

vision·plan·empower



# CCP 101

PART 2

Photo Credit:  
Fort McMurray First Nation  
No. 468 CCP Summary



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# REVIEW DAY 1

1. How to create community.
2. How to open a meeting.
3. Dotmocracy
4. The Rock Activity.
5. The planning ecosystem - How the CCP relates to other plans.
6. Small group facilitation.
7. Defined CCP

COMMUNITY  
SUPPORT  
&  
ENGAGEMENT

RELATIONSH  
IPS &  
RESOURCES

COMMUNICATI  
ONS PLAN

CAPACITY  
BUILDING &  
TRAINING



# WHAT DO I NEED?

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THE ESSENTIAL  
INGREDIENTS OF  
SUCCESSFUL  
CCP PROCESSES

COMMUNITY  
SUPPORT  
&  
ENGAGEMENT

CAPACITY  
BUILDING &  
TRAINING

PASSION &  
COMMITMENT

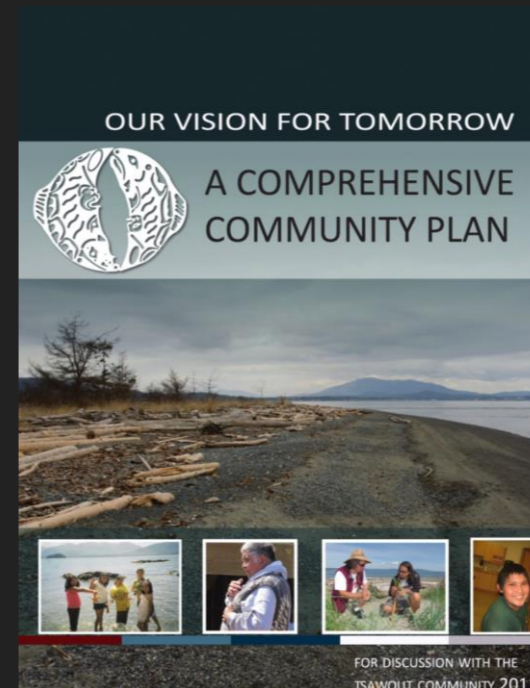
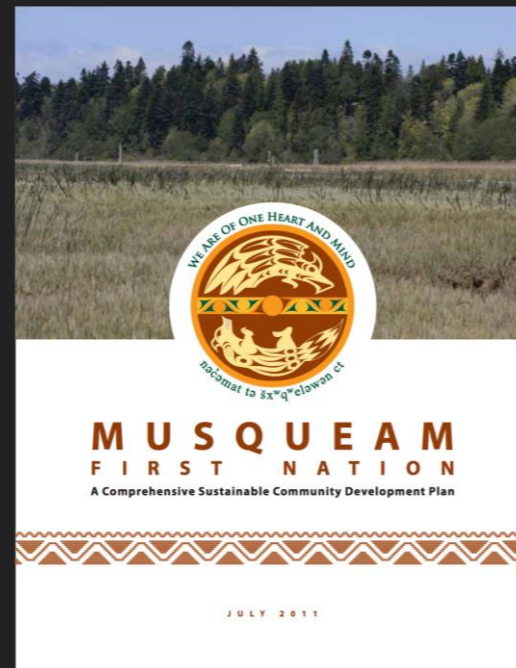
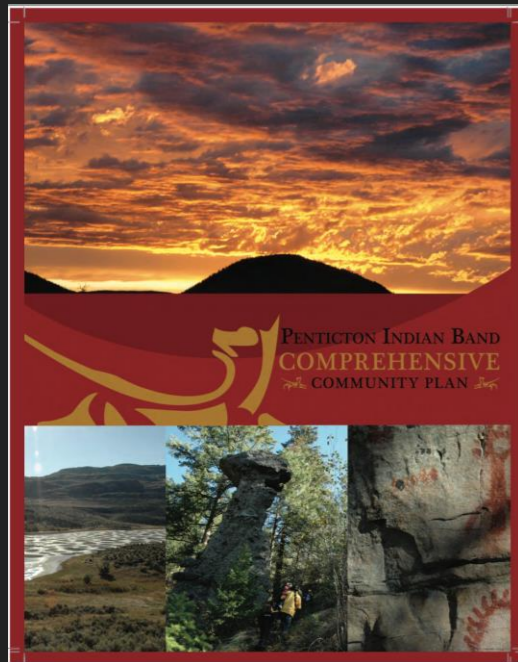
RELATIONSHIPS  
&  
RESOURCES



