the parents a chance to have a say in decision-making, planning, etc. Make sure there are P.A.C for each of the schools on our reserve. Make sure the P.A.C meetings open so that any parents can attend if they'd like.

PROGRAM: Parent's Club

Re-evaluate the Parent's Club with the intent to improve the opportunity to teach young parents the skills necessary to educate their children in their home environments on how to meet the demands of learning and life.

EDUCATION GOAL 4

A SAFE, ENJOYABLE LEARNING EXPERIENCE FOR EVERYONE

Introduction

Bullying can be a huge problem at schools, it's not always within the children. We want to be a community where everyone gets treated in a respectful manner when attending our learning facilities. This includes respect for everyone from all ages including staff.

Objectives

- Zero-tolerance policy around bullying at the schools
- Teachers and staff who treat all children fairly
- Classrooms and playgrounds that are well monitored and safe

Ideas

PROJECT: Anti-Bullying Policy or Code of Conduct

With the help of all the GN School students, create an anti-bullying policy that all the children can understand and that is enforced. Do the same for Eke Me-Xi.

PROGRAM: Anti-Bullying Training for Staff

Re-evaluate the Parent's Club with the intent to improve the opportunity to teach young parents the skills necessary to educate their children in their home environments on how to meet the demands of learning and life.

EDCUATION

GOVERNANCE

GN Treaty and Administrative staff: Colleen Hemphill, Leo Lawson, Chelsey Walkus, Katrina Johnny, Silena George, Grace Smith, Bernadine Walkus, Roger Nopper, and Lucy Scow

Introduction

"More communication." – Governance & Administration Survey 2015

"The atmosphere seems cold. They need workshops on how to compassionately work with clients."
– Governance and Administration Survey 2015

"Develop clear guidelines of roles & responsibilities." – Governance & Administration Survey 2015

"They should do annual strategic planning based on the CCP, have better staff meetings (better staff briefings, focus less on micromanaging, do more strategic decision making) and council needs to follow their own policies & communicate more with staff & the community. More accountability!"
– Governance & Administration Survey 2015

"They can't always put their own family first." – Governance & Administration Survey 2015

"If people dressed professionally, showed up on time, were well-trained & proactive & visible out & about in the community." – Governance & Administration Survey 2015

"Be caring to all band members." – Governance & Administration Survey 2015

Governance essentially means leadership. Important elements of our community's governance are:

- *Elected Chief and Council*
- *Hereditary leaders*
- *Administrative staff*
- *Treaty and other steps towards self-government, where we make our own laws*
- *Elders and other community member-led committees or advisory bodies*
- *Policies and laws that these groups use to make fair decisions*
- *Processes and systems that these groups use to carry out day-to-day business effectively and transparently*

Good governance means that decisions are made that promote the whole community's well-being. These decisions should be logical, practical, and transparent. Good governance also means knowing what resources are available (funds, human resources, natural resources) and using them wisely so that they continue to benefit the community for many years to come.

Right now we are under many laws and policies imposed by the federal government. We are working towards self-government, where we will have full control over our lands and our laws.

GOALS

CLEAR, CONSISTENT COMMUNICATION
AMONG ALL LEVELS OF THE COMMUNITY

EFFECTIVE, TRANSPARENT,
ACCOUNTABLE LEADERSHIP

EFFECTIVE, TRANSPARENT, ACCOUNTABLE
BAND ADMINISTRATION

EFFECTIVE POLICIES & BYLAWS

EFFECTIVE MEETINGS &
COMMUNITY ENGAGEMENT

SELF-GOVERNMENT

POSITIVE, EFFECTIVE RELATIONSHIPS
WITH ORGANIZATIONS

Governance Goal 1

CLEAR, CONSISTENT COMMUNICATION AMONG ALL LEVELS OF THE COMMUNITY

Introduction

"There are a lot more "real" reports than before & connections through things like Facebook. I suspect many people don't feel they know more even though more info is flowing than before." – Community Survey 2015

It is important for everyone in the community to be connected so that we can share knowledge and support and be strong in our unity. For good leadership to happen, people need to be able to work together and share their thoughts.

Objectives

- 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

Ideas

PROJECT: Communications Plan

A plan outlining the communications strategy of the GN administration, including communication-related roles and responsibilities for all staff. All staff as well as Chief & Council should send out an update to the community via Yo! News, Community Website, mailing list, etc., once a month at least. This will ensure that we are keeping the community up to speed with all current projects/programs/studies, etc.

PROJECT: Mailing List

Make up a subscription list for community members who live off-reserve. Send out the GN School Newsletters, HFS Newsletters, Yo! News and any other updates through mail, if requested.

