

TL'ETINQOX

COMPREHENSIVE COMMUNITY PLAN PHASE 1



JUNE 2017

TL'ETINQOX COMMUNITY VISION AND MISSION STATEMENTS:

VISION

?Elhelh nagwedinti jid gunaâ tughedilh

(Moving forward together with strength)

MISSION

"The Tl'etinqox Government will promote and preserve the cultural, economic and community balance by encouraging communication and participation with the membership in achieving a healthy lifestyle and social harmony.

The Tl'etinqox Government is also committed to establishing and promoting sound relationships with all residents, neighbouring communities, First Nations and all other levels of government."



Photos, cover and this page; Daryl Visscher

ACKNOWLEDGMENTS

Many thanks to all whose ideas, work, and participation helped to launch and create this first phase of the Tl'etinqox Comprehensive Community Plan.

A special acknowledgment to Chief Joe Alphonse for his insight and unceasing, powerful vision for his home community; and to Shelly Bevz, Finance Manager, and David Johnson, Band Manager, for their continued enthusiasm, support and administration of the project.

Thank you to the Tl'etinqox Council 2016 for the initial questions and discussion to help generate strength and value in the idea of community development and planning, and to set the stage for the new Council 2017 to work together to see community priorities move through to action.

A Comprehensive Community Plan would not be successful without the involvement of community leaders, staff, and community champions. A big thank you goes out to Pam Alphonse, Health Director, for her work and agreement to anchor the project from Tl'etinqox Health, and for her high commitment to her community. Health and community staff – Cecil Grinder, Darwin Stump, Nicole Gilpin, Melanie Johnny, and Grant Alphonse – all contributed their valuable time, reviews, and ideas for multiple aspects of the community plan, including household surveys and open houses. Nicole Gilpin, Daisy Gilpin, and Krissy Billyboy were essential for their help with communications, organization and media. Also, the creation of a sensitive and relevant community household survey would not have been possible without reviews from community members, leaders and staff – Chief Joe Alphonse, Carla Alphonse, Darleen Alphonse, Karen Jim, Lisa Mueller, Karan Catcheside, and Susan Alphonse.

Special recognition goes to Susan Alphonse, for being the first to so thoroughly conduct household surveys for the Tl'etinqox community, for her tactful work under time pressures, and for her ability to understand and speak Tsilhqot'in fluently.

Thank you to Lisa Mueller and Shauna Harper with Youth 4 Leaders, for their initiative, competence in leadership, and continued invitation to work together for the benefit of the Tl'etinqox people.

Ecoplan International provided unsurpassable guidance, expertise, engagement, technical support and aesthetic in this process. Thank you especially to Julian Gonzalez, senior planner at EcoPlan, as well as Lisa Hartwick, and Lisa Gibson for their belief in collaborative partnership and human development, and for their skillful facilitation in the community.

Darryl Visscher generously permitted the use of his professional photos for this report.

Finally, huge gratitude for all Tl'etinqox community members, who are showing up and stepping in to make their community the best it can be, steadily one step at a time.

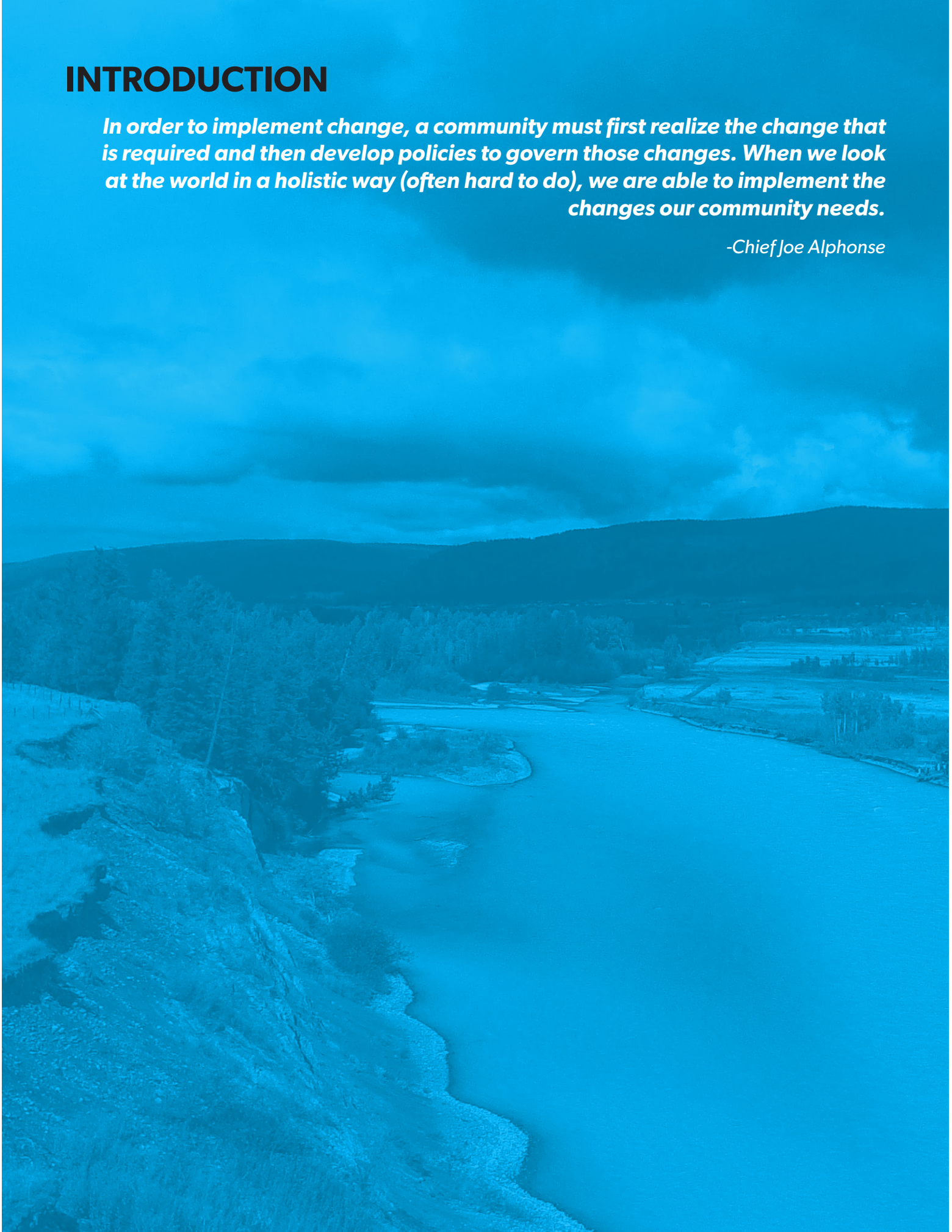
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INTRODUCTION

In order to implement change, a community must first realize the change that is required and then develop policies to govern those changes. When we look at the world in a holistic way (often hard to do), we are able to implement the changes our community needs.

-Chief Joe Alphonse



In the spring of 2016, Chief Joe Alphonse, band management, and community partners identified the necessity and function of a Comprehensive Community Plan (CCP) for the community of Tl'etinqox. A CCP describes a community's vision and goals, and identifies actions (programs, policies, projects, activities) needed to achieve community goals. It also helps support Council decision-making and guides development.

In order to understand what the community wants, collaborations, community events, and community household surveys were mobilized over a relatively short period of time (Nov 2016-Feb 2017). The goals of the community engagement were to hear the community's position, ideas, and concerns; and to create a new quality and standard of thoughtful, collective participation moving forward together. Community members were consulted in multiple ways across different settings. The CCP process also connected and built on the work that was already happening in the Youth for Leadership events, the strategic planning led by BDO consulting, and existing groups, such as the Men's and Women's nights.

All the results from the community engagement have been compiled, and are outlined in this report. One of the key findings from the household survey was that 83% of the community rated their quality of life as either good or very good. Although this report outlines many areas to improve, such as education, quality of housing, employment and recreational programming, a key finding is that more than 80% of the community stated that they currently have a good quality of life. The positive relationship that people have to the community will be an important driver for continuing to strengthen all aspects of community life.

It has been the intention through this entire process to create and strengthen important long-term collaborations through partnerships between staff, off-reserve community champions, change agents, community leaders, community groups of men, women and youth, and all levels of government. This report will serve to direct the next steps for the community and for leadership in order to continue to build the health, wellness and happiness of all Tl'etinqox members.



TL'ETINQOX: STRONG HISTORY, STRONG FUTURE (BACKGROUND & CONTEXT)

The Tl'etinqox people come from a strong past and are building on this strength as they look towards the future. There are histories that have been passed down through the generations that define who the Tl'etinqox people are and inspire their prosperity and health into the future. Two of these important histories are the Woman who Turned to Stone and the Tsilhqot'in War.



The Woman Who Turned to Stone

It is well to be good to women in the strength of our manhood because we must sit under their hands at both ends of our lives.

- Lakota quote



The Tl'etinqox have rich history, laws and tradition. Before contact, rituals and protocols were careful and strict. The occurrence of *The Woman Who Turned to Stone* is a foundational landplace, a healing and teaching site, for the Tl'etinqox. It is at the heart of what and who the Tl'etinqox are, and its history stands for the power of women, and the healing strength of water, cleansing, prayer, and tradition. *The Woman Who Turned to Stone* is a source and place of wellness for the Tl'etinqox community, steadfast for the people to be in their strength, proud to be First Nation. During one of the Men's/Women's nights in January 2017, the story of The Woman Who Turned To Stone was shared by some Elders present as a call out to community, for the community to reach into its past and bring it back to become strong.

- The importance of *The Woman Who Turned to Stone* shared by Dina Billyboy, Martha Elkins & Angelina Stump

The Tsilhqot'in War

The Tsilhqot'in War is a big part of Tl'etinqox's identity and is a living legacy in the hearts and minds of the people today. It represents the warrior spirit, always standing up for what we believe in, and being unafraid to move towards that. It is like the Tsilhqot'in war is still going on. Every last Aboriginal organization told us we were going to lose Title. But we said there is no way we are stepping down.