# A CCP COORDINATORS ESSENTIALS

- ▶ Flip charts
- ▶ markers of all shapes sizes and colours
- ▶ stickers
- ▶ scissors
- ▶ tonnes of masking tape
- ▶ post it notes
- ▶ toys like lego or play-dough
- ▶ small prizes (gift cards)
- ▶ technical savvy





# SECTIONS OF THE CCP

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# WHAT AM I CREATING?

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Appendix A: Charter of  
Responsibilities  
Appendix B: Priority Amenity List  
Appendix C: Vision Charts

# BREAKING IT DOWN

# SECTIONS OF THE PLAN



ALDER HILL



# SECTIONS IN THE PLAN

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- Introduction and Background
  - Letters
  - Acknowledgments
  - Purpose of the plan
  - Definition of a Comprehensive Community Plan

## I. PROLOGUE

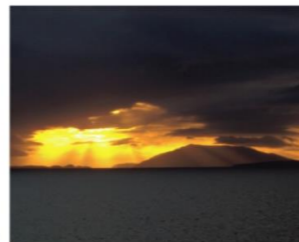
### IN THIS SECTION:

- A. INTRODUCTION
- B. PURPOSE, SCOPE & DURATION
- C. LAWS & AGREEMENTS
- D. COMMUNITY PLAN PREPARATION
- E. 2010 WESTBANK FIRST NATION COMMUNITY PLAN RELATIONSHIP



### WHAT IS A COMPREHENSIVE COMMUNITY PLAN?

A Comprehensive Community Plan (CCP) is a plan that is developed by and for the community. The CCP helps First Nations to plan for future development in a way that meets the community's needs. The plan takes a long-term view and takes into consideration all aspects of community life, such as culture, governance, land and resources, health, education, infrastructure development, social issues and the economy.



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The CCP helps to identify Tsawout's core values and priorities, a vision for the future, and a way of achieving that vision through a clearly defined set of steps. The plan also sets out the type of land uses which will be permitted within specific areas of the community.

### WHAT ARE THE BENEFITS OF PLANNING TO TSAWOUT?

- Empowers the community to create positive change.
- Celebrates Culture and Tradition as part of the planning process.
- Promotes healing and cooperation as members work together.
- Improves governance and community decision making.
- Promotes accountability and transparency to community members.
- Helps to plan for the best use of land and resources.
- Creates economic opportunities by helping to attract investment with other businesses, building relationships with other First Nations, municipalities and private sector partners.
- Acts as a blueprint for community development.
- Creates a communications tool for education and awareness.
- Supports funding applications.

# PART 2:

## COMMUNITY OVERVIEW



## SECTIONS IN THE PLAN

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- Community Overview and History
  - Maps
  - Traditional Territory
  - Pre-colonial history
  - Post-colonial
  - Statistics



# SECTIONS IN THE PLAN

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- Planning Process
  - Describes the process undertaken to gather information and engage with members
  - Lists number of meetings, key research documents, how members were engaged
  - Planning Principles - values or rules adhered to during the planning process

## 1.0 Setting Out On a Journey

*This first section describes the Comprehensive Community Plan process and how the Plan was built by K'ómoks First Nation community members.*



*Left to right: Verna Scow, Mike Sheerbrooke, Anthony Hardy, Melanie Norris, Nicole Everson, Renée Mitchell, Krissy Brown, Stan Frank*

*Photo Credit to: Unknown*

# 4.0



## WHERE DO WE WANT TO GO?

This section looks at our community's vision and the larger community development objectives we used to guide the development of this plan.