POLICY: Staff Meetings

Create a policy that says how the GN administration will engage the GN community in decision making, keep them informed, and provide outreach. Chief and Council can enforce this policy, making sure that all staff departments and programs are engaging and communicating with the community well.

GOVERNANCE GOAL 2

TRANSPARENT, ACCOUNTABLE LEADERSHIP

Introduction

"Haven't ever seen/heard of any records available." – Community Survey 2015

"More general meetings and all staff members attend." –Governance & Administration Survey 2015

In order for the community to trust our leaders, we need to know that those leaders are doing a good job, being accountable and accessible to the community, and are making decisions that are fair and transparent.

Objectives

- 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 & hereditary leadership
- A community that consults with its elders

Ideas

PROJECT: Update Election Policy

Review and revise election policy to make sure that it reflects the needs and desires of the majority of the GN community and is the most effective policy that it can be.

PROJECT: Clarify Hereditary Leadership

Research lines of hereditary leadership and develop educational tools to teach the younger generations about hereditary leadership and what it means to us today. Have a meeting with all the elders present to clarify who all the hereditary chiefs are.

PROJECT: Council Manual

A public book or binder should be made with a list of each councilors' job description, as well as the policies governing council, to provide accountability and transparency for our community. This book could also include governance training resources, and should be a part of governance training for each councilor.

GOVERNANCE

PROJECT: Chief & Council Strategic Planning

On an annual basis Chief and Council will use the CCP to draft a strategic plan which will inform departmental planning. Chief and Council should ensure that all staff base their work and planning on the CCP.

PROJECT: Update Organizational Chart

Review and revise organizational structure of the GN administration. Clearly define roles and responsibilities. Make the organizational chart a public document.

GOVERNANCE GOAL 3

EFFECTIVE, TRANSPARENT, ACCOUNTABLE BAND ADMINISTRATION

Introduction

"Only some administrators prove they are accountable." – Community Survey 2015

In order for the community to trust the staff members who work for theGN nation, those staff members must do a good job, be accountable and accessible to the community, and make decisions that are fair and transparent.

Objectives

- 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

Ideas

POLICY: Implement Updated Personnel Policy

Implement the updated Personnel Policy. Make the document available to the community.

PROJECT: Implement Dispute Resolution Process

Clarify and implement a standard dispute resolution process and how it will be enforced.

POLICY: Interdepartmental Communications Plan

When possible, staff and their departments should team up with other staff and departments to help each other complete projects, plans, programs, etc. Develop a Staff-Communications Policy with the help of community members so that all staff can have bi-weekly or monthly interdepartmental staff meetings. Make sure the receptionists for each building are present for staff meetings so that they can stay up to date and do their jobs with confidence.

PROJECT: Hiring Committee

There should be trustworthy, respected people asked to be on the hiring committee. It should include a person from each age group (one elder, one adult, one youth, and one staff person) as well as a professional that is not from our community.

GOVERNANCE GOAL 4

EFFECTIVE POLICIES & BYLAWS

Introduction

"Ensure band manager works toward clear policies and good governance with chief and council."

In order for the community to work effectively, we must have rules governing the way certain things happen. It is important that those rules are created out of necessity and that they effectively serve their purpose.

Objectives

- 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

Ideas

PROJECT: Updated Manual of Existing Policy & Bylaws

Compile all exiting GN policy into one binder in a clearly marked and publicly accessible place. Also create a digital copy of the manual in an easily accessible place such as on the network or on a web page.

PROGRAM: By-law Enforcement Committee

Create a Bylaw Enforcement Committee that can liase between Chief and Council and the RCMP. Community members will consistently be involved in enforcing bylaw and policy.

Develop and implement a workshop to train GN staff how to create, implement and enforce policy.

GOVERNANCE GOAL 5

EFFECTIVE MEETINGS & COMMUNITY ENGAGEMENT

Introduction

"Can only speak for my department and Chief and Council meetings – all are very focused on addressing problems. Timeframes are created and actions for specific individuals are assigned."
– Community Survey 2015

"I'm not sure if any meeting solves problem but only creates more problems. Especially General meetings and treaty meetings. Even then, it's a debate on things that never get resolved, always put off til' the next meeting." – Community Survey 2015

Part of good leadership is being able to get together as a community and share information or make group decisions in a way that solves problems and is an effective use of the time and energy it takes to get together.

Objectives

- Meetings that help people solve problems and get work done
- 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

Ideas

PROJECT: Meeting Protocol

Develop a community-wide protocol for official meetings to ensure that they are conducted respectfully, and that they are effective problem-solving tools. It must be mandatory to have yearly Annual General Meetings with all staff present.