-Chief Joe Alphonse

The Tsilhqot'in people had relatively little contact with Europeans before the gold rush of 1860-1863. They followed their traditional lifestyle: hunting, trapping, fishing and gathering, protecting their people, trading, and moving throughout their lands between the Coast Mountains and the Fraser River. In 1862, the smallpox epidemic spread through the Tsilhqot'in with devastating consequences, reducing the Tsilhqot'in population to a third of its size in 1862/63. At the same time, a wagon road was underway from the coast at Bute Inlet up the treacherous Homathko River, planned to provide way across the Chilcotin and into the Cariboo. The colonial government did not consult or compensate the First Nations people of the region.

In the spring of 1864, it is said that the events leading to the Chilcotin War were sparked over foreign encroachment by the road crew, mistreatment, insults and abuse handed to some Tsilhqot'in people who were weakened by the smallpox epidemic and looking for work, an incident of stolen flour, and death threats to all Tsilhqot'in people given by the foreman. By April 1864, Lhatsas'in, the leading Tsilhqot'in chief, decided that he had to defend his territories and stop the Europeans from crossing Tsilhqot'in land. The

colonists were entering Tsilhqot'in land without paying any compensation and they brought diseases that threatened to wipe out his people completely.

In an effort to resist the invasion of their lands and defend their land and culture, a series of war attacks followed, killing 15 Europeans. The Tsilhqot'in warriors were resisting colonization and defending their people, land and culture. But the settlers saw these as unprovoked and unwarranted attacks. Military troops moved in and searched for the men they saw as murderers, until a letter was sent to Lhatsas'in inviting a meeting with the Governor. The warriors believed they were coming to negotiate a peace settlement between two warring nations and arrived unarmed for the meeting, but instead of being received as equals, they were immediately seized, handcuffed, and transported to Quesnel. At the end of September 1864, 5 Chiefs were sentenced to be hanged, and later a sixth Chief would be hanged in New Westminster.

The memory of the Tsilhqot'in war is still very present in the minds and hearts of community members. It serves as a living remembrance of the warrior spirit, the strength and courage of the community, and the need to continue to work together to toward health and wellbeing for all. Strength and resilience is at the heart of the CCP process, and has been key to the strong outcomes that the CCP has brought about.



Photo: Daryl Visscher

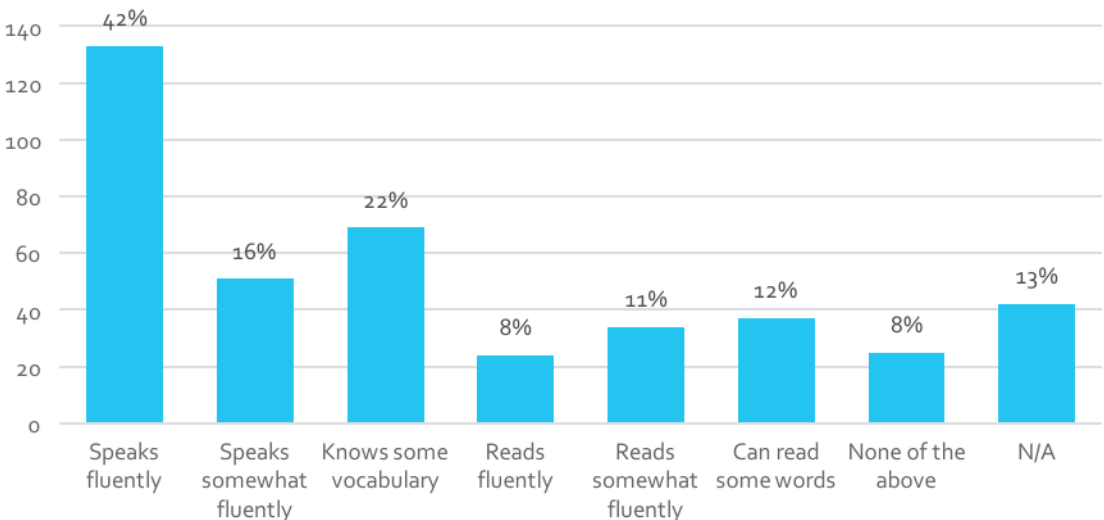
Snapshot of life today

TL'ETINQOX LAND

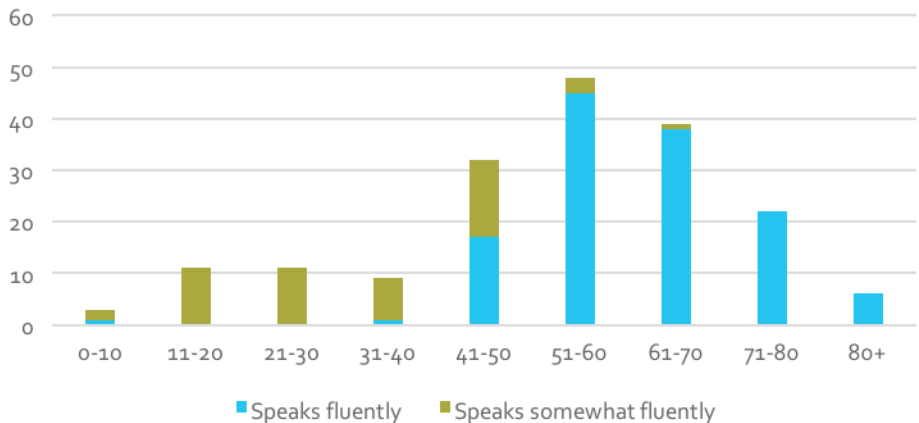
As a member of the Tsilhqot'in Nation, the Tl'etinqox community has connections to the entire Tsilhqot'in Plateau, which lies between the Fraser River and the southern Coast Mountains and defined by the basin of the Chilcotin River. Tl'etinqox territory borders several Nations, Dakelh in the north and in the east Secwepemc, Stl'atlimc and Coast Salish in the south, and Nuxalk, Oweekeno and Kwakwaka'wakw in the west. The Tl'etinqox community has worked closely with neighbouring communities through trade for time immemorial.

The Tl'etinqox community represents one of the six Tsilhqot'in Nation communities, with fellow communities being: Tsi Deldel (Redstone), Yunesit'in Government (Stone), Xeni Gwet'in First Nations Government (Nemiah), ?Esdilagh (Alexandria) and Tl'esqox (Toosey). As one of the Tsilhqot'in communities, the language is Dene-Athapaskan. Many elders and adults continue to speak the language at home, while the children and youth continue to be taught at school through the language program. The Household Survey showed that 42% of people are fluent in Tsilhqot'in. The majority of those who are fluent are over 50 years old, and there is a desire to develop the language among younger community members.

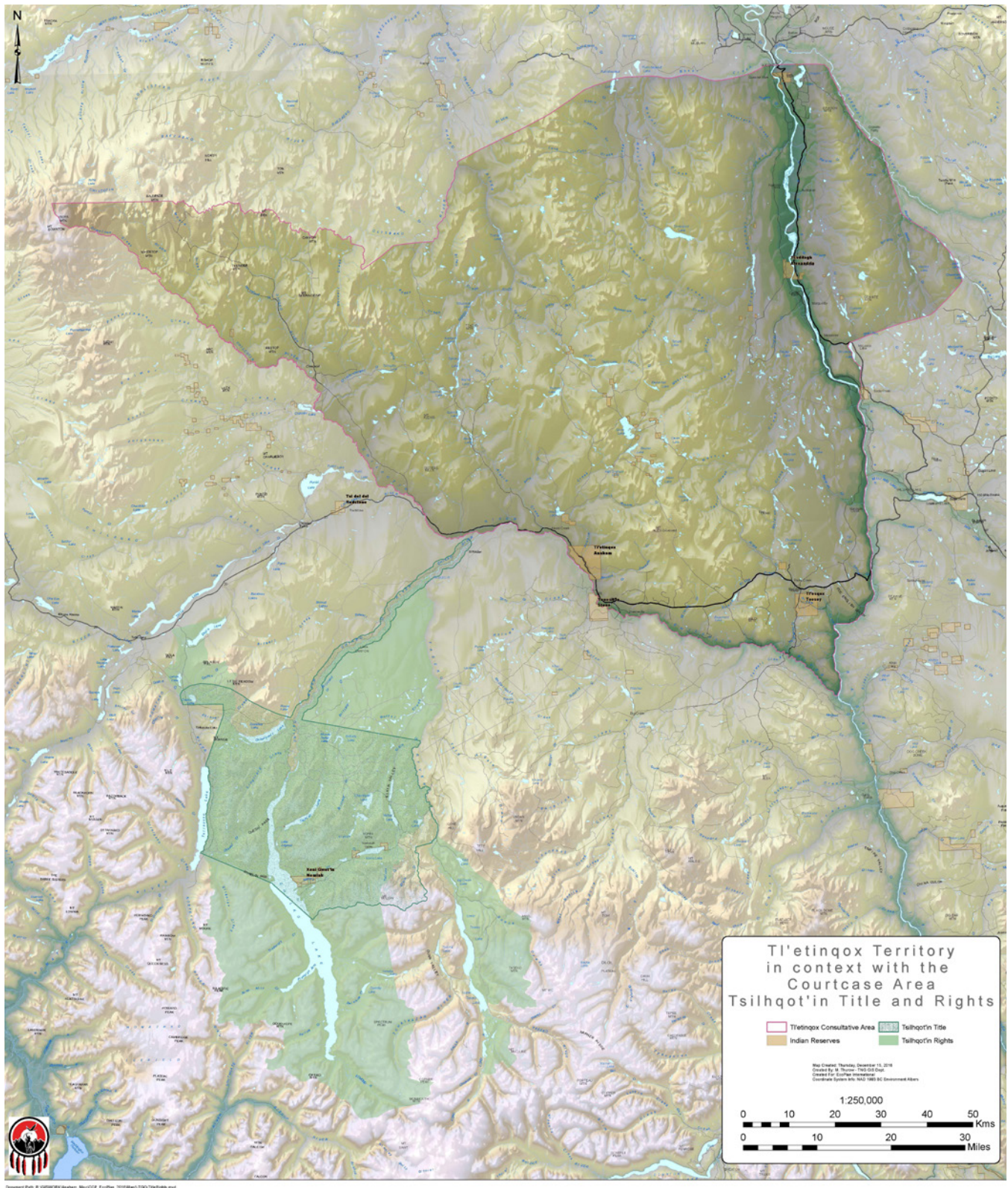
Question 7a: Can this person speak or read Tsilhqot'in? (Check all that apply)