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## SECTIONS IN THE PLAN

- Vision, Mission, and Values
- Vision (desired future state), Mission (defines purpose), Values (desired culture)
- Planning principles - rules or values followed in creating the plan. These can be rooted in culture and language.

## Chapter 2:

### Culture and Language

*Naqsmist*

“Many coming together as one.”



## SECTIONS IN THE PLAN

- Culture and Language
  - Describes culture of the nation or community
  - Incorporates culture into the planning process
  - Provides a cultural context or foundation of the CCP
  - Expresses desire to revitalize, re-discover, or re-create culture in a modern context



## G. COMMUNITY PLAN SECTIONS

### 1. GOVERNANCE: CHIEF BLACK BEAR

- 1.1. Government
- 1.2. Leadership
- 1.3. Inter-governmental Relationships
- 1.4. Aboriginal and Indigenous Rights
- 1.5. Taxation
- 1.6. Non-Member Residents

### 2. ECONOMY: CHIEF SPRING SALMON

- 2.1. Community Economic Development
- 2.2. Business Development
- 2.3. Employment

### 3. LAND: CHIEF BITTERROOT

- 3.1. Land Management
- 3.2. Planning and Development
- 3.3. Sustainability and Environment
- 3.4. Community Infrastructure
- 3.5. Traditional Territory and Natural Resources
- 3.6. Parks and Recreation

### 4. COMMUNITY: CHIEF SASKATOON BERRY

- 4.1. Culture and Language
- 4.2. Health and Wellness
- 4.3. Community Safety
- 4.4. Education
- 4.5. Housing
- 4.6. Elders
- 4.7. Youth
- 4.8. Families
- 4.9. Westbank First Nation Member Benefits

# SECTIONS IN THE PLAN

- Planning Topics
  - Broken down into key planning areas
  - Brief descriptions of the topic which can include a description of the desired future state.
  - Includes goals, objectives, actions, policies.
  - Sometimes related topics are categorized into sections.



# PLANNING TOPICS

## GOVERNANCE

Among many things, good governance builds trust within the community and is critical to achieving Tsawout's vision, as well as the sustainability of the community plan. Accountability and transparency, as a part of good governance, can help members feel that they are being treated fairly and empower them to take part in community decision-making.



### OBJECTIVE

To promote good governance and decision making in an open and transparent manner, while respecting aboriginal and treaty rights.

### POLICY HIGHLIGHTS

Encourage Chief and Council, Committees, and each Administrative Department to regularly report to the members on their performance on a semi-annual or annual basis.

- Prevent development on lands that would negatively impact or interfere with Treaty Rights.
- Promote active, timely and regular flow of information to the community via email, website, newsletters, and other means of communication.
- Involve youth in community decision making; such as but not limited to creating a youth representative position(s) on Council and Committees or youth council.
- Develop community consultations for Council, Lands Advisory Committee, and the Lands Department for all matters concerning community well being.

## 4.5 Governance

Community members support a system of governance that is fair and equitable. Post Treaty, the Nation will no longer be under the *Indian Act* and will no longer be required to ask permission before making decisions. Once authority is transferred to KFN, the government and people will be able to:

- Make laws that apply to K'ómoks Treaty Lands and Kómoks people
- Decide how to use and develop our land, sea, and freshwater resources
- Collect taxes
- Educate our children in ways that reflect our language and culture
- Determine citizenship in our Nation
- Care for our children in need, including providing foster care and adoption services
- Preserve, protect, and develop our culture and language
- Fish, hunt, and gather in the traditional way.

Ideally, everyone will feel like they are part of the Nation and accountable for doing their part in creating a better community. Keeping members informed and part of governance is critical to community success. K'ómoks First Nation is committed to keeping members informed and part of the decisions that shape the Nation.