PROJECT: Meeting Translatorst

Clarify and implement a standard dispute resolution process and how it will be enforced.
Find out who in our community speaks fluent Kwa'kwala/Bakwam'kala and ask them if they would be

willing to translate for our elders at meetings and events that are important. Many of our elders have a better understanding of things if it is in our own language. Translators can be given monetary/non-monetary gifts depending on what kind of meeting or event it is.

GOVERNANCE GOAL 6

SELF-GOVERNMENT

Introduction

The ability to govern ourselves is important to our people. There are several paths to self-government, and the British Columbia Treaty Process is one path that we are involved in.
Treaty negotiations are a lengthy and complicated process. It is important that the community be knowledgeable about, and involved in treaty negotiations so that the process benefits the community, and is conducted in an accountable and transparent fashion.

Objectives

- 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
- A community that exercises our Aboriginal Rights and Title

Ideas

PROJECT: Treaty Information Package for Community

Continue to provide a comprehensive information package about the GN treaty process to the whole community. Provide information for people who live on and off-reserve.

PROJECT: Treaty Communication Plan

Implement a communications strategy to keep the GN community informed about the treaty process and our involvement in it.

GOVERNANCE GOAL 7

POSITIVE, EFFECTIVE RELATIONSHIPS WITH OTHERS

Introduction

"C&FS department has working protocols with NICCCS (crisis line provides after hours response and notification of follow-up required), Mental Health (fast track referrals and joint case management), NISCIRN (North Island Suicide and Crisis Intervention Response Network - responds to community crises and is composed of all human service agencies on NI), our participation in the local Health working group resulted in the new Primary Health Care Centre in town. Various committees (Mt Waddington Addictions Planning Council, etc.) result in improved collaboration and cooperation around providing services for community members." – Community Survey 2015

While self-determination is important to our community, we also value relationships with others. It is important to us that we maintain good working relationships with stakeholder organizations that affect our community or with whom we share common goals.

Objectives

- A community that works together with external organizations
- A community that takes advantage of opportunities to give input and share our voice
- Positive, effective relationships with Government(s), to be a community that will be respected by outside organizations

Ideas

PROJECT: Council Meetings with Other Levels of Government

Chief and Council and senior staff should have regular (at least semi-annual) meetings with other local communities including the District of Port Hardy, the Kwakiutl Band, the Quatsino First Nation, and the Regional District of Mt. Waddington.

PROJECT: Update Municipal-Type Service Agreements (MTSAs)

Senior staff should work with the District of Port Hardy to update our MTSAs and make sure they accurately reflect current needs.

PROGRAM: Chief and Council Meeting Reports

Chief and Council should provide frequent updates to the community and to staff regarding meetings that they attend on behalf of the community with groups such as the Kwakiutl District Council, First Nations Summit, Union of BC Indian Chiefs, and other regional and provincial bodies.

GOVERNANCE

Health

Introduction

"First and foremost, our leaders ought to pursue personal healing [including dealing w/ abuse (in all forms. E.g., physical, sexual, etc.) from their history]. This may begin healing from top to bottom. If we have "healthy" leaders, then the rest (of the band) may follow suit." – Health & Social Survey 2015

Our community sees health as overall wellbeing, composed of physical, mental and spiritual health as well as positive relationships with other people and with nature. Healing is an ongoing process that is never completed, and we can all work together to create a culture of healthy living where we support one another in our individual healing journeys.

GOALS

A COMMUNITY THAT DEALS WITH
MENTAL HEALTH & ADDICTIONS

A COMMUNITY ACTIVELY INVOLVED
IN HEALTHY ACTIVITIES

A COMMUNITY THAT PREVENTS
AND MANAGES DISEASES

A COMMUNITY WITH FOOD SECURITY

A COMMUNITY WITH HOMES FREE OF PESTS

HEALTH GOAL 1

A COMMUNITY THAT DEALS WITH MENTAL HEALTH & ADDICTIONS

Introduction

"We have programs and services in place but fall short in the service department, especially with elders, child care and addictions." – Community Survey 2015

Many physical sicknesses come from mental sicknesses, including depression, addictions, abusive behaviour, low self-esteem, etc. For our community to be healthy, it is important that individuals are mentally healthy and have the support they need to overcome mental health issues.

Objectives

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

Ideas

PROJECT: Addictions Treatment & Healing Centre

A place ideally located in an isolated wilderness area where addicts (and potentially their families) could go for treatment and healing. Consider building it somewhere in our homelands.

PROGRAM: Suicide Prevention & Intervention

Respond to suicide concerns and assist community members to access support services, 24 hours a day, 7 days a week. Maintain a case management system that ensures all requests for service and referrals are responded to appropriately.