Question 7b: Age of fluent and somewhat fluent speakers

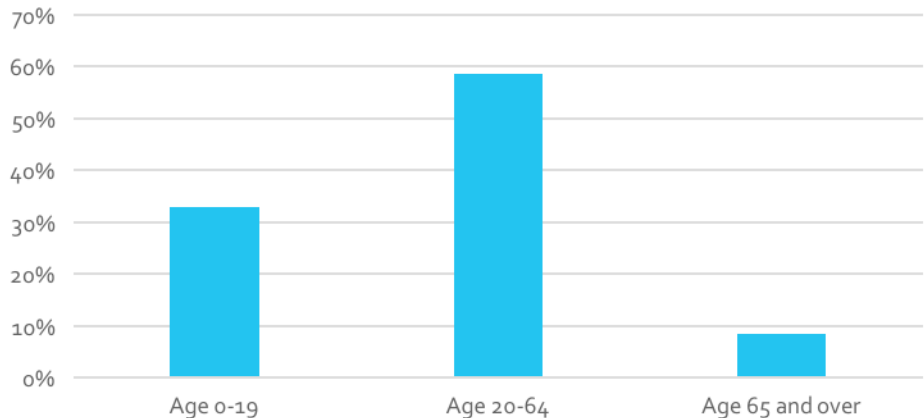


The community has over 19 reserve lands totalling 5,655 hectares. The main reserve is known as Tl'etinqox ("the river flats") where most Tl'etinqox members live, also known as Anahim Indian Reserve Flat No. 1. Tl'etinqox lands encompass a range of landscapes and features, from rolling hills and valley bottoms, flat plains and woodlots, and lots of lakes and rivers.



PEOPLE

According to the most recent census (2011), the on reserve population is 475 members. The median age of on-reserve population is 32 years compared to 41 years for the median age of all people in British Columbia. About a third of members living on reserve are under 20 years of age, and the vast majority are between 20 and 64 years of age.



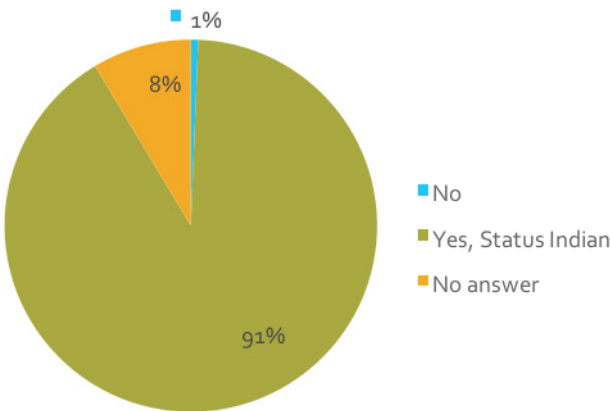
According to the Household Survey (2017), 91% of people surveyed have Status and only 3% are members of another band.

The community strives to provide youth educational opportunities – from the youngest youth to our oldest elders. The aim is to support members to harness their abilities and expand their skill and tool sets. In 2015, the newly built Tl’etinqox Elementary School opened, kindergarten to grade 7, where a variety of support and services are offered to members. The school is designed in the image of the Raven, which is the Clan of the Tsilhqot’in people. Breakfast and snack programs are provided for the youth. A fully equipped commercial kitchen is scheduled to be built in the school attached to the gym, which will facilitate the meal program for the children, and will also make hosting community celebrations and playing games more feasible.

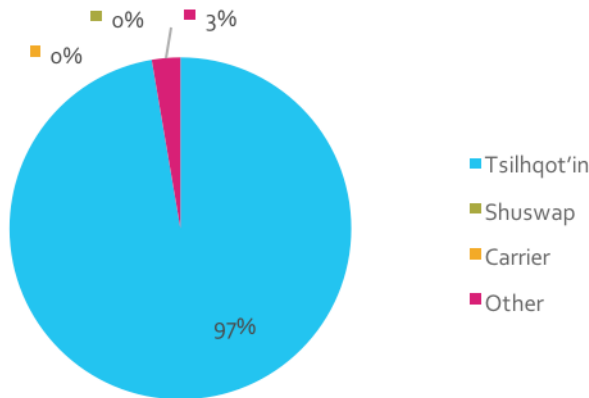
Members are supported to complete high school through online learning, or in Williams Lake. The band supports members to reach their potential by providing granting opportunities through post-secondary schools and other avenues.

With the creation of the health centre, the community is proud to offer and share health

Question 5: Is this person a Status Indian as defined by the Indian Act of Canada?



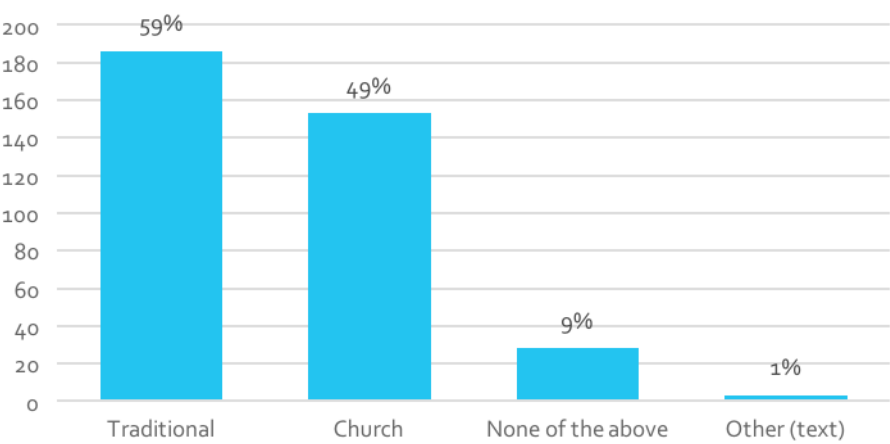
Question 4b: Yes, member of another Band/ First Nation:



and wellness programs and services with all community members. Through Tl’etinqox Government and partnerships with TNG, FNHA, and IH, the health centre has the capacity to host a part-time professional multidisciplinary team - a doctor, nurse practitioner, physiotherapist, dentist, community therapist/ counsellor, and dietician; along with a full time health staff - health director, nurse in charge, registered nurse, community nurse, youth worker, traditional wellness (A & D worker), home care support worker, nursing program assistant, and patient traveller.

The people of Tl’etinqox practice a mixture of traditional spirituality and Christianity.

Question 9: What type of spirituality does this person practice?



GOVERNMENT

With support from community members and administration, the elected Chief and Councillors govern Tl’etinqox. The Tsilhqot’in National Government (TNG) is comprised of six communities, Tsi Deldel, Xeni Gwet’in, Yunesit’in, Tl’esqox, ?Esdilagh, and Tl’etinqox First Nation. TNG was established in 1989 to meet the needs and represent the Tsilhqot’in communities in their strive to re-establish a strong political government structure and work together and provide nation-wide services and programs.

The day-to-day administration and delivery of programs and services is carried out by a number of departments, and is headed up by our Band Administrator, who reports to our Chief and Council.

OVERVIEW OF CCP PROCESS



The CCP process was designed to capture community aspirations for a better tomorrow. Recognizing many resources available as well as the potential of the people, the findings from the CCP come from the voice of the diverse community members. The CCP process was guided by community members, Chief and Council, and by EcoPlan International, a specialized values-based planning firm that acted as planning consultants, providing direct and indirect engagement and support throughout the CCP development specifically through a number of processes, including:

- Engaging community members 1-1 about their vision for community (December 2016-January 2017)
- Completing the Household survey (December 2106-February 2017)
- Hosting two Open Houses (January 18 & February 15)
- Funding and supporting the Youth Film project with Trevor Mack, TI'etinqox member and champion (January 18)



All events connected to the CCP process were well attended by different levels of community - Children & Youth, Adults, and Elders - providing input and feedback.

Household survey

The NEXWEDENI NENDUWH HUJELT'IN (Our People, What they are Doing) household survey was a primary focus of the CCP. Since TI'etinqox had very limited concrete self-knowledge of its population, perceived quality of life, and collective values, they recognized that having community baseline data would help the community point toward a shared vision and would help direct funding, shape programs, and provide useful perspectives. All the questions were reviewed and revised by leadership, health, and community staff. The Community Household Surveys had an outstanding response rate, with 105 of 133 on-reserve homes completing the survey. Information from the survey is woven throughout this report. There is also a report entitled NEXWEDENI NENDUWH HUJELT'IN: TI'etinqox Survey Summary Report (2017) that outlines the full findings from the survey.

Open Houses

The first Open House held on January 18 was an opportunity for the broad community to learn about what this project is all about and why to engage with it, and to share ideas about what they want the community to look like in the future. At the second Open House held on February 15, we shared what we heard from members at the first open house and asked people to choose what matters most to them, so that community development priorities would be shaped by the members. Over 90 community members participated in the Open Houses.

Connection to other community events and processes

In addition, the CCP process connected to many other initiatives that were already happening in Tl'etinqox, including dovetailing with BDO's Strategic Planning process (October-November 2016); assisting the premier launch of the Youth Summit (initiated by Youth 4 Leaders and Tl'etinqox in November 2016); and, inspiring themes for Women's and Men's Group nights (held monthly).

The Men's & Women's Nights, with a focus on traditional and western ways of connecting self, family and community, provided a valuable interconnection to the CCP that stimulated many people coming together around shared, life-advancing principles. These groups (ongoing) are acting to grow trust and confidence between community members, to pull together energies and resources, and to nurture a common conviction to move community life forward in a good way.