### Goals for Governance

1. Ensure that K'ómoks First Nation is widely recognized as a government with jurisdiction over our people, lands, waters, and other matters by other local, provincial and federal government organizations.
2. Maximize the KFN benefits of Treaty and self-government by using the tools which treaty provides, including: law making, ability to prioritize service delivery, and KFN control over budgets.
3. Be efficient and effective in all programming, projects, fiscal work and management activities.
4. Maintain open and transparent communications and accountability to the K'ómoks Nation.
5. Ensure the strength of our youth is used, maintained and a part of KFN self-government.

### Objectives for Governance

1. Work with surrounding jurisdictions to develop protocol agreements and/or memorandums of understanding on how each organization will share information, referrals, decisions, and work together for the betterment of all communities.
2. Support youth and Elder involvement in decision-making through committees, community meetings and other opportunities for participation.
3. Share all information relevant to members as soon as possible to ensure transparency and openness.
4. Develop new methods of sharing information in addition to the website and newsletter while continuing with traditional methods (meetings, home visits, and discussions).
5. Ensure that all members both home and away are fully informed on what is happening at KFN.
6. Ratify a K'ómoks First Nation Constitution. This will be the highest form of law of K'ómoks First Nation post-Treaty. Everything K'ómoks does under Treaty will be consistent with the K'ómoks First Nation Constitution.

# SECTIONS IN THE PLAN

- Other sections can include:
  - Implementation
  - Monitoring & Evaluation
  - Glossary - English and Indigenous Language
  - Appendices
  - Pictures
  - CCP Logo
  - Plan Revisions
  - Land Use Plan

## axá? i? kʷu syilx i? sqʷa?qʷ?altət kʷəl tʷə sxʷuys The Okanagan Declaration

axá? i? kʷu syilx axá? i? sqʷa?qʷ?altət kʷəl tʷəsx ʷuys ʷapná? sʷəlʷsáit kʷəl i? kscmiscúts yʷat i? sənəcuwiptət, ul kʷəl kʷasic  
*We the Okanagan Nation make this declaration today as a sign for every generation to come.*

ʷal itli? ki? təlxʷusntm axá? ʷapna?  
*Therefore, we hereby declare that:*

lut swit kʷu tʷə kswillqntəm axá? i? kʷu tʷəlla?xwilx i? təl təmʷula?xʷ, i? ʷəʷlʷʷaptət  
*We are the unconquered aboriginal peoples of this land, our mother*

təl kʷəlncutən sxʷicʷcʷxtət axá? i? təmʷula?xʷ, i? ʷəʷlʷʷaptət  
*The Creator has given us our Mother*

mnimltət i? kʷu a cxa?a?x?it i? kʷu cuwilx alá? i? l təmʷula?xʷ, i? ʷəʷlʷʷaptət ul wayʷ kʷu sʷala?x təl tspnici? ul wayʷ atá? kʷu xi?wilx  
*We, the first inhabitants, have lived with our mother from time immemorial;*

axá? i? kʷu syilx i? kscʷəʷʷipla?tət i? kstrʷiplaʷs, ʷal yʷat kscnʷəʷstmits yʷat stimʷ i? təl təmʷula?xʷ, i? ʷəʷlʷʷaptət  
*Our Okanagan Governments have allowed us to share equally in the resources of our mother;*

lut pnkinʷ tʷə ʷunikstmntəm i? stəltaltət i? kʷəl təmʷula?xʷ, i? ʷəʷlʷʷaptət kemʷ yʷat a cnʷəʷstmistəm i? təl təmʷula?xʷ, i? ʷəʷlʷʷaptət, kəmʷ i? scʷəʷʷipla?tət, kəmʷ i? nunxʷina?ntət  
*We have never given up on our rights to our mother, our mother's resources, our governments, and our religion.*

cəmʷ nifip kʷu ksʷalá?a?x, məl tʷəsxʷuys kctkʷənkʷinplaʷstəm i? skcʷəʷʷiplaʷs i? təmʷula?xʷ, i? ʷəʷlʷʷaptət ul ca?kʷ ma? a nxʷəlxʷəltantət klnʷəʷstantət kʷəl tʷəsxʷuys  
*We will survive and continue to govern our mother and her resources for the good of all for all time.*

**nə́cəmat tə šxʷqʷeləwən ct**

When we first started this project, our community members told us that *Comprehensive Sustainable Community Development Plan* was a bit of a mouthful to say and it was not a very 'Musqueam name'.