PROGRAM: Counseling and Support Services

Community members will be supported to access counseling and mental health services, as individuals, couples, families or groups.

PROGRAM: Community Health Campaign

The community will be provided with education and awareness around promotion of healthy lifestyles and prevention of mental health issues.

HEALTH

Deliver education/awareness and healthy lifestyle promotion events to the community as alternatives to addictions/solvent abuse. Support community members to reduce or cease harm in their lives resulting from misuse of substances.

HEALTH GOAL 2

A COMMUNITY THAT IS ACTIVE

Introduction

Our community is well known for our physical strength and for our athletes. We want to continue to promote this aspect of health and be a community where everyone is physically active and healthy.

Objectives

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

Ideas

PROGRAM: Language Nest

A daycare-like program run by parent volunteers and language speakers, where everything is done in the language and activities teach the culture.

PROGRAM: Community Recreation Program

Continue to offer a recreation program for the GN community to get community members physically active and involved in local recreational activities. Have this recreation program include all ages.

HEALTH

HEALTH GOAL 3

A COMMUNITY THAT PREVENTS AND MANAGES DISEASES

Introduction

Our community has a long history with diseases, including the smallpox and tuberculosis epidemics of the late 19th- early 20th centuries. Our people now face epidemics of diabetes, obesity, and arthritis. It is important to deal with these health issues and work towards greatly decreasing the rates of these diseases in our community.

Objectives

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

Ideas

PROGRAM: Diabetes Prevention and Treatment

Raise awareness about diabetes and how to prevent it. Support prevention through a healthy living group, focusing on nutrition and physical activity, for community members that are at-risk for diabetes. Support those living with diabetes by keeping in touch and helping them access appropriate services, including foot care.

PROGRAM: Disease Screenings

Staff will provide regular screening for TB, HIV, Hep B, Hep C and other sexually transmitted infections. Treatment may be provided (or referrals made), when possible, in accordance with the appropriate guidelines.

PROJECT: Health Fair

Coordinate an annual health fair for the community to be aware of local health services, and off-reserve partners.

PROJECT: Health Calendar and Events

Provide a calendar of health events, days, months etc. and provide education to the community through newsletters, social media, workshops and events.

HEALTH

PROGRAM: Sexually Transmitted Infection Prevention Workshops

Annual community event or workshop to raise awareness around HIV/AIDS, Hep B & C, and other sexually transmitted infections.

PROGRAM: Community Clinics

Staff will coordinate physician and nurse practitioner appointments in the community.

HEALTH GOAL 4

A COMMUNITY WITH FOOD SECURITY

Introduction

We would like to be a community with food security. Food is an essential part of daily life. Living in a remote area like Tsulquate means that we could easily encounter a food shortage emergency if the suppliers were unable to reach this region for more than a few days. Food is also becoming increasingly dangerous with the growing awareness of pesticides, food-related illnesses, and the negative impact on the planet from industrial food production, which is why we would like to find better methods for feeding ourselves.

Objectives

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

Ideas

PROGRAM: Food Security Coordinator

Hire a part-time food security coordinator who can run the good food box program and maintain the community garden while also coordinating other food security initiatives like healthy cooking classes and gardening workshops.

PROJECT: Traditional Food Bank

Establish a place to keep a supply of traditional foods so that elders and others can have access to these foods, especially for community gatherings.

PROGRAM: Traditional Foods For Sale

Encourage the development of businesses where community members harvest and process wild and

traditional foods. Create a store or some other means of making those foods available in Port Hardy.

HEALTH GOAL 5

A COMMUNITY WITH HOMES FREE OF PESTS

Introduction

Many factors combine in Tsulquate to make pests a recurring problem for many. We would like to be a community without health issues arising from pests such as cockroaches, head lice, and bed bugs.

Objectives

*   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. (Bed bugs, rats, head-lice, scabies, etc.)

Ideas

PROGRAM: Head Checks

Continue weekly head checks at the GN School to help prevent and treat head lice. Work with families to offer education, teaching and/or supplies to help them address head lice.

PROJECT: Community Laundry Service

This could either be a public laundromat in Tsulquate, or a laundry pickup service. Developing a community laundry service could give more employment to our community members.

PROJECT: Education Campaign

Workshops or educational materials that would provide information about how to prevent infestations (such as head lice, fleas, etc.) and how to deal with them. Encourage people to partake. Encourage parents to teach their children about these things as they are old enough. Bring back the mould remediation workshops and encourage all community members to participate. Teach community members how to identify and prevent the causes of mould.

Introduction

Infrastructure is the "nuts and bolts" of a community. It includes roads, buildings, utilities like electricity and internet, as well as water, sewer, and the way we deal with garbage and recycling.

