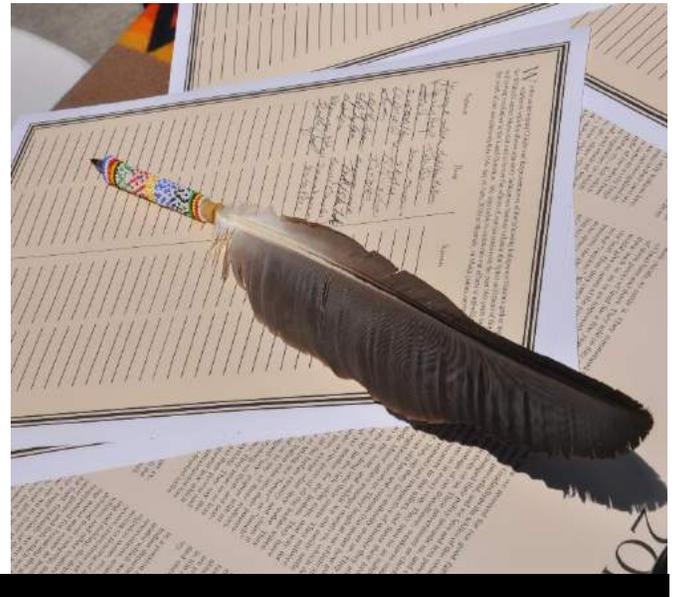


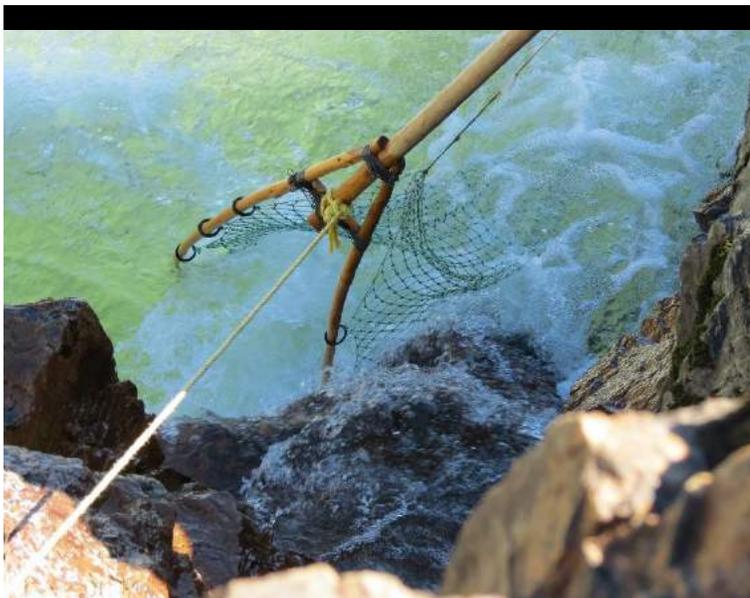


# Cook's Ferry Indian Band



## Comprehensive Community Plan

### *Phase 1: Report*





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***Acknowledgements:***

*Chief and Council wish to thank the many community members who took part in the first Phase of our CCP. Their participation and feedback has positioned us well to enter Phase 2 as a community united and ready to work together.*



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APPENDIX: Comprehensive Community Plan Phase 1: Community Engagement Report

## 1.0 Introduction

### 1.1 Comprehensive Community Plan

The Cook's Ferry Indian Band is part of the Nlaka'pamux Nation and is located at Spences Bridge in the Central Interior of British Columbia. Cook's Ferry encompasses 25 Indian Reserves over a total of 4,072.6 hectares of land. Approximately 80 percent of our 343 members live off-reserve and reside mainly throughout BC, Washington State in the US, across Canada and even further abroad.