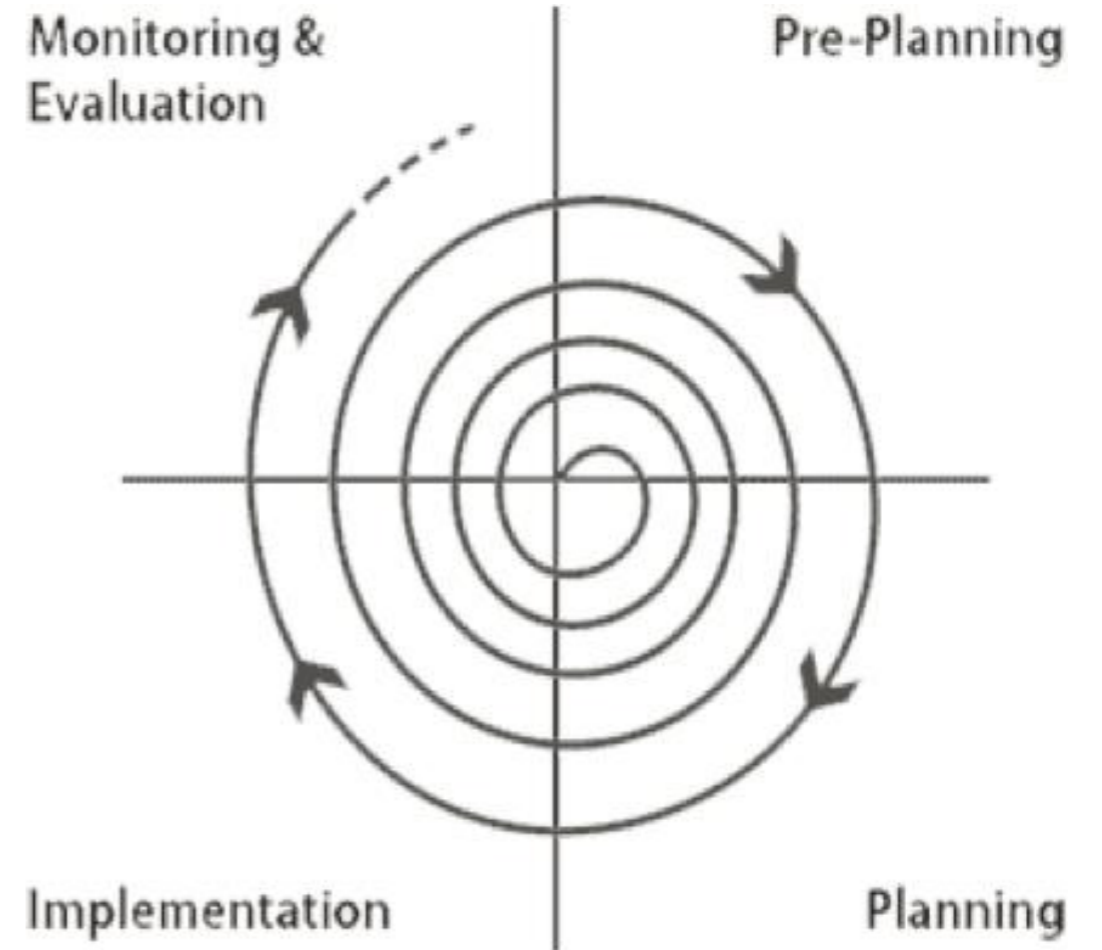
We asked the community for help. Our Musqueam youth creative writing class was up to the challenge and created a name and a design that not only captured the spirit of the planning process, but also embraced the long-term guiding vision for our community.