Gwa'sala-'Nakwaxda'xw Nations has always had housing challenges on the Tsulquate reserve, due to challenges around funding, the small reserve size, and the cost of site preparation in an area that is so rocky. We are, however, making improvements, by using better quality materials to build houses and constructing more high-density housing like townhouses.

GOALS

ADEQUATE, WELL-MAINTAINED HOUSING

FUNCTIONAL, WELL-MAINTAINED
ROADS & TRAILS

A COMMUNITY THAT IS CLEAN & 'GREEN'

A COMMUNITY WITH SOLID FOUNDATIONS

INFRASTRUCTURE GOAL 1

ADEQUATE, WELL-MAINTAINED HOUSING

Introduction

Shelter is one of the most basic human needs, and yet inadequate housing continues to plague our community. We would like to be a community where everyone who would like to live in Tsulquate can, where the types of housing suit the needs of the residents and the community as a whole, and where the houses last for a long time without requiring renovations or repairs.

Objectives

- 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

Ideas

PROJECT: Housing Needs Assessment

Conduct a community-wide assessment of the current housing situation and housing needs of the GN community.

PROJECT: Housing Plan

With the participation of the entire community and stakeholders, develop a plan to address housing needs.

PROJECT: Home Maintenance Training & Education

Develop materials and activities to teach GN community members how to maintain their homes and improve their longevity.

PROJECT: Home Inspection

Have a qualified inspector do an inspection on all homes regularly to prevent holes, erosion, mould, etc.

INFRASTRUCTURE GOAL 2

FUNCTIONAL, WELL-MAINTAINED ROADS & TRAILS

Introduction

The majority of people in Tsulquate get around by walking. We would like the community to reflect this by having safe, accessible, enjoyable walking paths and trails, as well as safe roads with sidewalks and adequate pedestrian safety measures.

Objectives

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

Ideas

PROJECT: Trail Improvements

Make trails in Tsulquate safer, more accessible, and more enjoyable by adding lighting, trashcans, benches, paving them, etc. The first thing to work on would be lighting, look into various energy-saving, economic and environmentally friendly lighting sources for the trails.

PROJECT: Road Improvements

Make roads in Tsulquate safer, more accessible and more enjoyable by improving the surface and shoulders, adding sidewalks, improving traffic calming and signage, etc.

INFRASTRUCTURE

INFRASTRUCTURE GOAL 3

A COMMUNITY THAT IS CLEAN AND 'GREEN'

Introduction

Our people have the utmost respect for nature, and have traditionally lived very sustainable life styles. We want to be a community that demonstrates this respect by being environmentally sustainable and keeping our community clean and beautiful.

Objectives

- 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 year round
- A clean, well-maintained community that we can all be proud of

Ideas

PROJECT: On-Reserve Composting

Implement a wildlife-proof composting facility in Tsulquate.

PROJECT: Sustainability Policy

Develop a policy for the GN administration to promote and practice sustainability.

PROGRAM: Seasonal Clean- up

Continue seasonal community-wide clean ups. Every able-bodied person can clean the entire reserve by picking up garbage, cutting grass, cleaning up overgrowth, etc. The band can pay to distribute large garbage bins all over the reserve for everyone to use. Find ways to motivate everyone to get involved.

PROJECT: Abandoned House Clean-up

We need to focus on tearing down the old abandoned houses, they are dangerous because kids play in and around them. The sooner we can get rid of the old houses, the sooner we can build new ones.

INFRASTRUCTURE GOAL 4

A COMMUNITY WITH SOLID FOUNDATIONS

Introduction

We want to be a community that is built to last, with solid footings under our buildings and no major erosion, leaking, flooding, or shifting foundations. We also want to be a community that makes the best use of the land available to us.

Objectives

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

Ideas

PROJECT: Geotechnical Needs Assessment

Assess areas with geotechnical issues such as soil erosion, shifting foundations, leaking, improper fill, etc. and identify causes and solutions.

PROJECT: Breakwater Feasibility Study

Conduct research into the feasibility of building a breakwater in front of the Tsulquate reserve.

PROJECT: Tsulquate Reserve Land Use Plan

With the participation of the whole GN community, develop a land use plan for the Tsulquate reserve.

LANDS & RESOURCES

Introduction

"First and foremost, our leaders ought to pursue personal healing [including dealing w/ abuse (in all forms. E.g., physical, sexual, etc.) from their history]. This may begin healing from top to bottom. If we have "healthy" leaders, then the rest (of the band) may follow suit." – Health & Social Survey 2015

Our community sees health as overall wellbeing, composed of physical, mental and spiritual health as well as positive relationships with other people and with nature. Healing is an ongoing process that is never completed, and we can all work together to create a culture of healthy living where we support one another in our individual healing journeys.