Cook's Ferry has begun creating a Comprehensive Community Plan (CCP). We believe the CCP is a way for our community to plan for sustainability, increase our self-sufficiency and improve our governance. The CCP process will touch on every aspect of community life and will help Cook's Ferry to:

- Create a vision for our future;
- Identify the goals and actions that will help our community to achieve that vision;
- Ensure projects are well thought-out and make good use of community resources;
- Integrate all Cook's Ferry Band plans so they are in line with the community's vision.

We know that much of the success of a CCP relies on the participation of community members. To ensure the plan is comprehensive, as its name suggests, we believe it is important that all perspectives are represented, including: youth, elders, staff, Chief and Council, community groups, family groups, and others.

Cook's Ferry Band intends to cover eight main planning areas in our CCP, as shown in Figure 1.1. These include:

- Band Governance
- Lands and Resources

- Education
- Infrastructure
- Health and Wellness
- Culture and Language
- Social Environment
- Economic Development

Figure 1.1: CCP Planning Areas



Cook's Ferry CCP Phase 1 was completed in March 2015. We have customized our process to meet our unique needs as a community. Most of our emphasis during Phase 1 has been on getting our community ready to create our CCP. With 80 percent of our members living off reserve, and many having had few interactions with their community for some time, we knew it was important to -- first and foremost -- engage with members to foster a sense community, identity and desire to work together.

Band member, Mike Hill, was hired as our CCP coordinator. Because communication and engagement with members was a main focus in this phase, Mike was tasked with overseeing the development of the Cook's Ferry website [www.cooksferryband.ca](http://www.cooksferryband.ca). Mike's role also included working closely with Chief and Council as well as our consultant, Urban Systems, to develop the community workshop plan, source photos for presentations, coordinate meeting facilities and logistics, and assist at each community workshop.

Chief and Council facilitated the workshops and took a lead role in gathering input from members.





## 2.1 Community Workshops

Workshop sessions were held:

- Thursday, February 19<sup>th</sup> in Kamloops, BC at the Coast Inn from 5:00 to 9:00 p.m.
- Thursday, February 26<sup>th</sup> in Vancouver, BC at the Vancouver Aboriginal Friendship Centre from 5:00 to 9:00 p.m.
- Friday, February 27<sup>th</sup> in Chilliwack, BC at the Coast Inn from 5:00 to 9:00 p.m.
- Monday, March 9<sup>th</sup> in Marysville, Washington at the Holiday Inn Express from 5:00 to 9:00 p.m.
- Thursday, Mar 12<sup>th</sup> in Merritt, BC at the Merritt Civic Centre from 5:00 to 9:00 p.m.
- Monday, March 16<sup>th</sup> in Kelowna, BC at the Coast Hotel from 5:00 to 9:00 p.m.
- Saturday, Mar 21<sup>st</sup> at Cook's Ferry Band Office at Spences Bridge, BC from 12:00 to 4 p.m.

Each community workshop included:

- Sign-in and distribution of handouts (maps, comment sheets, etc.) and hand-held polling devices (Band members only)
- A buffet meal



- A presentation from the Nlaka'pamux (NLX) Community Trustees to build members' awareness of the NLX Trust and how it is operated and governed.
- An overview of the Comprehensive Community Planning process – presented by Urban Systems.
- Presentations by Chief and Council on each of the eight planning areas
- Participant feedback – provided through hand-held polling equipment and written comments. Feedback centred around three main themes:



*Mark Podlasly, Nlaka'pamux Legacy Community Trustee presenting to Members in Kamloops*

- **Identifying members' #1 priority within each planning area.** As Chief and Council reviewed background information on each of the planning areas, they asked participants to identify their #1 priority for council to focus on within that planning area. This information is being used by Chief and Council to identify community priorities to begin working on in advance of the CCP being completed.
- **Clarifying participants' aspirations for each planning area.** Chief and Council asked participants to identify what each of the planning areas “means to you.” The information provided by members was intended to help Chief and Council to create a draft vision for each of the CCP planning areas. Comments were themed and these themes can be found in the CCP Community Engagement Report Appendix 1.