In addition, the CCP process connected with other strategies and reports that have been written recently or are being written, including:

- **Tl'etinqox-t'in Government Draft Financial Dechen ts'edihtan (Our Laws/Policies) (2014)** – The report outlines how Chief and Council will be accountable to the community for all financial reporting. It provides administrative guidelines for effective and efficient use of funds, including cooperation and coordination within Tl'etinqox-T'in.
- **Tl'etinqox-t'in Nits'il?in belh Nits'il?in Yaz (Chief and Council Dechen ts'e dilhtan (Our Laws/Policies) Manual (2014)** – Nits'il in belh Nits'il in Yaz (Chief and Council) created a manual incorporating traditional knowledge and contemporary best practices with the goals of strengthening, using, and documenting good governance over time. The document is heavily rooted in the Tsilhqot'in language describing technical terms for all readers to understand.
- **Tl'etinqox Government 5 Year Economic Development Plan (2014)** – The plan highlights the diversity of the local economy, sets development goals and objectives, and outlines advantages and constraints that the community faces.
- **Tl'etinqox Community Health Plan (2016)** – The Plan outlines programs and services offered by the health centre, covers the health management structure, and provides clarity of the support services offered to our members.
- **Tsilhqot'in Nation Health and Wellness Plan - Summary Document and Final Report (2016)** – With support from our health staff and other community staff, the Tsilhqot'in Nation has identified six actions to implement and financially support in all Tsilhqot'in communities.
- **Tsilhqot'in Nation Health and Wellness Plan - Youth Health and Wellness Plan (2016)** – The Youth Strategy has been built on the health and wellness strengths and challenges, needs and actions assessment. Seventy-nine children and youth from four community schools, Health Staff, and Youth Workers voices are heard through the strategy.

- **BC First Nation Infrastructure Investment Plan (BCFNIIP) (2016)** – Chief and Council want our community to design and develop a variety of community infrastructure. Funding obtained from INAC could support various projects our community needs.
- **Nenqay Deni Accord (2016)** – After the Supreme Court Aboriginal Title win, the BC provincial government and the Tsihqot'in National Government developed a framework outlining areas of reconciliation aimed at achieving economic sustainability and social well-being of our all six communities.
- **Tl'etinqox Strategy Planning - 5 Year Financial Plan: 2017 – 2022 (2016)** – The plan was developed to support the community by identifying: the need for new program designs, changes to program organization, and cost management. The 5 Year Financial Plan will help improve community infrastructure and secure funding under BCFNIIP.

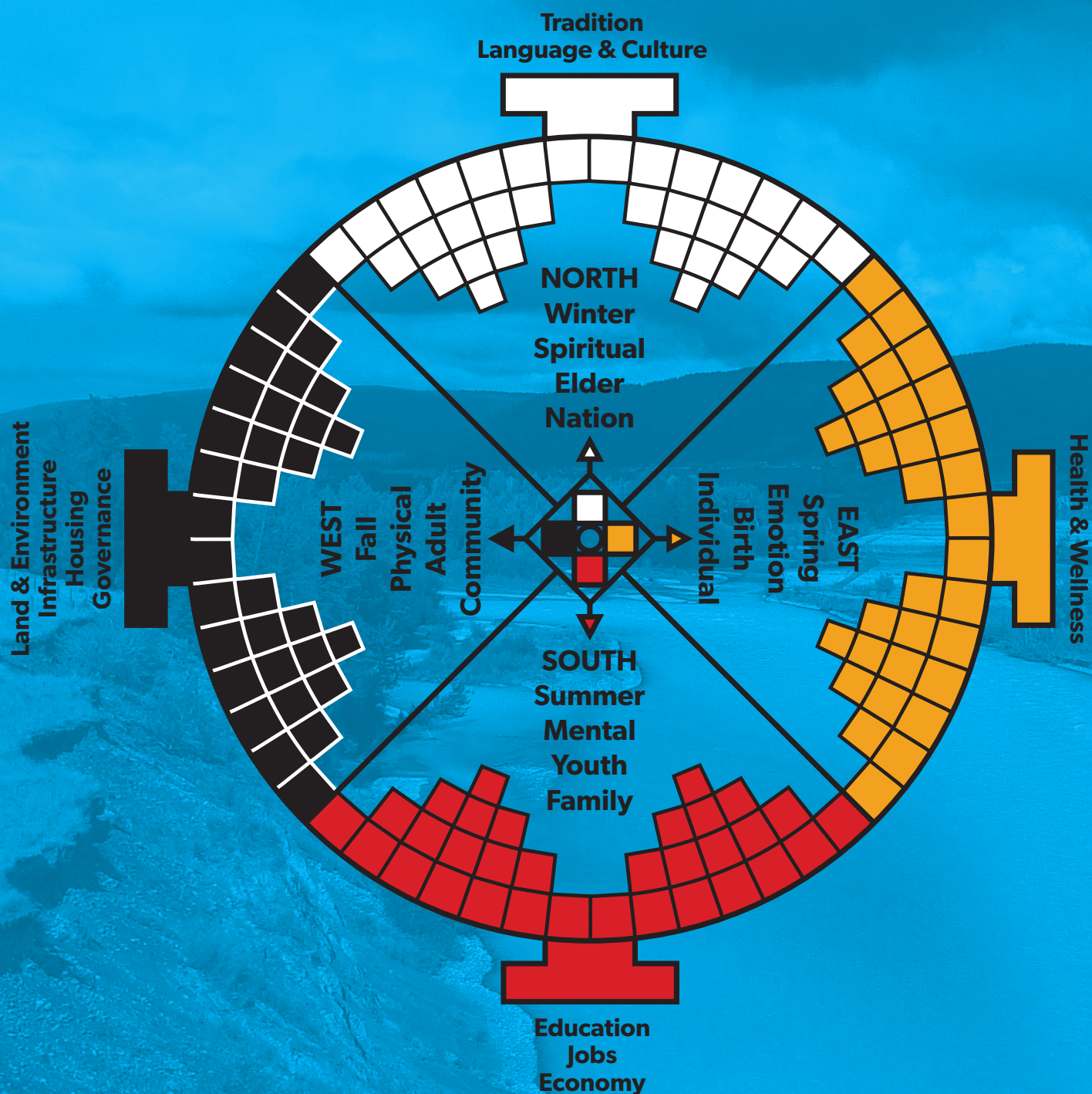
In the following sections, we outline what we heard from through all the community engagement, and suggest a plan to move the actions forward.



Photo: Daryl Visscher

THE MEDICINE WHEEL AS GUIDE

In the following sections, we outline what we heard from through all the community engagement, and suggest a plan to move the actions forward.



The Medicine Wheel is a traditional holistic teaching passed through Native Elders of North America. As a circle, it is in the design of the Universe, just as the moon is a circle, and the sun is a circle, and earth itself. So too, each of our lives has a circular nature. The Medicine Wheel is a reflection and reference to the Natural Laws, and lends itself to many powerful teachings: the four directions, the cycles of the seasons, alignment and balance, the relationship and interconnectedness of all things, and the nature of growth, wellness and healing of the self, family, community & Nation.

It is said that a timeworn Medicine Wheel made of stones exists near Choelquoit Lake, east of Tatlayoko in Tsilhqot'in territory. The Thrive! Women's Circle, held biweekly at TI'etinqox Health Centre, has been using and refining their understanding of the Medicine Wheel teachings in a way that makes sense to them as TI'etinqox Women, and as counsel for awareness, balance and growth. It is believed amongst the TI'etinqox that as the women heal, so will the community; disharmony will stop when the women decide it will stop. The women are acknowledged for keeping family and community together!

This Medicine Wheel teaching has been used to understand the directions that the community wants to go in order to deepen its connection to the four directions and to continue to grow and develop self, family, community and Nation. The four directions correspond to the following cycles:

- EAST: Emotion, Spring, Birth, Individual
- SOUTH: Mental, Summer, Youth, Family
- WEST: Physical, Fall, Adult, Community
- NORTH: Spiritual, Winter, Elders, Nation

On the following page is a summary of what the community said through the Open Houses, Household Survey, 1-1 conversations, Men's and Women's nights and youth engagement, through different parts of the medicine wheel. In the appendix is a full list of all the actions the community developed.



Photo: Daryl Visscher

EAST: HEALTH AND WELLNESS

- **Health and Wellness Programs:** There is a strong desire for more health and wellness programming for youth and elders, with a particular focus on recreation, physical activity, and improved health and diet.

SOUTH: EDUCATION, JOBS AND ECONOMY

- **Jobs:** Many community members expressed the need for stable employment through job creation and increased job training.
- **Education:** The community identified the need to improve the quality of education within the community.

WEST: LAND AND ENVIRONMENT, INFRASTRUCTURE, HOUSING, AND GOVERNANCE

- **Land and Environment:** Deepening and supporting the connection to the land and environment is another theme that showed up in the conversations with the community. People want to have access to fresh and clean water, to ensure the health of wildlife, and create opportunities for more interaction with the land and wildlife.
- **Infrastructure:** A multi-use building for cultural, spiritual and recreational needs was prioritized as an important next step for the community, as well as better facilities for Elders. Improved cell service and internet, and improved lighting were also identified to support better communication and increase safety.
- **Housing:** Building more homes as well as repairing the existing homes were prioritized by the community, as well as buying a home in Vancouver that community members could access when they are in the city.
- **Governance:** Through the CCP process, the community named the importance of accountability and transparency of leadership, including drug testing for Chief and Council, regular band meetings and a developing a custom election code.

NORTH: TRADITION, CULTURE & SPIRITUALITY

- **Tradition, Culture and Spirituality:** Supporting increased learning around tradition and culture was one of the most important themes that community members focused on, including language classes, drumming classes, and cultural programs to connect community members to tradition, spirituality and the land, especially for youth.

The next section goes into more detail about the actions in each of the directions that the community wants to head towards.

THE EAST: EMOTION, SPRING, BIRTH, INDIVIDUAL

Native people are standing at the dawn of a new spring time. For the first time in over five hundred years, our Tribal Nations are starting to come back to their traditions, languages, and ceremonies. We are coming back to the principles, laws, and values that we once knew. We are fighting for our sovereignty in the courts, and we are winning. We are becoming bicultural people, full citizens of both mainstream society and our own ancestral ways.

-The Healing Steps of the Red Road, Chpt 5, The Red Road to Wellbriety

The East is focused on emotions, birth, and the individual. The recommendations in this section are in relation to emotional wellbeing of individuals that supports the wellness of the entire community. At the Open Houses, community members communicated how important health and wellness programs are for the whole community.