GOALS

CONNECTION WITH OUR HOME LANDS

EFFECTIVE STEWARDSHIP OF
OUR LANDS & RESOURCES

EFFECTIVE, RESPONSIBLE PARTICIPATION
IN THE FISHERIES INDUSTRY

EFFECTIVE, RESPONSIBLE PARTICIPATION
IN THE FORESTRY INDUSTRY

A COMMUNITY THAT RESPONSIBLY
GATHERS TRADITIONAL RESOURCES

LANDS & RESOURCES GOAL 1

CONNECTION WITH OUR HOME LANDS

Introduction

For centuries the Gwa'sala and the 'Nakwaxda'xw people each lived in our traditional territories on the mainland of what is now known as British Columbia. Our connection to these areas defined us, and when we were forcibly relocated to Vancouver Island in the 1960s it was a huge blow to our people. In order for us to be a healthy community, it is essential that we maintain and strengthen our connection to our traditional territories, the birthplace of our people and our culture.

Objectives

- 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

Ideas

PROJECT: Map of Family Territories

With extensive community engagement and elder participation, create a map of territories used by/ belonging to each of the GN families.

PROJECT: Travel to the Home Land

Develop and implement a strategy for bringing GN community member to the GN home lands regularly, with an emphasis on familiarizing youth and children with the area and its history.

PROJECT: Habitable sites in the Home Lands

Build sites in both Gwa'sala and 'Nakwaxda'xw home lands where GN community members could stay, at least for the spring and summer.

Lands & Resources Goal 2

EFFECTIVE STEWARDSHIP OF OUR LANDS & RESOURCES

Introduction

Our people effectively looked after the plants and animals in our traditional territories for centuries. Our practices were environmentally sustainable and viewed our environment as a whole, living system, of which we are apart. We believe that it is our responsibility to continue to look after those lands and resources, in order to maintain our indisputable aboriginal rights and title and to protect the lands and resources for generations to come.

Objectives

* 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

Ideas

PROJECT: Land Code

Staff and leadership should develop and implement a land code to strengthen our jurisdiction over our own lands.

PROGRAM: Guardian Watchmen

Continue to run the Guardian Watchmen program to ensure that our home lands have our continued presence. Seek conservation officer authority for our guardian watchmen so that they can write tickets and enforce laws. Implement stewardship programs to improve and maintain our watersheds, streams, and other areas that would benefit from human intervention.

PROJECT: Land Referral Committee & Protocol

Establish a committee of GN staff and knowledgeable community members (especially elders) to review the band's land referrals and make decisions about them. Implement land referral protocol to make sure there's a transparent, effective process for managing referrals.

PROJECT: Land Use Plan

We should continue to use and update our land use plan. Chief and Council should make sure that all staff and contractors are following the land use plan.

We should develop a plan that forecasts impacts on the community from climate change, and suggests proactive measures that can be taken to make sure our community stays safe during things like droughts, rising sea level, and increasing annual temperatures.

LANDS & RESOURCES GOAL 3

EFFECTIVE, RESPONSIBLE PARTICIPATION IN RESOURCE BASED INDUSTRIES

Introduction

Fish, especially salmon, were traditionally a mainstay in our diet and an important feature in our culture. It is important to our people that we maintain this connection with the marine environment and protect its' resources for the benefit of future generations.

Forests were also an important part of our lifestyle and we depended on the health of our forests for our own health. It is important that we maintain this connection with the forests in our traditional territories and protect their resources for the benefit of future generations. As part of our aboriginal rights and title, we claim all natural resources in our home lands and assert our right to use these resources to support our community's wellbeing.

Objectives

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

Ideas

PROJECT: Resource Co-Management

Our leadership and staff should seek to establish co-management agreements for resources in our home lands that we do not have control over, so that we can continue to be involved in decision making

regarding those resources.

We should gather our own data for things like salmon runs, commercial harvest, the health of specific species of shellfish, etc. so that we can base food harvesting and commercial activities on our own data without relying on government agencies to do the collection and testing for us.

Lands & Resources Goal 4

A COMMUNITY THAT RESPONSIBLY GATHERS TRADITIONAL RESOURCES

Introduction

Our people have an intimate knowledge of local natural resources and how to use them in infinite beneficial ways. It is important for the continuation of our culture and for our wellbeing that we maintain this knowledge of how to harvest, process, and use natural resources.

Objectives

- 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

Ideas

PROJECT: Resources Harvesting Education Campaign

A series of workshops to teach GN community members how to gather and process traditional foods, medicines, etc. taught by GNN community members.