- **Identifying how members want to participate in the CCP going forward.** Survey questions asked how members want to be involved in the CCP process. This information was used to establish a framework for communicating with and engaging members during the remaining phases of the CCP. Chief and Council intend to also use this feedback to improve communication and engagement with members on Band initiatives outside of the CCP process.



## 2.2 About Participants

Cook's Ferry Indian Band currently has 343 members, 275 of whom are over the age of 15 and eligible to participate in the CCP Community Sessions. One hundred and forty one (141) members, or 51% of those eligible, participated in the CCP community engagement sessions. Considering that only 20% of our members live within the community, Chief and Council are pleased with the high level of representation. Participants represented a good cross section of age ranges and residency (on- and off-reserve communities).

## 2.3 Engagement Goals for CCP Phase 1

Chief and Council had several engagement goals in mind for conducting the face-to-face community meetings. They were to:

- Enable Chief and Council to connect on a personal level with members – on and off reserve.

*"As a young adult, I am very happy to see the community coming together, seeing families coming together where there once was tension, making a better community"*

*Merritt Workshop Participant*

- Create awareness about the CCP and encourage community members to participate.
- Build a sense of community and common purpose among members.
- Identify members' priorities, concerns and aspirations for each area of the CCP and provide Chief and Council with initial direction on what to focus on immediately - in advance of the CCP completion.
- Build awareness among members of the Nlaka'pamux Legacy Trust, its operation, governance and criteria for funding projects.
- Confirm members' preferred communication methods and how they wish to participate in CCP.

## 2.4 Community Feedback

A full report of the community engagement sessions and participants' feedback is available in the **CCP Phase 1 Community Engagement Report** provided in Appendix I of this report. As part of our commitment to members, the feedback report will be shared with all members via email, the newly created Cook's Ferry website and the Band office in Spences Bridge. As well, results will also be presented to members during a General Band Meeting in May.



## 3.0 Draft Vision Statements and Immediate Goals

Community members provided significant input on what success in each of the planning areas means to them. With this information, Council was able to create a draft vision statement for each of the eight areas of the CCP. The draft vision statements, highlighted below, will be taken back to community members during Phase 2 of the CCP to refine and finalize. We have also identified a number of interim goals, based on Members' stated priorities, to begin working on immediately.

### 3.1 Band Governance

***Draft Vision:*** Governance is facilitated through strong leadership skills, is innovative and forward thinking, and founded on Nlaka'pamux cultural values and language. Regular and effective communication and engagement with members is a central part of governance. Council is demonstrating competence and character, and governing fairly across all areas of the community.

**Goal:** Prioritize and draft Governance Policies, including (but not limited to):

- Council operations
- Band meetings
- Administrative operations
- Managing conflict of interest



*"I think it's good to have somebody to take control of these things and take the time to explain them to us."*

*Vancouver Workshop Participant*



### 3.2 Lands and Resources

**Draft Vision:** Cook's Ferry is managing its lands and resources for long-term sustainability. We are maintaining sacred areas, ensuring clean water for members, overseeing the health of wildlife and agriculture and healing our land. Our lands provide benefits, including economic opportunities, traditional learning and ongoing sustenance, to current and next generations across our membership.

*“Administration that benefits all membership, maintains and improves lands and generates opportunities in education and work.”*

*Kelowna Workshop Participant*

**Goal:** Develop a strategy to exercise title and rights in our Nlaka'pamux Homelands

**Goal:** Develop on-reserve Land Management Strategy

### 3.3 Education

**Draft Vision:** Cook's Ferry is providing education opportunities and assistance that are accessible to all members and is equipping our people to reach their life long goals and dreams. Our people are not only receiving education funding but also encouragement and mentoring and a variety of educational options that meet their wide spectrum of learning needs. Education is equipping our people to excel in life and in the workplace and is leading to self-sufficiency. Education programs are well managed through clear policies, procedures and guidelines.

