



Cook's Ferry Indian Band



Comprehensive Community Plan

Phase 1: Community Engagement Report





April 2015

Prepared for:

COOK'S FERRY INDIAN BAND

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Cover Page Photo: Left to Right: May Podlasly, Krystyna Podlasly; Breanna Podlasly, Shalayna Podlasly, Wayne Podlasly, Dan Yamelst and Charlene Spence

Acknowledgements:

Chief and Council wish to thank the many community members who took part in Phase 1 of our CCP. Their participation and feedback has positioned us well to enter Phase 2 as a community united and ready to work together.



Left to Right: Chief David Walkem, Councillor Christine Minnabarriet, Elder Don Ursaki, Councillor Tina Draney, Councillor Pearl Hewitt. (Don Ursaki is currently our oldest male member).



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1.0 Introduction

1.1 Comprehensive Community Plan

Cook's Ferry has begun the process to create a Comprehensive Community Plan (CCP) and retained Urban Systems to assist with Phase 1 – Pre-planning and Planning. The CCP is a way for Chief and Council to work with the community to plan for sustainability, self-sufficiency and improvements in governance. The CCP will enhance the community's ability to make sound decisions and will increase members' capacity to understand and get involved in initiatives that affect them.

The CCP Phase 1, Pre-planning and Planning, was completed by March 31, 2015 after significant engagement with community members. This report describes the community engagement process that took place and presents a summary of community members' feedback.

Chief and Council understand 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, Chief and Council want to ensure that all perspectives are represented, including: youth, elders, staff, Chief and Council, community groups, family groups, and others.

The majority of Cook's Ferry members do not live on reserve but are spread throughout British Columbia, Canada, Washington and further abroad. During Phase 1, Chief and Council focused, first and foremost, on connecting with members and setting the stage for members' participation in the CCP. This first phase of the CCP set out to achieve a number of critical community engagement goals.

1.2 Engagement Goals for CCP Phase 1

During Phase 1, Chief and Council conducted seven sessions with community members located in various communities in British Columbia and Washington State. We had several engagement goals in mind for the sessions. They were to:

- Enable Chief and Council to connect on a personal level with members – on - and off - reserve.
- 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 sense of direction on what to focus on immediately - in advance of the CCP completion.
- Build awareness among members of the Nlaka'pamux Legacy Trust, its governance and eligible uses.
- Confirm communication methods in general and how members want to participate in CCP going forward.

“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

1.3 The Process

Even though more than 80 percent of Cook's Ferry Band members are located off-reserve, Chief and Council felt it was important to meet personally with as many as possible. To ensure all members had a chance to participate, Chief and Council conducted community sessions in seven communities where most members reside.

To promote the sessions, Cook's Ferry CCP Coordinator, Mike Hill, used a number of communication methods to connect with all Cook's Ferry Band members and invited them to attend one of the CCP community sessions. Methods included:

YOU'RE INVITED FOR LUNCH & DISCUSSION!
Cook's Ferry's Comprehensive Community Plan at Cook's Ferry
 12:00 pm Saturday, March 23 at the Band Office
 RSVP to Mike Hill at Cook's Ferry Band (250) 450-2224 or mhill@cooksferri.ca

As a thank you,
 Cook's Ferry will provide a \$100 prepaid credit card to each registered Cook's Ferry Band Member 15 years and older who attends. In addition, Band Member travel expenses will be covered in the following way:
 • If you travel between 40 km and 100 km to the meeting you will receive a \$25 pre-paid credit card.
 • If you travel over 100 km to the meeting you will receive an additional \$25 pre-paid credit card.

Draw for a TV at each meeting!

What's a CCP?
 A CCP is a broad-based plan that will enable Cook's Ferry to build towards sustainability, self-sufficiency and improved governance. It allows community members to have an active role in forming a vision for the Band's future in a number of key areas.

Can't make this session?
 Additional sessions will be held at:
 • Kamloops: Thursday February 19, Coast Hotel
 • Merrimouth: Thursday, February 26, Friendship Centre
 • Chilliwack: Friday February 27, Coast Hotel
 • Mayville: 19K Monday March 8, Jubilo Centre
 • Starnet: Thursday March 12, Crest Centre
 • Kelowna: Monday March 16, Coast Hotel

Call Mike at the Band Office or RSVP (250) 450-2224.