PROJECT: Traditional Food Classes/Workshops

Find people within our community to teach others how to skin and butcher game, how to cut and prepare fish, how to cut and prepare shellfish, etc.

SOCIAL ISSUES

Introduction

A healthy society is supportive, loving, and works together to accomplish great things. A society, or community, is like a living thing. It needs work to keep it healthy, but when a society is healthy, it can overcome difficulties and accomplish amazing things. Our people have overcome many huge difficulties, and a lot of our strength came from our ability to work together and help each other out. If we are to be a healthy community, we need to continue to work together and help each other out, and we also need to have strong relationships with others in the community.

GOALS

COMMUNITY UNITY AND
RESPECT FOR ALL PEOPLE

STRONG FAMILIES

A COMMUNITY THAT ADDRESSES THE ROOT
CAUSES AND EFFECTS OF CRIME AND VIOLENCE

A COMMUNITY THAT IS PREPARED
FOR EMERGENCIES

ACCESSIBLE COMMUNITY GATHERING
PLACES THAT ARE TAKEN CARE OF

Social Issues Goal 1

COMMUNITY UNITY AND RESPECT FOR ALL PEOPLE

Introduction

Our people need to work together as one in order to accomplish our goals and move in the same direction. In order to work together as one, we must respect and support one another.

Respect is one of the most important values in our community. Traditionally there were many ways to show respect, and people went out of their way to show their respect and admiration for others. We want to be a community that continues to value respect, both by taking care of ourselves and by respecting and honouring those around us.

Objectives

- 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
- 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

Ideas

PROJECT: GNN Training Module for MCFD, School Board, etc.

Together with the help of the community and staff, create a Training Module that will be used by external organizations to better understand our community's history and unique culture.

PROJECT: Abuse Response Team & Strategy

Community members, leadership and staff will assess the types and frequency of abuse in the community, and develop a strategy to address this abuse.

Social Issues Goal 2

STRONG FAMILIES

Introduction

Strong families are the parts that make up a strong community. We want to be a community that treasures our children and supports and acknowledges parents and those who raise children. We also want to be a community that raises happy, healthy children and passes good parenting skills to future generations.

Objectives

- 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

Ideas

PROGRAM: Pre- and Post-natal Nutrition Training and Support

Provide information to expectant mothers on healthy nutrition during pregnancy and early childhood. Provide nutritious food to expectant mothers as a supplement and to model nutritious choices.

PROJECT: Daycare

Explore funding opportunities to hire someone to develop the proposal for the on-Reserve daycare. This individual could be hired as a Early Childhood Education coordinator who would stay on to oversee the running of the daycare. Explore funding opportunities and partnerships with the School District and other First Nations communities to re-establish the Port Hardy Secondary School daycare.

PROGRAM: Supporting Healthy Parents

Eligible community members receive appropriate screens and assessments as well as education and supports from preconception to conception and around reproductive health. Immunizations will be provided according to provincial guidelines. Parents will also receive home visits to support them to improve the overall health and wellbeing of children ages 0-6, and will be encouraged to feel a strong sense of connection to GN culture and language.

PROJECT: Supporting Healthy Parents

Eligible community members receive appropriate screens and assessments as well as education and supports from preconception to conception and around reproductive health. Immunizations will be provided according to provincial guidelines. Parents will also receive home visits to support them to improve the overall health and wellbeing of children ages 0-6, and will be encouraged to feel a strong sense of connection to GN culture and language.

PROGRAM: Oral Health

GN children under age 7 will receive dental care and referrals for required specialized dental services. The community will receive educational materials and activities around child dental health.

SOCIAL ISSUES GOAL 3

A COMMUNITY THAT ADDRESSES THE ROOT CAUSES AND EFFECTS OF CRIME AND VIOLENCE

Introduction

Objectives

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

Ideas

PROGRAM: Restorative Justice

Community members that commit some crimes should have access to more traditionally grounded forms of justice, such as restorative justice.

PROJECT: Crime Prevention Campaign

Undertake a community-wide campaign to try and discourage crime.

SOCIAL ISSUES GOAL 4

A COMMUNITY THAT IS PREPARED FOR EMERGENCIES

Introduction

Our community is a leader in the region in terms of our emergency management committee and community-wide emergency preparation activities. We want to continue to plan and prepare for emergencies of all kinds so that our community members will stay safe.

Objectives

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

Ideas

PROGRAM: Emergency Management Committee

Continue to use and update the emergency plan while providing ongoing training to the community's emergency management committee. Also continue to liaise with other local emergency management groups.