Health & wellness programs

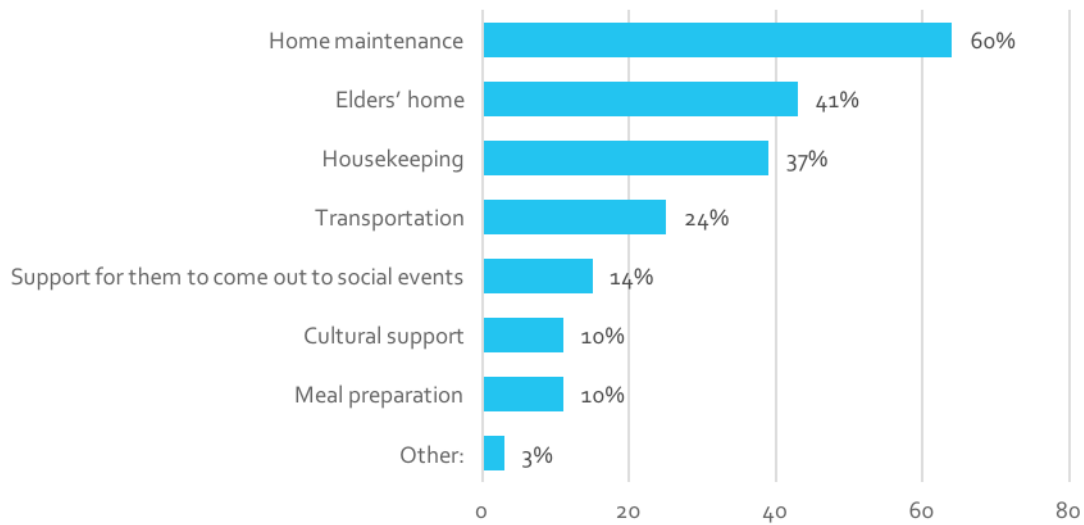
There is a lot of support from the community for improved and more effective services to support **youth and elders, increase physical activity** and recreation, improve **health and diet**, as well as build **treatment programs** and provide specific **grief support**. One of the challenges to having effective programs is to have people who are in the community, such as a youth director, help design programs and then oversee them and make sure that they keep running.

The key actions that the community wants, in order of priority are as follows:

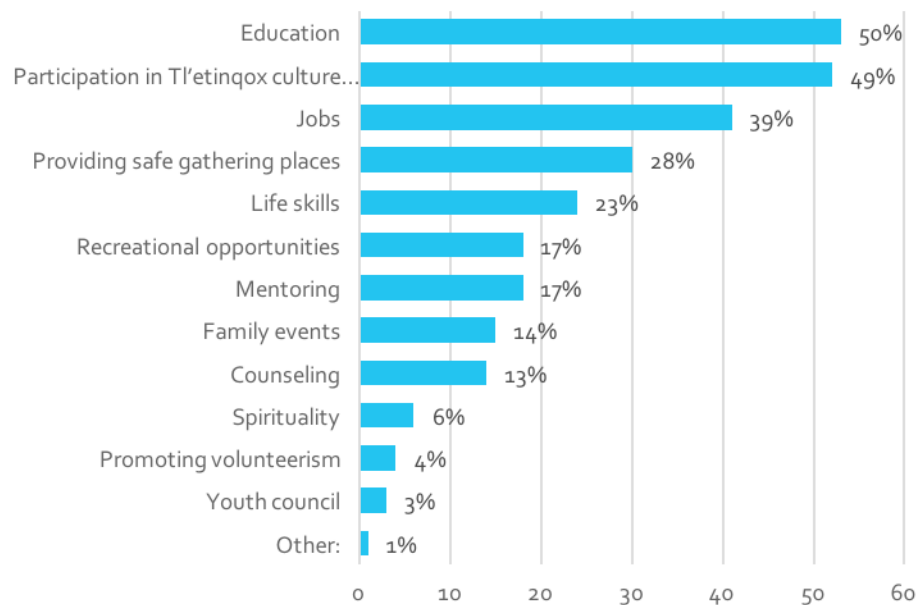
- Events to bring youth and elders together
- Support more sports programming in our community
- Youth recreation programs
- Expanded exercise groups and classes
- Youth programs
- Support programs for elders
- Treatment centre
- Grief support services
- Develop a healthy food program for people with diabetes

These ideas are also reflected in the Household Survey results that asked what kinds of supports are needed in the community for youth and Elders.

Question 28: To what extent does our community need to provide each of the following to best support our Elders? (Select top 3)



Question 29: To what extent does our community need to provide each of the following to best our youth? (ages 13-29)



THE SOUTH: MENTAL, SUMMER, YOUTH, FAMILY

The south is the direction in which we Find Ourselves. This is the direction when the sun is spreading its warmth and powers to help each bird and plant to grow....We need to find the answer to the question, "Who Am I"? Once recovery is taking place with individuals, then our families can thrive.

-The Healing Steps of the Red Road, Chpt 5, The Red Road to Wellbriety

The recommendations in this section focus on planting and growing the health of the whole community through strong **Education**, **Jobs** and **Economy**. Key recommendations that focus on education include:

Education

The community identified the importance of education in supporting children and youth to be successful into the future. The need to support youth to complete high school, and to continue with higher education was also identified as an important goal for the community. The top priorities for education were:

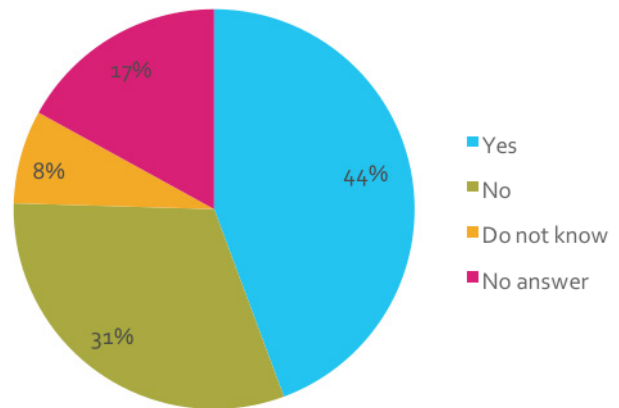
- Improve the quality of our youth's education
- Hire education workers
- Summer school

The Household Survey makes it clear that there are many youth ages 13-29 (44%) who are living outside of the community because of other responsibilities. Better quality education in the community may support some of these youth to be able to stay in the community over the long-term.



Photo: Bryn Thompson

Question 30: Is there a youth (ages 13-29) in your family that lives outside of the community because of school, sports or other responsibilities?



Jobs & Economy

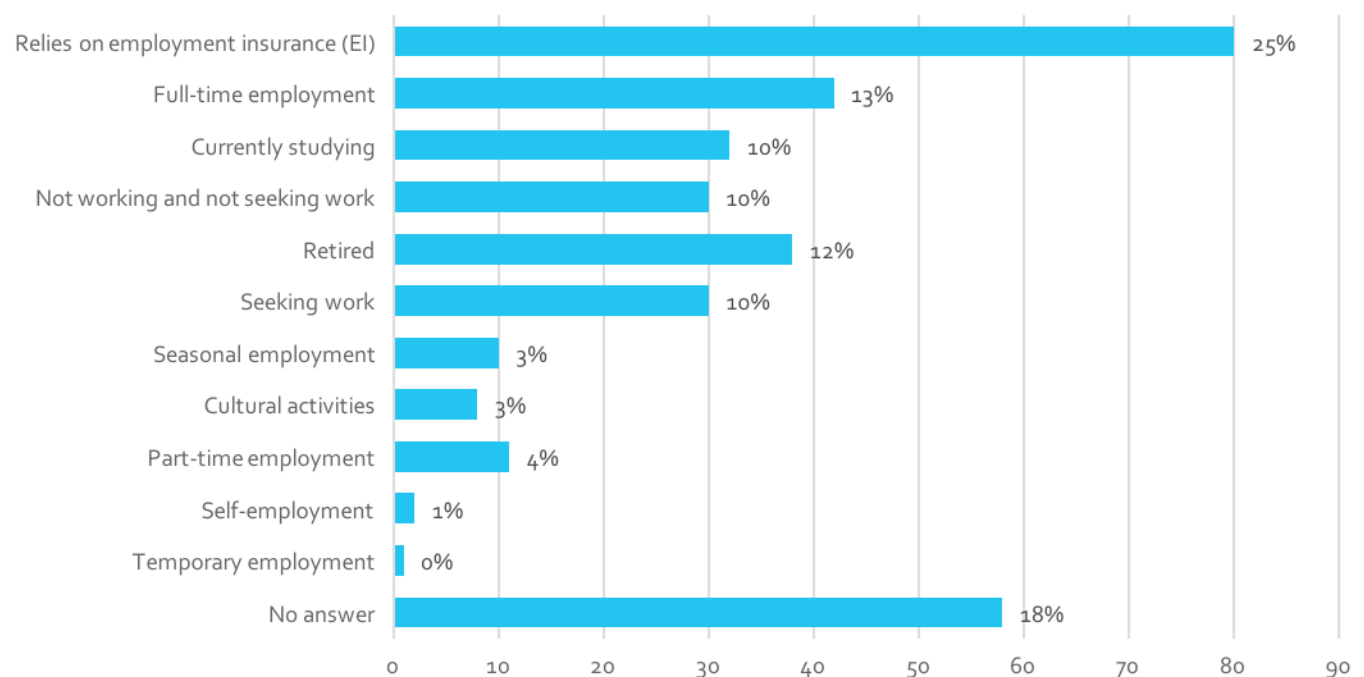
It is clear that many community members are looking for support to find adequate and stable employment. The need for job creation and increased job training was supported by many community members. It will be important for leadership to consider the best ways to support job creation and long-term employment for all community members.

The top priorities for supporting the growth of individuals in the community through jobs are as follows:

- Support job creation
- Expand jobs training and workshop opportunities
- Improved communication of employment opportunities

These priorities are supported by the findings in the Household Survey that 25% of respondents rely on Employment Insurance and 10% are currently seeking work while only 13% of people have full employment.

Question 21: What is this person's current employment situation? (Check all that apply)



THE WEST: PHYSICAL, FALL, ADULT, COMMUNITY

Our communities must go through a visioning process in which the hopes and dreams of community members come out from inside and are expressed. The community can't develop economically, educationally, in sovereignty, and in other ways unless there is a clear community dream pointing the way.

-The Solution is the Culture, Chapter 2, The Red Road to Wellbriety

The West is about connection to the underlying supports that will allow the community to move forward economically, educationally and in sovereignty. Recommendations in this direction focus on **Land and Environment, Infrastructure, Housing, and Governance**. All of these components must be healthy and strong in order for the vision of the community to be realized.