- Session posters on notification boards at the Band Office
- Paper invitations mailed to members' homes
- PDF posters emailed to members
- Follow-up phone calls to determine RSVPs
- Facebook notices
- Personal reminders in the office

Sessions were held:

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



Left to Right: Mike Hill, Dreydon Thomas and Robin George Billy (a.k.a. Tuff) Gilbert drawing for TV

Each community session included:

- Sign-in and distribution to of handouts (maps, comment sheets, etc.) and hand-held polling devices (Band members only)
- A buffet meal
- A presentation from the Nlaka'pamux Legacy Trust (NLX Trust) 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:
 - **Identifying members' #1 priorities within each planning area.** As Chief and Council presented background information on each of the planning areas, they asked participants to identify their #1 priority for Chief and Council to focus on within that planning area. Participants were provided potential priorities to choose from. Members selected their preference using hand-held polling devices. Polling results were immediately available on the presentation screen for members to view. If members



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



Cook's Ferry Band members participating in Kamloops workshop



did not see their #1 priority within the list of options, they were encouraged to select “other” and then write their #1 priority on a sticky note. Sticky notes were gathered and additional priorities are identified within this report. This information will be used by Chief and Council to identify community priorities to begin working on in advance of the CCP being completed.

- **Clarifying participants’ aspirations/ vision for each planning area.** Chief and Council asked participants to identify, on available sticky notes, what each of the planning areas “means to you.” The information provided by members will assist Chief and Council to create a draft vision for each of the CCP planning areas. The vision, based on members input, will be shared with them and honed/refined during the Phase 2 of the CCP.
- **Identifying how members want to participate in the CCP:** Survey questions asked how members want to be involved in the CCP process. This information will be 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 as well.

Note: Graphs below identify “Did not respond.” This includes participants who either 1) did not want to answer 2) left the room and missed the question or 3) left the meeting. The meetings lasted until 9 p.m. As the evening progressed the number of participants decreased, and the percentage of those who did not respond increased.

1.4 About This Report

The following pages provide a summary of the community engagement sessions and includes:

- A brief summary of what was presented to members regarding each of the eight planning areas of the CCP
- A summary of the feedback participants provided regarding each of the eight planning areas.
- A summary of the feedback participants provided regarding how they would like to receive information and provide their feedback during future stages of the CCP process.