SOCIAL ISSUES GOAL 5

ACCESSIBLE COMMUNITY GATHERING PLACES THAT ARE TAKEN CARE OF

Objectives

- Places that are used to their best potential
- Places that are kept clean and in good repair
- Places that are well-maintained by all who use them
- Places with clear guidelines for use

Ideas

PROJECT: Wak'as Hall Policy

PROJECT: Elders' Centre Policy

PROJECT: Adult Education Centre Policy

COMPLETED WORK PLANS FROM THE 2010 CCP

Introduction

The Gwa'sala-'Nakwaxda'xw Nations finished our first CCP in 2010. Even before we had finished, many people had started working on accomplishing the goals and vision of our CCP.

We are proud to say that, six years later, we have a accomplished (or made a good start on) many of the goals from that CCP. Here is a list of the projects that we completed or mostly completed

DIGITAL ARCHIVE

Digital files including video, audio, photos, interview transcripts, etc. stored in a permanently safe and protected manner.

PHYSICAL ARCHIVE

Hard copies of photographs, audio tapes, videos, books, artifacts, maps, etc. stored in a permanently safe

and protected manner.

COMMUNITY CULTURAL CELEBRATIONS

Community-wide events celebrating the GNN culture and history, in order to make people feel proud to be GNN and teach others about our people.

ECONOMIC DEVELOPMENT CORPORATION

Carry out the planning and actions necessary to create a Gwa'sala-'Nakwaxda'xw Economic Development Corporation, to allow the Gwa'sala-'Nakwaxda'xw Nations to pursue business opportunities at no undue risk to the Gwa'sala-'Nakwaxda'xw Band and its assets.

AQUACULTURE FEASIBILITY STUDY & PLAN

Investigate the feasibility and environmental impact of aquaculture activities including shellfish farming, aquatic plant harvesting, and land-based fish farming. Make sure to incorporate shellfish assessment data gathered by GN fisheries department.

ARTS & CRAFTS FEASIBILITY STUDY & PLAN

Investigate feasibility of various arts & crafts-related business opportunities including print making and other paper-based items, carvings, value-added household items, traditional crafts such as basket making, etc.

EMPLOYEE DATABASE

A database with all GNN community members' resumes, contact information, certification & training, education, and career path information. Database would be used by staff to help people get jobs and to guide staff in offering job training and creating employment.

JOB TRAINING PROGRAMS

Workshops, courses, seminars, etc. to train GNN community members in required job skills.

CULTURAL SENSITIVITY TRAINING FOR SCHOOL DISTRICT #85

Develop a workshop to teach others about GNN community, history and culture, including activities designed to promote understanding and cultural sensitivity.

ON-RESERVE EDUCATION & TUTORING

Explore funding opportunities and partnerships with the school district to hire tutors to meet the needs in literacy and math that aren't already being met. Investigate opportunities through Eke-Me-Xi and the School Board to determine if high school requirements can be completed on-Reserve and how that might be achieved. Continue to work with the North Island College and other education institutions to bring in programs on-Reserve that will meet the interests raised by Band Members such as: trades, teaching certificate, and early childhood education. Assess the existing facilities on-Reserve and

determine if there is an appropriate location to develop a Homework Club. This could be the Eke-Me-Xi school, although this facility is already at capacity.

COMMUNITY MESSAGE BOARD

A central structure in Tsulquate where a community calendar and other informational notices & posters could be posted and made easily accessible to all.

COMMUNITY WEBSITE

A website that would provide others with information about the GNN community, while creating the opportunity for a multimedia communications strategy.

COMMUNITY NEWSLETTER

A regularly delivered paper newsletter with content that serves to keep the community informed and connected.

UPDATE PERSONNEL POLICY

Update the GN administration's personnel policy to make sure it addresses the needs of the GNN community.

TREATY COMMUNICATION PLAN

A communications strategy to keep the GNN community informed about the treaty process and our involvement in it.

COMMUNITY RECREATION PROGRAM

Develop an effective recreation program for the GNN community to get community members physically active and involved in local recreational activities.

COMMUNITY GARDEN

A garden maintained by community members. Potentially this garden could supply food, such as for a lunch program at the school or for a food bank. The garden could also be incorporated into school curriculum.

NUTRITION EDUCATION

Develop materials and activities to promote good nutrition. Materials could include a healthy cookbook developed by community members. Activities could include communal cooking nights, a meal-share program, etc.

ON-RESERVE RECYCLING

Implement an on-reserve recycling program in Tsulquate.

TRAVEL TO THE HOMELAND

Develop and implement a strategy for bringing GNN community members to the GNN homelands regularly, with an emphasis on familiarizing youth and children with the area and its history.

STEWARDSHIP PROGRAM

Implement stewardship plan.

COMMUNITY SMOKE HOUSE

A large smoke house available for community use.

EMERGENCY PLAN

Create an emergency plan for the GN Nations

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