Land and Environment

The connection to the land and environment is another theme that showed up in the conversations with the community. People want to have access to fresh and clean water, to ensure the health of wildlife, and create opportunities for community members to interact with the land and wildlife. The following recommendations were prioritized by the community:

- Fresh water in every household, and improved water quality and quantity
- Support fish and livestock opportunities
- Preserve and protect wildlife, land and traplines
- Build trails for recreational use



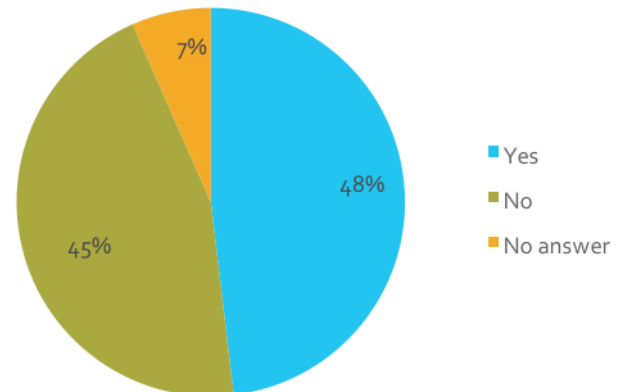
Photo: Daryl Visscher

Infrastructure: Multi-use building, cell phone service, lighting

There is a lot of interest in the community to have a **physical space** that supports recreational, cultural, spiritual and programming needs of the whole community. This was one of the top priorities identified in the Open Houses. A **multi-use building that serves as a longhouse and cultural centre** as well as a recreational centre and elders centre could be an efficient way to bring together the different needs in a building. These recommendations would need to be paired with the programming that would go into the building. A manager would be key to ensuring success of the programming.

In addition, the community identified the need for better infrastructure in the form of **improved cell service and internet, and improved lighting**. With 45% of households not having internet service (see graph), this is an important action for the community.

Question 36: Does your home have internet service?



This infrastructure could support many of the other activities that the community wants to develop, including communication about job opportunities, youth recreational programming and community events.

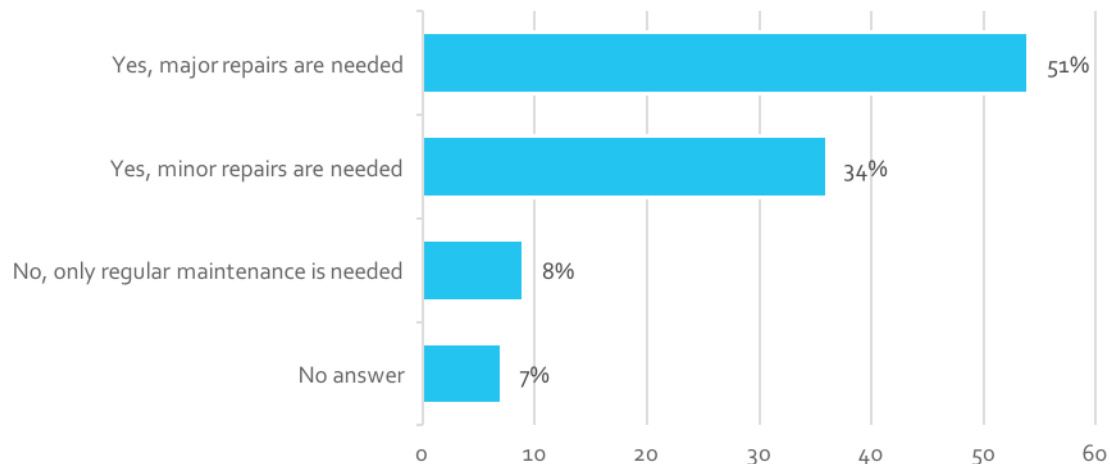
The top priorities for infrastructure to support the community include:

- Longhouse and cultural centre
- Build a recreation centre
- Build a big house/longhouse
- Encourage more use of the youth centre
- Improved facilities for elders
- Improve lighting in our public spaces

Housing

Housing is another key component of infrastructure that is needed in the community. Housing has been named as a central issue, including **building more homes** as well as **repairing the existing homes**. As identified in the Household Survey, 51% of respondents said that major repairs are needed in their house.

Question 33: Is this home in need of repair?



There is a housing plan that is being developed that will work to address this important need into the future. Interestingly, there was also a lot of support in the community to **buy a home in Vancouver** that would support community members who are travelling to the city for medical, or other purposes.

The top housing priorities that the community identified are as follows:

- Build more and different types of housing
- Build more log homes
- Buy a home in Vancouver

Governance

The key theme that came up in the community engagement process was about the need for the accountability and transparency of the local government as well as staff who are working in different departments. The high support for drug testing of Chief and Council shows the concern that leadership is able to effectively do their jobs. Having a strong government structure is important to the wellbeing of the whole community.

Key actions related to governance include:

- Drug testing of Chief and Council
- Regular Band meetings
- Custom election code

THE NORTH: SPIRITUAL, WINTER, ELDER, NATION

Our culture knows that the individual, the human community, and the land are so completely interconnected that for wellness, each must participate in the healing journey. We have a vision, a vision for us. We can find our wellness, and then go on to achieve skills with which we can give back. Our people are doctors, nurses, lawyers, teachers, artists, scientists, engineers, builders, government workers, law enforcement officers, and much, much more.

-A Vision For Us, Chpt 12, The Red Road to Wellbriety

The North is the direction where the vision and actions are integrated, where the community connects to the power of the land, the wisdom of elders and the identity as a powerful Tsilhqot'in nation. The recommendations in the North are connected to culture, tradition and spirituality.

Tradition, culture and spirituality

Supporting increased learning around **tradition and culture** was a theme that came up repeatedly in the Open House process, including cultural and traditional learning and activities, and one of the most highly prioritized items, a **Tsilhqot'in language program**. In particular, there was a focus on **teaching youth traditional ways** and organizing more ceremonies and rituals that connect them to the land and to their history.

The themes in tradition, culture and spirituality that were identified are as follows:

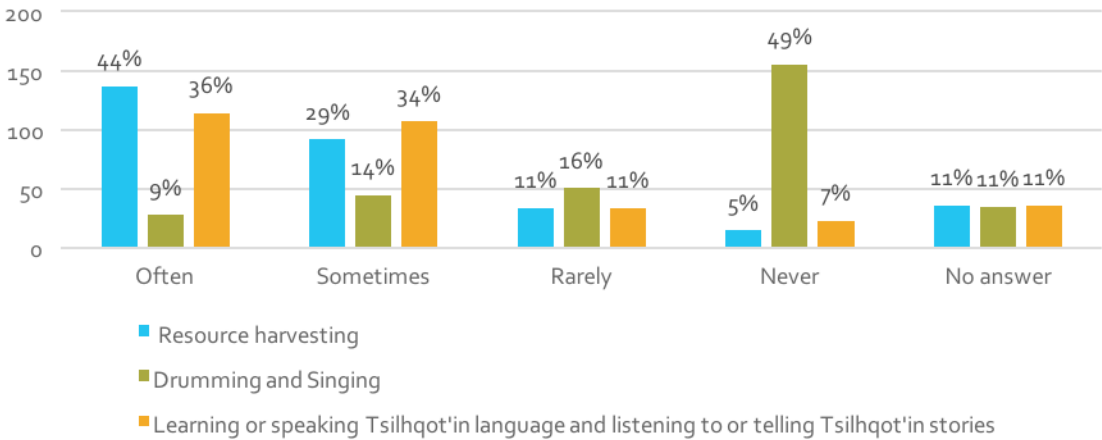
- Tsilhqot'in language program
- Drumming and singing classes
- Organize traditional activities, ceremonies and rituals for youth
- Cultural and traditional learning
- Cultural learning
- Teach youth traditional health and wellness ways, and about the land and territory
- Teach youth about our land and territory

As indicated in the household survey, many community members do not currently participate in cultural activities, for example, but this is an area that they want to develop.



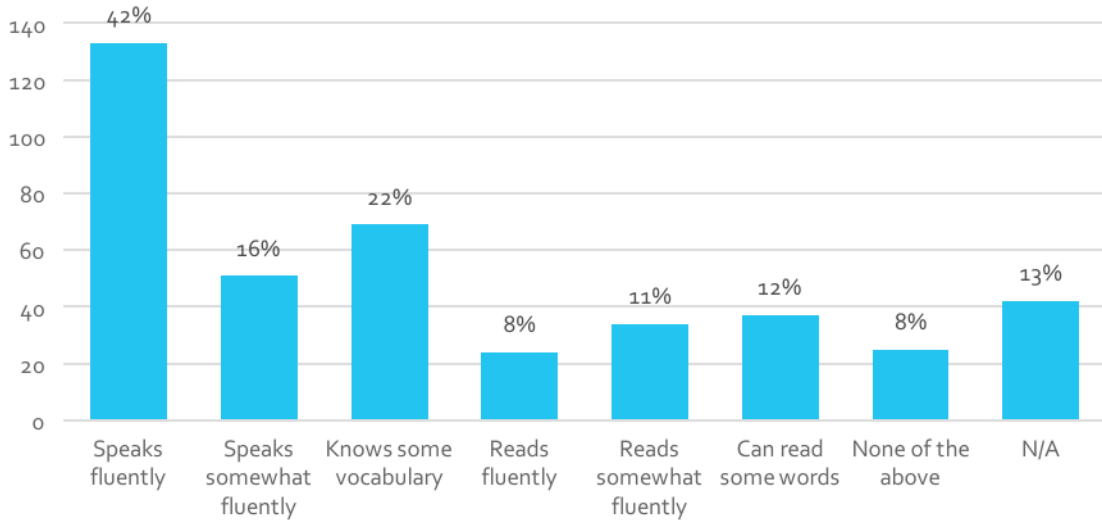
Photo: Daryl Visscher

Question 8a: Does this person participate in the following cultural activities? (e.g. during hunting, fishing, plant gathering seasons)



In addition, because the majority of people who are fluent in Tsilhqot'in are over 50, and few people who are under 40 speak the language, focusing on language programs for younger adults and youth, guided by Elders will be an important consideration when implementing the recommendation.