Figure 1.1: Comprehensive Community Planning Areas

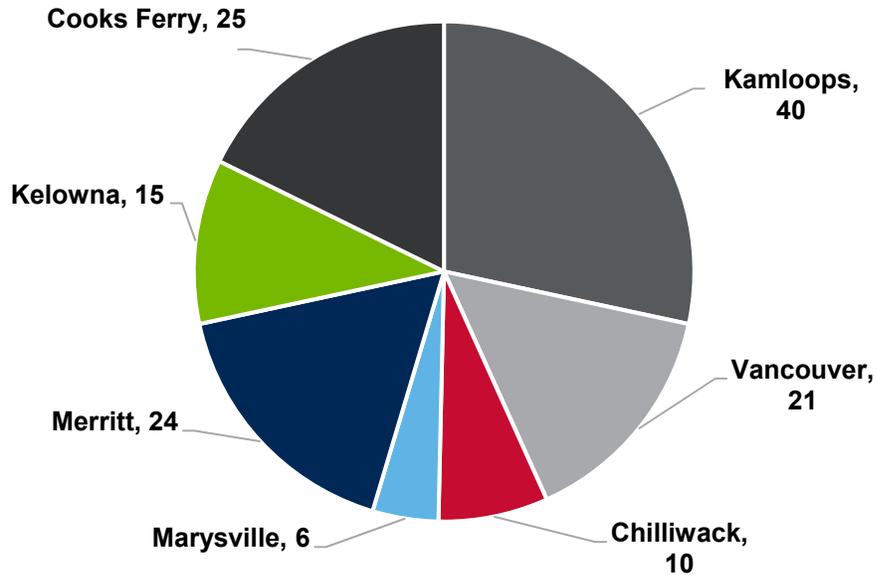


1.5 About the Participants

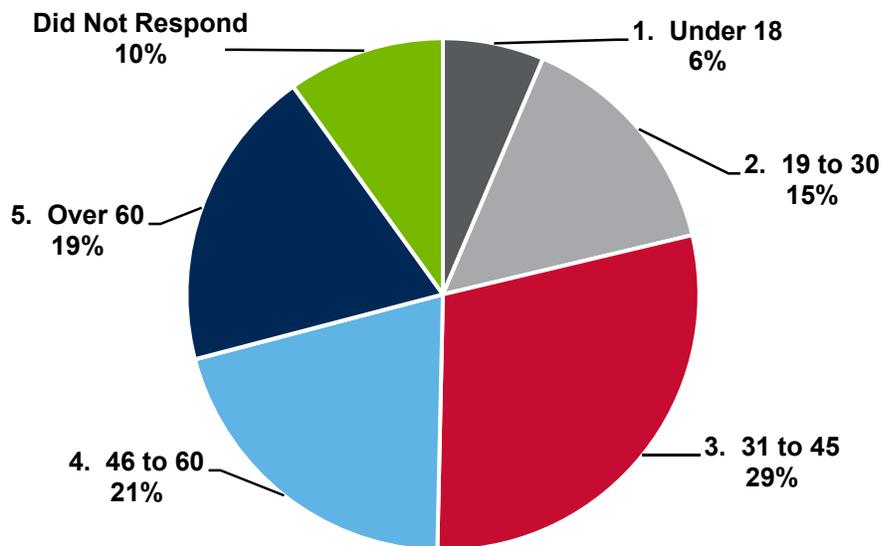
Cook's Ferry currently has 343 members, 275 of whom are over the age of 15 and eligible to participate in the CCP Community Sessions. One hundred and forty one (141) members, or 51% of those eligible, participated in the CCP community engagement sessions.

Figure 1.2 demonstrates the number of Band members who attended the sessions in each community. While Band members were welcome to attend more than one community session, their attendance was counted only once.

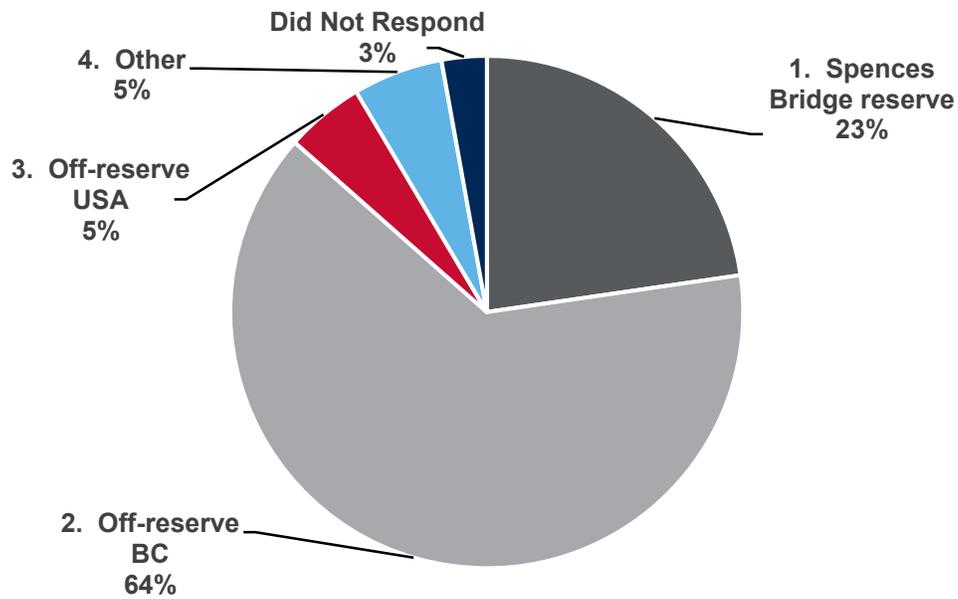
Figure 1.2: Number of Participants



Participants were asked to report their ages – results show they represented a good cross section of ages within the population.