The logo the youth created represents a traditional Musqueam spindle whorl – we are well-known weavers – and is meant to show how this plan will weave together different parts of our community in one comprehensive plan. The wolf represents family and the thunderbird represents strength, honour and integrity. The name, *We are of one heart and mind*, or nə́cəmat tə šxʷqʷeləwən ct in our language, is a traditional Musqueam expression that underscores the essence of our planning process. Artist Debbie Sparrow worked with youth to finish the logo, while Elder Larry Grant helped with the hə́nqəmíñəm translation.



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

Some communities created a community planning logo to brand the planning process and CCP. A short description can be included in the final CCP.

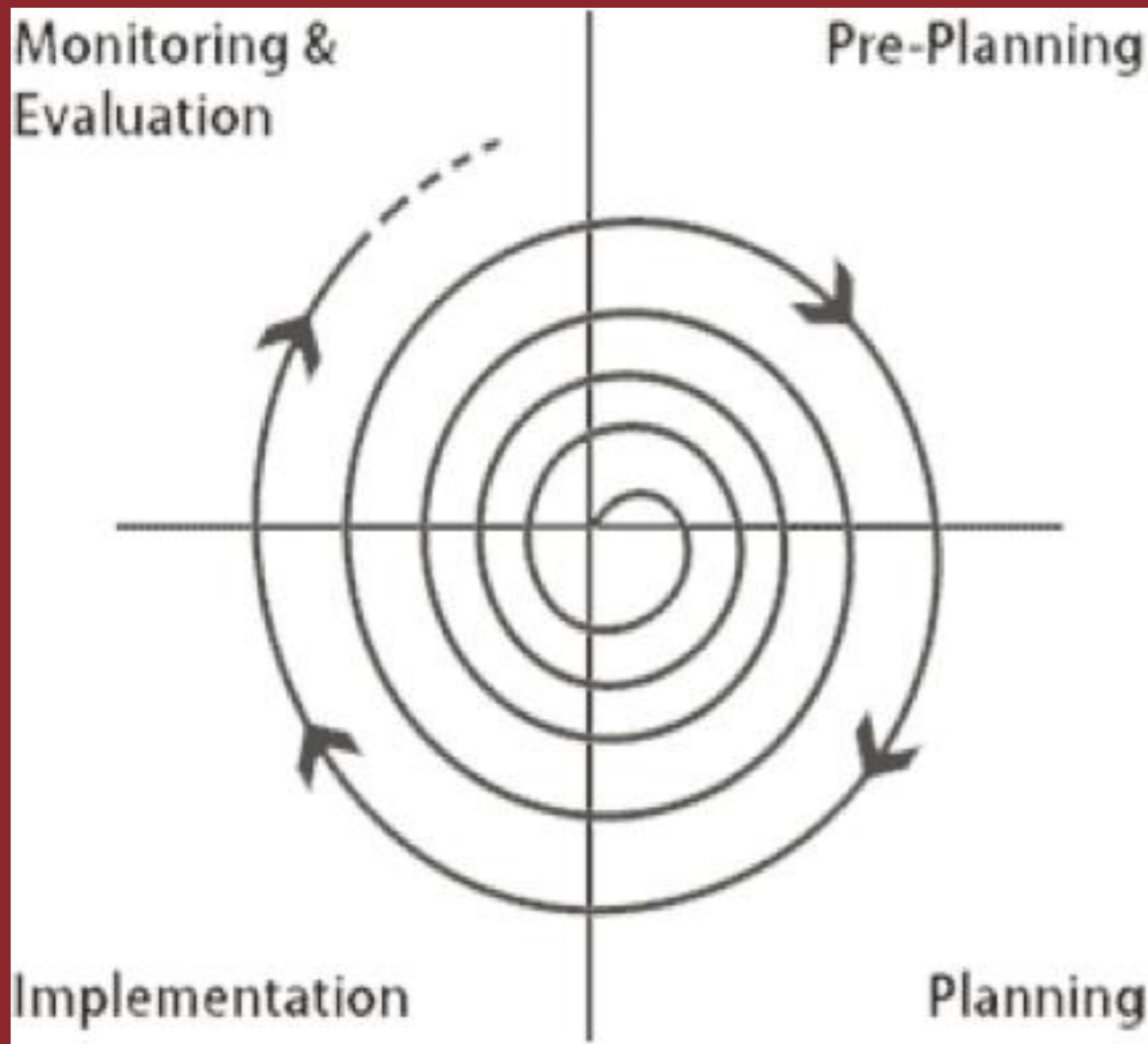


# STAGES IN THE CCP PROCESS

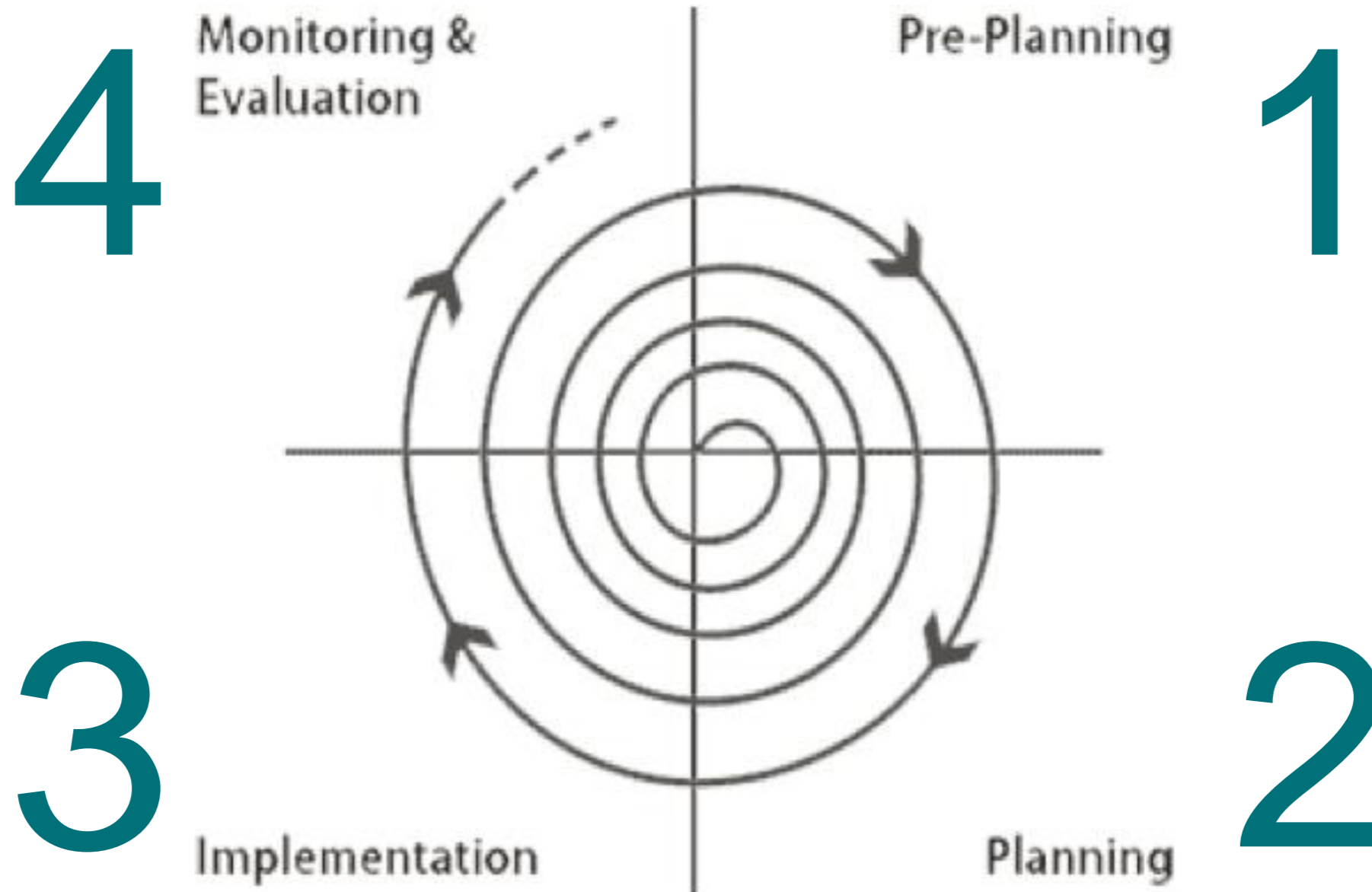
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# CCP STEP BY STEP