Question 7b: Age of fluent and somewhat fluent speakers

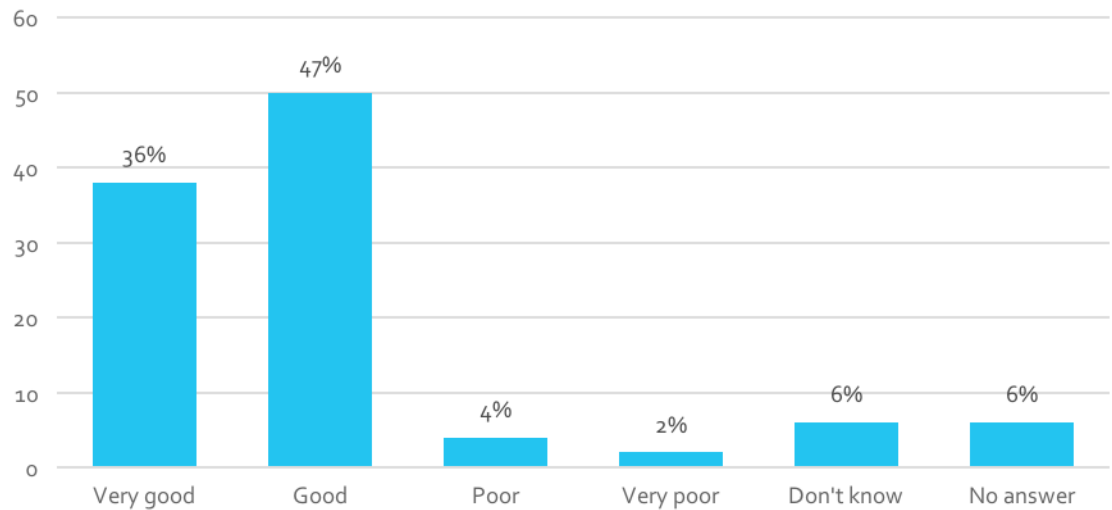


DIRECTIONS AHEAD: OBJECTIVES & KEY FINDINGS



As mentioned in the Introduction, one thing that stood out is how happy community members are with their quality of life, with 83% of people saying they are satisfied or very satisfied with the quality of life in Tl'etinqox. This is an important foundation to build on the changes that the community wants to make over the next few years.

Question 37: Overall, how would you rate your quality of life?



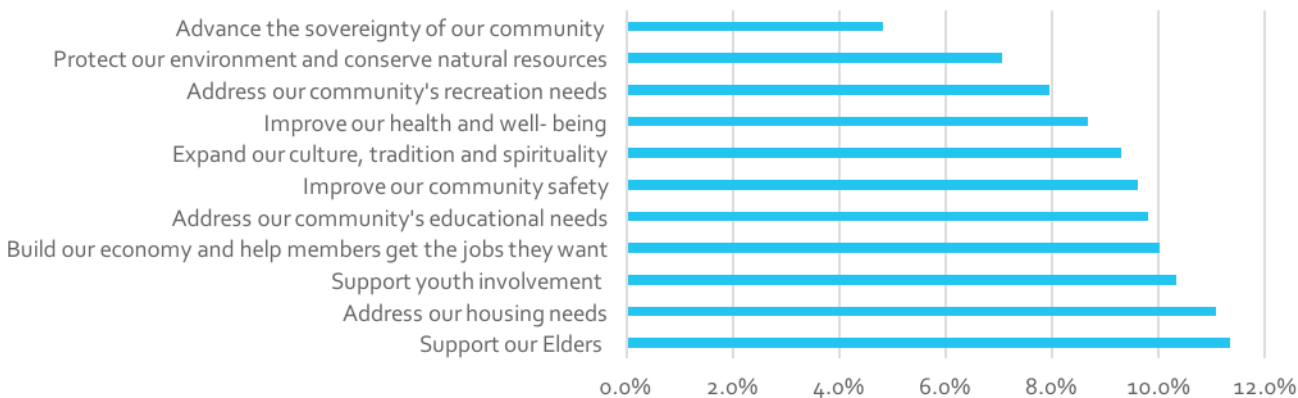
Objectives

With the help of community members, we developed eleven objectives for the CCP and started to prioritize them so we can tackle the ones that matter most first. Each objective addresses a particular area of the four directions of the medicine wheel. Furthermore, all the actions developed by the community are grouped under one of these objectives (see appendix).

To better understand the community priorities we used two approaches to gauge what members perceived to be the most important priorities to address first. The first approach was asking members directly, this was done in the Open Houses and Household Survey. Below are the results in order of priority:

1. Support our Elders (North)
2. Address our housing needs (West)
3. Support youth involvement (South)
4. Build our economy and help members get the jobs they want (South)
5. Address our community's educational needs (South)
6. Improve our community safety (East)
7. Expand our culture, tradition and spirituality (North)
8. Improve our health and well-being (East)
9. Address our community's recreation needs (East)
10. Protect our environment and conserve natural resources (West)
11. Advance the sovereignty of our community (West)

Stated Community Priorities

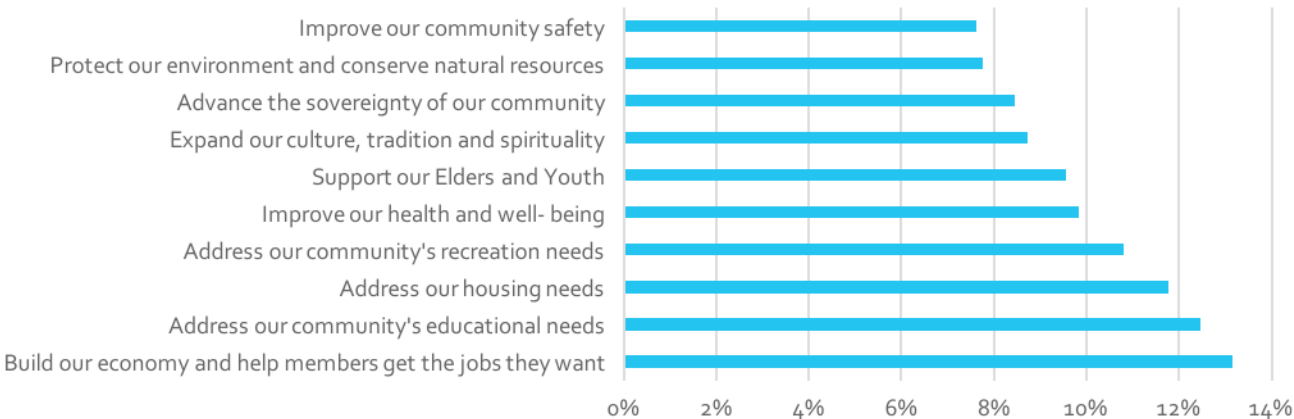


The second method that we used was to observe how community members prioritizes different actions in the second open house. Based on how many votes each action received we were able to derive the observe community priorities, which are somewhat different than the stated priorities.

1. Build our economy and help members get the jobs they want (South)
2. Address our community's educational needs (South)
3. Address our housing needs (West)
4. Address our community's recreation needs (East)
5. Improve our health and well- being (East)
6. Support our Elders and Youth (South and North)
7. Expand our culture, tradition and spirituality (North)
8. Advance the sovereignty of our community (West)
9. Protect our environment and conserve natural resources (West)
10. Improve our community safety (East)

What this difference highlights, is the key role that Chief and Council has in interpreting these results and making informed decisions on prioritizing and allocating resources to make progress on the many fronts that have been identified by the community.

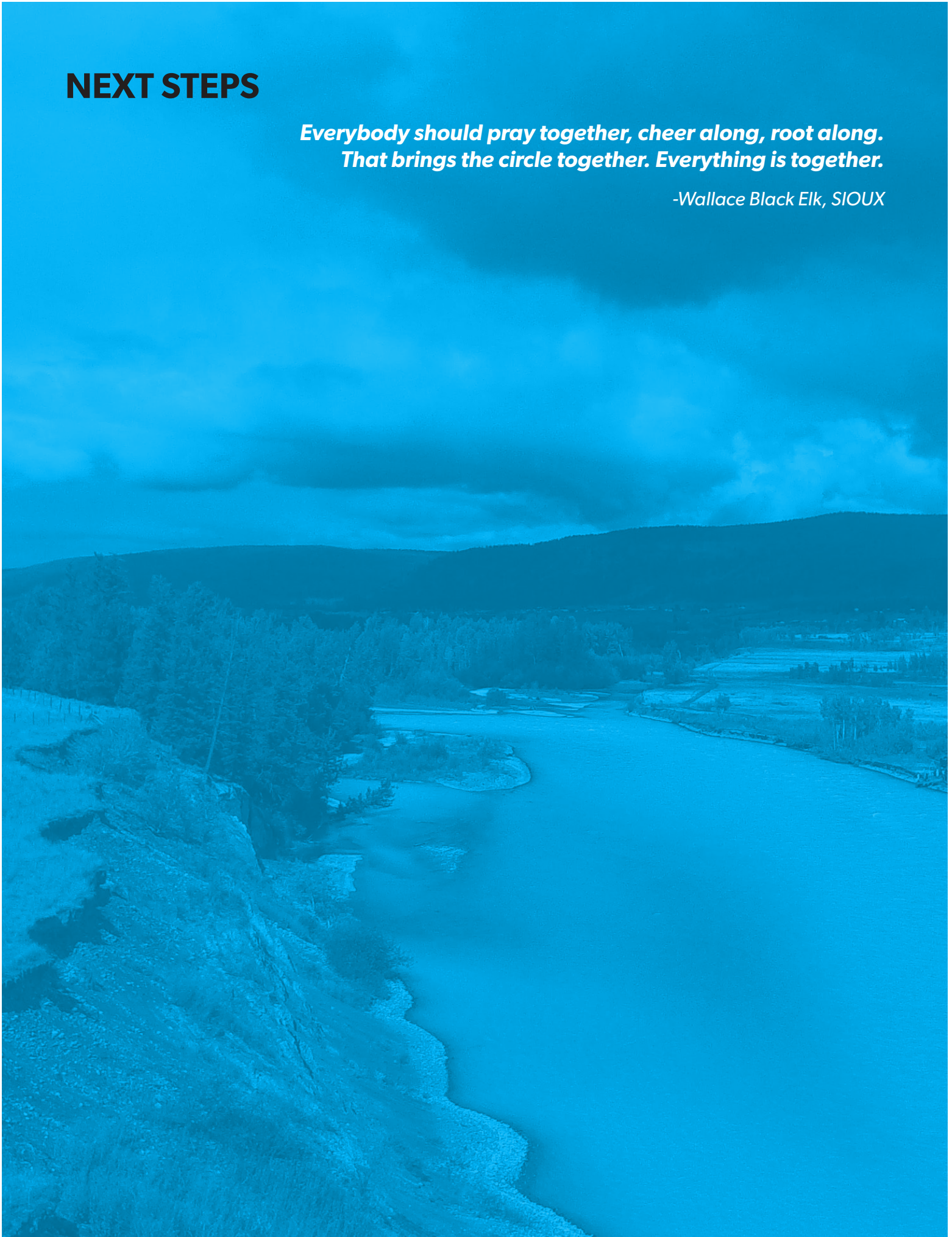
Observed Community Priorities



NEXT STEPS

*Everybody should pray together, cheer along, root along.
That brings the circle together. Everything is together.*

-Wallace Black Elk, SIOUX



The people of Tl'etinqox have shared their wisdom and participated in this important process of envisioning what is needed for the community to continue to strengthen and grow. The CCP process has been an opportunity to increase participation by all community members with the goal of increasing the quality of life and the health of the community.