Participants were also asked to indicate where they currently live. Twenty three percent (23%) of participants live in Spences Bridge and sixty-nine (69%) of attendees live away from the community.



2.0 Discussion Topics & Member Feedback

2.1 Band Governance

Chief and Council provided background information on a number of initiatives that Chief and Council may consider when it comes to Band Governance. They include:

- Moving toward self-government and removing Cook's Ferry Band from the Indian Act
- Preparing to revise Custom Election rules, which must be done through band member referendum
- Developing a Membership Code to guide band membership requirements

2.1.1 Member Feedback

Participants were asked: **“What is the #1 priority that Chief and Council should be working on when it comes to Band Governance?”** Options were:

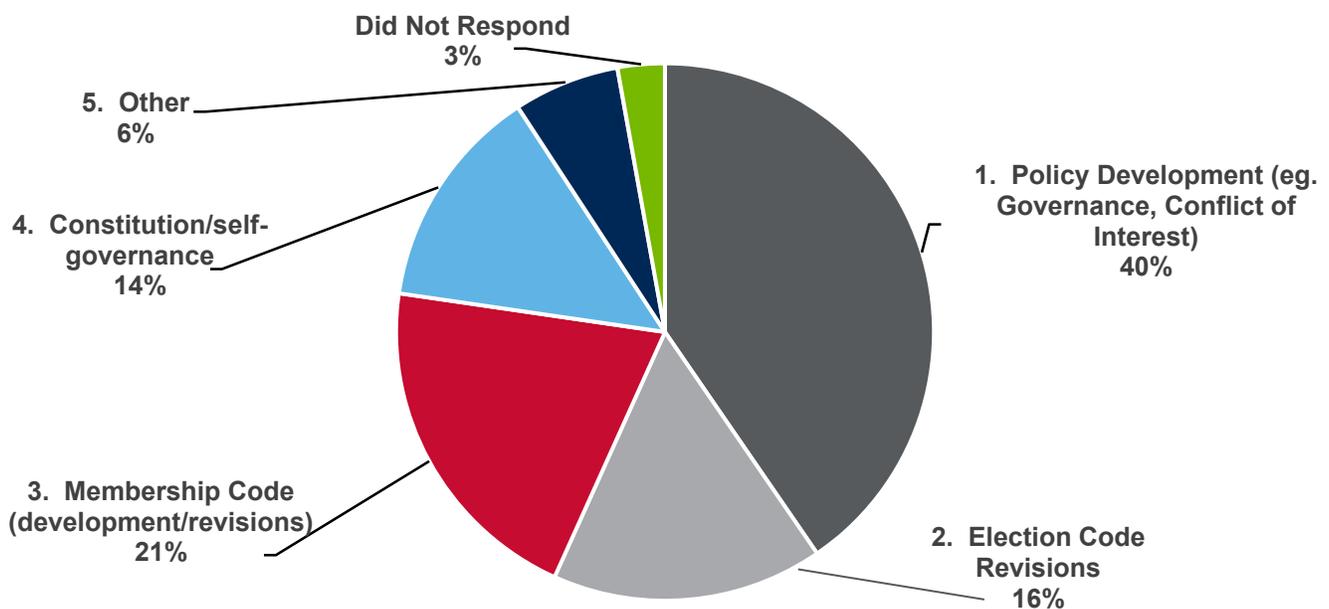
- Policy Development (Governance, Conflict of Interest, etc.)
- Election Code Revisions
- Membership Code (development/revisions)
- Constitution/self-governance
- Other (If members' #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note. Notes were then collected and recorded.)



Chief David Walkem presenting to Members in Vancouver

The #1 priority identified by Band members is Policy Development (40%), followed in descending order by Membership Code (21%), Constitution/Self-governance (14%) and Election Code (16%). Six percent of respondents chose “other”. Other priorities identified by participants centred on:

- Increasing engagement, communication and participation by Band members regarding initiatives that impact them.
- Conflict-free governance with Chief and Council acting together for the best interest of all members
- Governance training for new councillors



Participants were asked “**What does effective Band Governance mean to you?**” Approximately 105 participants offered written responses to this question. Each response was reviewed and coded. Five main themes emerged. Themes are listed in order of most often cited to least often cited:

1. **Regular and effective communication and engagement with members:** This is the theme most commonly identified and included the concepts of transparency, effective listening and members being able to participate in decisions that affect them.
2. **Governing fairly for all members:** Council works for the best outcomes of all members, both on - and off - reserve and processes are inclusive.
3. **Demonstrating character and competence:** Chief and Council are accountable, trustworthy, ethical and without conflict of interest.
4. **Demonstrating strong leadership:** examples include creating effective constitution and policies, providing stability and working toward self-sufficiency.
5. **Governance that is innovative, creative and forward thinking.**

2.2 Lands and Resources

Chief and Council provided information on Cook's Ferry Band's lands and resources. Cook's Ferry Indian Band has 26 parcels of land. Most of the land-base is non-arable land. Kumsheen I.R #1, is the most populated reserve. There are three areas in which Cook's Ferry owns land outside of its reserves – they are located in the Spences Bridge area, at Spatsum and south of Boston Bar. Participants were provided a map handout that showed where Cook's Ferry reserve lands are situated.

Chief and Council discussed some potential ideas for enhancing Cook's Ferry Lands and Resources, including:

- Identifying and adopting traditional land holdings
- Pursuing specific land claims



Councillor Pearl Hewitt presenting information about Cook's Ferry Lands and Resource initiatives

- Establishing by-law/policy to oversee reserve lands
- Zoning reserve lands

Regarding fee simple (or privately owned) lands, Chief and Council asked if they should be considering development of these lands as well as acquiring new lands. Chief and Council also discussed the potential to assert Cook's Ferry Aboriginal Title and Rights on the larger Nlaka'pamux Homelands (Territory).

Regarding natural resources, Chief and Council will consider reviewing opportunities as they arise, while at the same time ensuring environmental sustainability.

2.2.1 Member Feedback

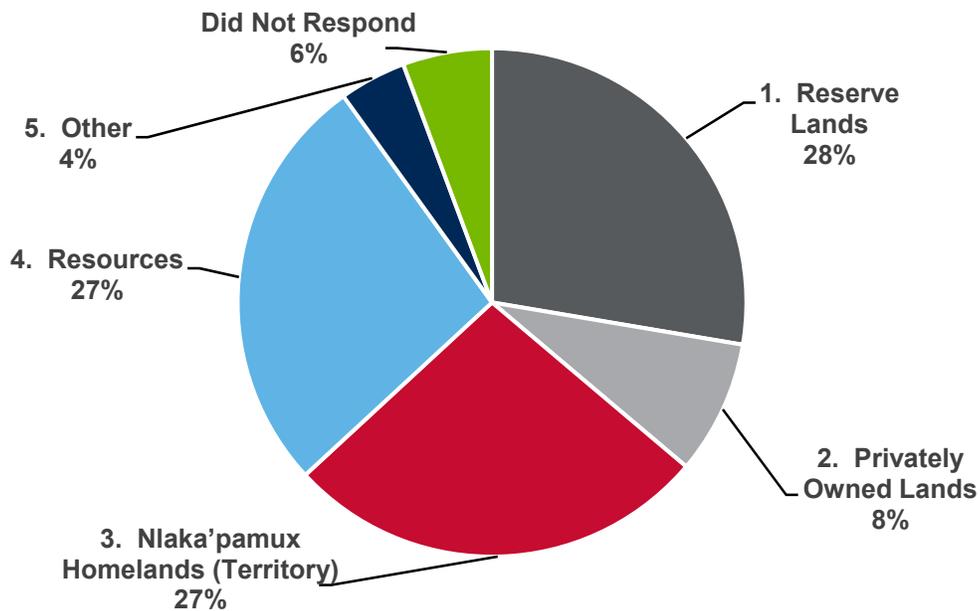
Participants were asked “**What is the #1 priority that Chief and Council should be working on when it comes to lands and resources?**” Options included:

- Development of reserve lands
- Development of privately owned land
- Assert Title and Rights on Nlaka'pamux homelands (territory)
- Natural resource development
- Other (If members' #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note, which was then collected and recorded.)