“PLANNING IS A CONTINUOUS PROCESS- IT NEVER REALLY ENDS...EVER”



# PLANNING STAGES



# 1. PRE-PLANNING

- ▶ Assess Community Readiness - (political support, capacity, competing programs, understanding)
- ▶ Funding & Budgets ...
- ▶ Planning Champion & Committee – Do you have a core group?
- ▶ Educate your self, the leadership & the community- Research, Research, Research! Learn as much as you can from as many sources as possible.
- ▶ Plan, Plan, Plan - and then Plan some more....(who, what, when, and how, Terms of Reference)

## 2. PLANNING

- ▶ Understand the Current Situation- research political, social, cultural history, mapping, interviews, statistics.
- ▶ Identify the Planning Areas – Governance, Economy, Lands, Community.
- ▶ SWOT until you drop – Take time to analyze the community with the planning group.
- ▶ Create a Vision Statement & Values

## 2. PLANNING

- ▶ Set goals and objectives – Take extra time on those subjects that are important to the community.
- ▶ Identify Projects and Actions –
- ▶ Create an Implementation Strategy –
- ▶ Include the ENTIRE Community – find ways to connect with as many Members as possible & overcome attendance challenges.

PLANNING  
INTERRUPTIONS  
QUICK STARTS



## 3. IMPLEMENTATION

- ▶ Begin with the End in mind- Throughout the planning process continually ask yourself how will the Plan be implemented?
- ▶ Use legal, administrative & community participation tools to implement the plan.



# IMPLEMENTATION

## Best Practices in Implementation - (Harvard Business Review)

1. Start with a good idea - break free of bias/ old ways of thinking by including a diversity of voices, opinions, and perspectives.
2. Keep it realistic. – Ensure your objectives are implementable.
3. Don't let the CCP be overwhelmed by politics and minority voices.
4. Ensure competent implementation. Timely, efficient execution is key.
5. The CCP must have the desired result.

# MONITORING & EVALUATION

Once The Plan has been implemented the monitoring and evaluation stage can begin.

- ▶ Monitoring and evaluating is necessary to:
- ▶ assess the progress in implementing the plan;
- ▶ make revisions at the appropriate time;
- ▶ keep the plan relevant and adjust it to changes in the community;

# MONITORING & EVALUATION

Evaluating the plan can be done by using a variety of indicators to measure results. Using a comparative analysis planners can:

- ▶ compare current performance results with past results;
- ▶ compare the performance of similar communities or organizations; or
- ▶ compare performance with the best communities or organizations.

# MONITORING & EVALUATION

- ▶ Community members should be involved in developing indicators and designing a reporting format.
- ▶ For the purposes of public participation a yearly reporting schedule is helpful to maintain community involvement and momentum.
- ▶ Once indicators are selected a reporting structure can be developed.
- ▶ Some indicators will be suitable for measuring longterm goals and others, short term goals.
- ▶ Deciding when to report on the indicators will depend on the types of indicators developed.



# MONITORING & EVALUATION

The indicators that are selected will be dependent on the content of the department work plans. The following four criteria can be used to selecting indicators:

- ▶ Is the indicator relevant to the strategic plan goals?
- ▶ Are the appropriate data available or can they be developed?
- ▶ Is the indicator responsive to change?
- ▶ Is the indicator easily understood by the community members?

## WHAT IT SHOULD INCLUDE

There are no rules as to what should and shouldn't be in a CCP.

Don't worry if subjects overlap.

Define the areas of the CCP in a way that reflects your culture.

Your culture should frame the Plan.

Be sure to address your traditional territory and natural resources.



TO BE

CONTINUED...



A L D E R H I L L