There is now a series of objectives that the community wants to achieve, and a list of prioritized actions, as summarized in the above sections and detailed in the appendix. The next steps is for the leadership of Chief and Council and managers to listen to the community and determine the timeline and sequencing for implementing the actions.

Detailed next steps for Chief and Council and managers should include:

- Review priorities set by community members, and the Household Survey information
- Decide the sequence to implement the prioritized actions, including the resources needed to implement actions
- Develop a timeline for implementing actions (short, medium and long-term)
- Determine who is responsible for implementing actions
- Develop evaluation plan to make sure that actions are moving forward

The intention will continue to be to enable community creativity and to support interconnected community growth where all community members continue to be involved in this process of becoming more and more the community imagined.

This is an exciting time in the Tl'etinqox community with a new Chief and Council, and many opportunities are aligning to support the community moving forward in many positive directions. While this plan may look linear, it is important to acknowledge that good community health is a complex system and requires attention to many levels at the same time. The guidance of the medicine wheel shows that life develops in a circular nature and that the Natural Laws will also support this process of change.

Appendix – Actions

FOCUS AREAS	RECOMMENDATIONS	#OF VOTES
CULTURE, TRADITION AND SPIRITUALITY	Traditional programs for youth	4
	Build a longhouse and cultural centre	22
	Support traditional practices	1
	Build a treatment centre	8
	Support land-based programs	5
	Support traditional/cultural learning	7
	Support local food	5
	Build a community recreation centre	11
ECONOMY AND JOBS	Expand jobs training and workshop opportunities	26
	Increase business opportunities	1
	Support job creation	28
	Expand career training and planning for youth	4
	Improved communication of employment opportunities	14
	Faster internet	4
	Mobile cell service	16
	Increased infrastructure investment	2
EDUCATION	Implement youth recreational programs	13
	Improve the quality of our youth's education	10
	Support cultural learning	8
	Advocate for a summer school program	6
	Educational funding opportunities	4
	Develop Tsilqot'in language programs	25
	Hire education workers	15

FOCUS AREAS	RECOMMENDATIONS	#OF VOTES
EDUCATION (continued)	Support a literacy and library program	3
	Implement preventative education	1
	Implement a volunteer program	5
ELDERS AND YOUTH	Develop programs for youth	9
	Improve facilities for elders	19
	Hold elders teachings and workshops	7
	Hire a certified youth worker	5
	Develop a support program for elders	9
	Develop an Elders Council	3
	Develop a Youth Advisory Council	5
	Encourage more use of the Youth Centre	12
GOVERNANCE	Involve Elders and Youth in decision making	7
	Develop a communications plan	4
	Hold regular band meetings	9
	Increased transparency	5
	Re-establish our traditional territory	2
	Integrate traditional practices in our governance practices	1
	Implement community security and policing	5
	Drug testing for Chief and Council	20
HEALTH AND WELLNESS	Implement our own custom election code	8
	Provide support for those struggling with addictions	4
	Increase community workshops, trainings and support groups on health and wellness topics	2
	Focus on the traditional aspects of health and wellness	2

FOCUS AREAS	RECOMMENDATIONS	#OF VOTES
HEALTH AND WELLNESS (continued)	Implement preventative education programs for youth	2
	Teach youth traditional health and wellness ways	7
	Advocate for fresh water for every household	21
	Suicide awareness and prevention programs	4
	Implement grief support services	5
	Expanded exercise groups and classes	12
	Increased support services for families	5
	Develop a healthy food program for people with diabetes	7
HOUSING	Build more and different types of housing	24
	Implement a housing maintenance policy	2
	Implement a sustainable housing policy	3
	Open an Elder's home	14
	Implement a protocol for responding to housing concerns	4
	Hold workshops on building homes	4
	Build more log homes	7
	Hold more frequent workshops on the maintenance and repair of homes	5
	Implement a housing program for our members who wish to return home	2
	Improve the water quality and quantity	16
LANDS AND ENVIRONMENT	Invest in more infrastructure for community homes	4
	Organize more cultural activities on the land	4
	Protect and preserve our lands, wildlife and traplines	10
	Teach youth about our land and territory	7
	Reclaim traditional Tsilqot'in boundaries	3
	Build a big house/longhouse	9

FOCUS AREAS	RECOMMENDATIONS	#OF VOTES
LANDS AND ENVIRONMENT (continued)	Improve communications about our land	
	Revisit and update Traditional Use Study	1
	Support our members in growing their own food	4
	Support fish and livestock opportunities	13
	Pave roads on the reserve	5
RECREATION	Organize traditional activities, ceremonies and rituals for youth	10
	Support more sports programming in our community	13
	Support rodeo activities	5
	Organize recreational workshops	3
	Organize drumming and singing classes	11
	Organize community clubs	4
	Create trails for recreational use	11
	Support events that bring youth and elders together	21
SAFETY	Develop an emergency preparedness plan	5
	Improve lighting in our public spaces	9
	Implement an outdoor maintenance program	4
	Organize conflict resolution and violence prevention courses	4
	Ensure the safety of our recreational spaces	2
	Keep drugs and gangs out of the community	20
	Expand our firefighting services	3
	Develop a check-in program	2
	Create a women's safe house	5
	Create backroads where necessary	1
	Buy a home in Vancouver	31

Memo



To: Chief, Council and Senior Staff

From: Cecil Grinder, Lisa Hartwick, Lisa Gibson, Julian Gonzalez

cc:

Date: June 6th, 2017

Re: Proposed Organizational Structure to Implement the CCP

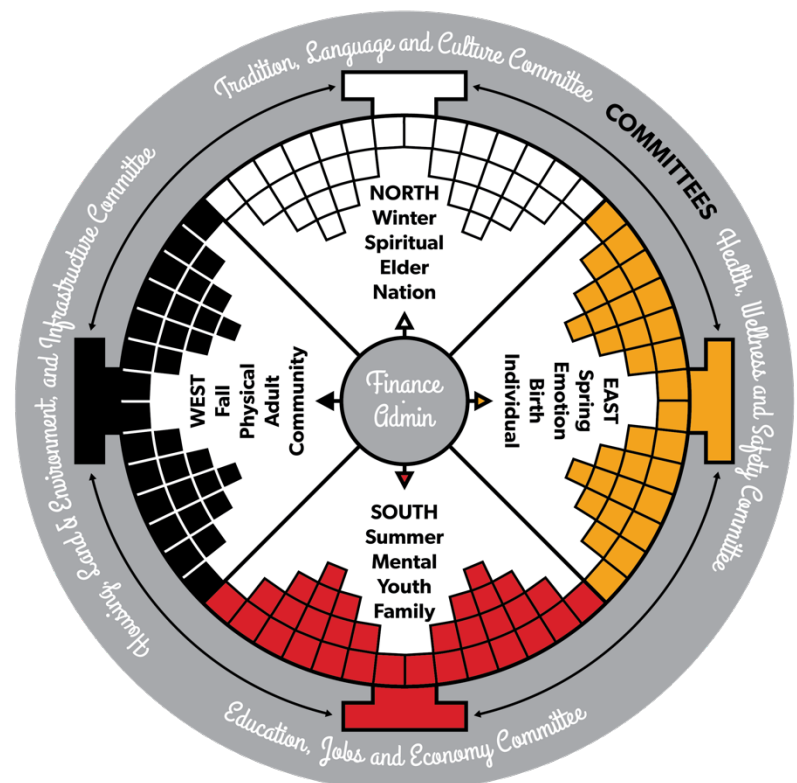
In the May 16th, 2017 Chief and Council Meeting Chief, Council and staff identified an organizational structure that corresponds to the Medicine Wheel used in CCP Phase 1 to oversee the detailed action planning, implementation and evaluation that will happen in Phase 2. There will be four committees that will take on this role, one for each of the four directions, as follows:

- NORTH: Tradition, Language and Culture Committee
- EAST: Health, Wellness and Safety Committee
- SOUTH: Education, Jobs and Economy Committee
- WEST: Housing, Land and Environment, and Infrastructure Committee

Membership of each of these committees will include:

- 3 Councillors
- 4 Community members
- 1-2 experts in the field who have knowledge and background in the focus area of the committee

The Chief, the Band Manager and CFO will be connected to all of the four committees and will play an oversight role in connecting the work of the committees to the rest of what is happening in the community.



At the June Chief and Council meeting about Health, Councillors and staff will meet to determine the following:

- Membership of these committees,
- Identify programs/departments that fall under the committees,
- Select actions identified through the CCP that could be the focus of the committee's work, and
- Preliminary discussion of Terms of Reference for the committees

The committees will be convened for the first time in the fall of 2017 to initiate Phase 2 of the CCP. Before then, a Terms of Reference will be finalized where the role of committee members, the time frame and time commitment, and how the committees work will be structured will be detailed. These committees will also continue to weave in actions of the Strategic Plan into the CCP as relevant.

Sechanlanyagh.

Cecil Grinder, Councillor

Lisa Hartwick, BSc Rehab Medicine (OT), MA (Psych) RCC

Lisa Gibson, MA, Community Planner, EPI, Vancouver BC

Julian Gonzales, PhD, Senior Planner & Analyst, EPI, Vancouver BC