*“Effective education is one that helps the individual to realize her best potential.”*

*Marysville Workshop Participant*



**Goal:** Continue to review and update Cook's Ferry Band Education Policy

*“Design a plan to look after existing buildings to meet code and ability to also plan for new buildings that will service the members on a long term.”*

*Merritt Workshop Participant*

### 3.4 Infrastructure

**Draft Vision:** *The community’s infrastructure is meeting the needs of our people for good quality, safe housing, and access to the basics like healthy water, good roads and fire protection. Infrastructure is supporting economic development, recreation, and a sense of community. Infrastructure is effectively managed through policy, plans and guidelines that are supported by community members.*



**Goal:** Create housing strategy, including funding, for:

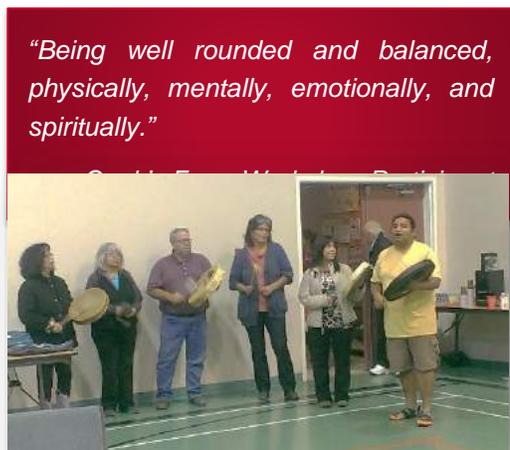
- Developing new housing (elders, youth, etc.)
- Completing needed renovations

**Goal:** Develop Feasibility Study for Multi-use Complex on IR#21 Antko in Merritt

**Goal:** Review On-Reserve Infrastructure

### 3.5 Health and Wellness

**Draft Vision:** *Cook’s Ferry Band members are healthy in all areas of their lives including spiritually, mentally, physically and emotionally. We are experiencing healthy relationships, community connectedness and a sense of belonging. Members are knowledgeable and continually learning about traditional foods, medicines, spiritual and cultural practices, and traditional healing. At the same time, members have access to the non-traditional health care*





*services they need like medical, dental and extended health programs.*

**Goals:** Create activities that bring community members together to share knowledge and learn about traditional foods and medicines

### 3.6 Culture and Language

**Draft Vision:** *The Nlaka'pamux culture and language is being sustained. Members, especially children and youth, are learning traditional ways through immersion, songs, cultural mentoring, formal courses and informal knowledge sharing. We interact with one another as our ancestors did, by being respectful and honouring to each other. There is a sense of identity, support for family and traditional values and a strong tie to the land. Our people are coming together to hunt, socialize, celebrate and learn.*

*Our culture and language is a part of all of our practices, including business, traditional gatherings and even our Band name. Nlaka'pamux culture and language is accessible to all members, on- and off-reserve.*

**Goal:** To develop a strategy to assist the Seekers, Keepers and Teachers of our culture and language to learn, live and revitalize the Nlaka'pamux culture and language by incorporating our past and present teachings into our future.

### 3.7 Social Environment



*"It means actively and comfortably speaking, teaching, and sharing our language"*

*Chilliwack Workshop Participant*

*"Having arranged gatherings, being together as a community doing activities that help us learn and be aware of our culture (etc.)."*

*Vancouver Workshop Participant*

**Draft Vision:** Cook’s Ferry members regularly come together for events, ceremonies, and social activities that connect members of all ages. Gatherings are for all members, those within and outside of the main community. The care and respect we have for one another is fostering an environment that is peaceful, healing, encouraging and demonstrates equality for all. Members experience a sense of belonging and there is a high level of community trust, unity, stability, strength and happiness. Members are openly communicating in various ways including traditional and contemporary means.



**Goal:** Hold events, ceremonies and social activities that bring community members together – especially youth and elders.

**Goal:** Develop strategy for personal, family and community healing

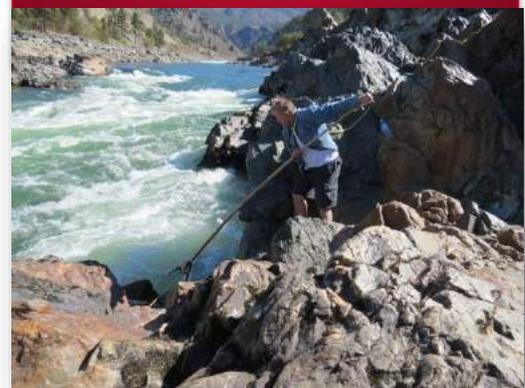
**Goal:** Develop strategy for strengthening family, community and Nation identity

**Goal:** Develop strategy for engaging and sustaining Elders and Youth

### 3.8 Economic Development

**Draft Vision:** Cook’s Ferry economic development initiatives are innovative, future focused and seize opportunity to incorporate reusable resources, adventure-tourism and eco-tourism. Successful economic development is drawing our community toward self-sufficiency and sustainability over the long-term. We are encouraging members to develop business, technical and entrepreneurial skills. Band-owned businesses are providing jobs and other benefits to the Band. Economic development decisions are well supported by sound policies, plans and procedures and incorporate input from Cook’s Ferry members. The

*“Economic development means expanding the economic wellbeing of the Band and Nation.”*





*benefits of our economic development initiatives are many and are being felt across our membership.*

**Goal:** Develop a 5 to 10 year Economic Development Plan.

## 4.0 Communication Protocols

**Draft Vision:** *Communication and engagement is strengthening Cook's Ferry Band Governance and connecting members to the information they need to participate in Band affairs in a knowledgeable and informed way. Cook's Ferry Band members have access to Band related information when and how they need it. They have opportunity to provide their input through a variety of means. Communication flows in all directions and is open, honest and transparent.*

**Goal:** Create Band member mail/email distribution

- Create mail and email distribution lists using forms gathered at CCP community events
- Continue to update lists with additional members' information as it becomes available

**Goal:** Develop and implement a Cook's Ferry social media strategy

- Identify which social media platforms Cook's Ferry wishes to use (e.g. Website; Facebook; Twitter; etc.)
- Articulate which types of information can be released publically and which will remain member-only
- Identify what ongoing resources will be needed and who will be responsible for maintaining the social media sites
- Embark on only those social media tools that can be monitored and maintained on a daily basis

*"An effective community has a major role in producing an effective Band Governance. Once we can work also as a whole, the Band can move forth and prosper."*

*Kamloops Workshop Participant*



- Use social media to communicate events, promote surveys and disseminate newsletters

**Goal:** Launch and maintain [www.cooksferryband.ca](http://www.cooksferryband.ca) website

- Ensure members-only login is functioning
- Encourage members to identify content they would like to see on the website going forward
- Identify resources needed to maintain and update content regularly and keep the information fresh

**Goal:** Reinstate *The Talking Stick* newsletter

- Identify and hire resources needed to ensure quality publication (e.g. writing, graphic design, printing, etc.) and set publication schedule
- Ensure the newsletter is posted in a timely manner to the website as well as emailed and mailed to members
- Encourage members to identify topics they would like to see included in the newsletter

**Goal:** Improve Band meetings

- Create meeting policy and protocols, with input from Members, to ensure productive meetings that provide a positive environment to share information and gather members' input
- Develop strategy for conducting Band Meetings in locations close to off-reserve members

**Goal:** Identify and create committees to advise council on major initiatives

- Create policy and guidelines for committee establishment
- Identify needed committees and create Committee Mandates
- Selectively recruit and train Committee members