Overall development of Reserve Lands emerged as #1 priority for Chief and Council to give attention to – but only by a very slight margin at 28%. Assertion of Title and Rights on Nlaka'pamux Homelands and Natural Resource Development received slightly less responses at 27% of all participants. These percentages matched most closely with feedback from Kamloops, Merritt and Cook's Ferry. However, Nlaka'pamux Homelands was cited as the #1 priority more often in Vancouver, Chilliwack, Marysville, and Kelowna.

Four percent of participants choose “Other” as their #1 priority. Their comments centred on:

- Ensuring unrestricted hunting and fishing
- Creating parks
- Stimulating economic/business development
- Creating community gardens



Participants were asked: **What does effective land and resource management mean to you?**

Approximately 100 participants offered written comments in response to this question. Each response was reviewed and coded. Four main themes emerged. Themes are listed in order of most often cited to least often cited. Effective land and resource management means:

1. **Protecting and maintaining the land:** this was the theme most often cited. This theme includes the concepts of maintaining sacred areas, ensuring clean water, healthy wildlife and agriculture, as well as healing the land and ensuring long-term sustainability.
2. **Using the land for future progress:** this theme included ideas like providing benefits for next generations, ensuring economic opportunities, educational and traditional uses, and increasing the land base overall.
3. **Managing the land well:** including themes such as managing land claims, developing land-code, ensuring mineral rights and transparent decision-making.
4. **Fairness:** Allocating benefits equitably across the membership.



Councillor Christine Minnabarriet provides information about Cook's Ferry Indian Band Education initiatives.

2.3 Education

Chief and Council discussed the importance of education not only to individual members but to the Band as a whole. Education is a key focus area. Currently, Cook's Ferry funds its post-secondary students through support funding from AANDC. Chief and Council are currently updating its post-secondary funding policy. However, they recognize that AANDC funding for post-secondary education is never sufficient enough to assist all members with their educational goals (for example, AANDC funding does not support trades training). Chief and Council have developed a policy for the Accelerated Credit Enrolment in Industry Training (ACE-IT) program. ACE-IT is a program for grade 12 students that is the in-class component of a high school apprenticeship. The ACE-IT program is provided in partnership with the School Districts.

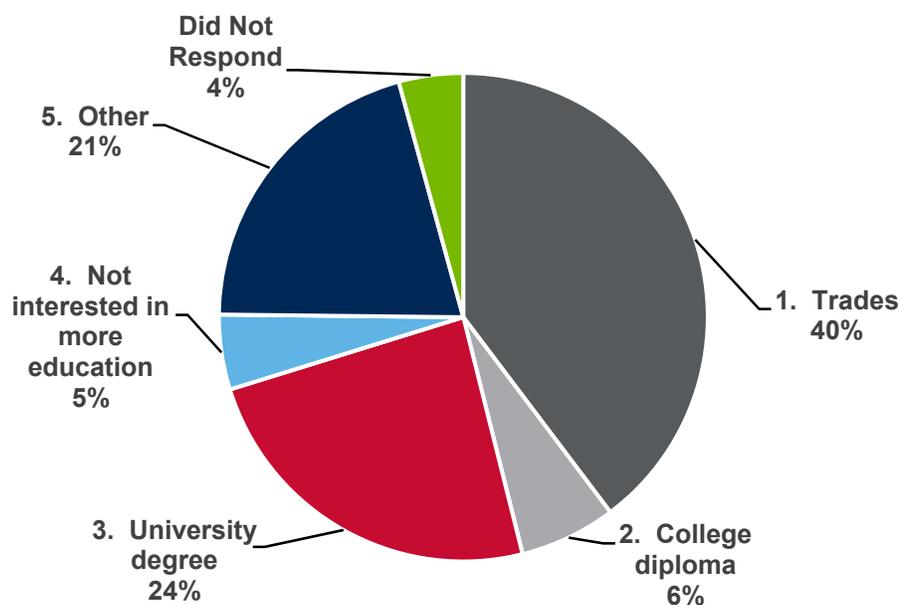
"Council has developed a policy for ACE-IT – a program for grade 12 students that is the in-class component of a high school apprenticeship."

Councillor Minnabarriet

2.3.1 Member Feedback

1. Participants were asked, “**What type of education and training are you interested in?**”

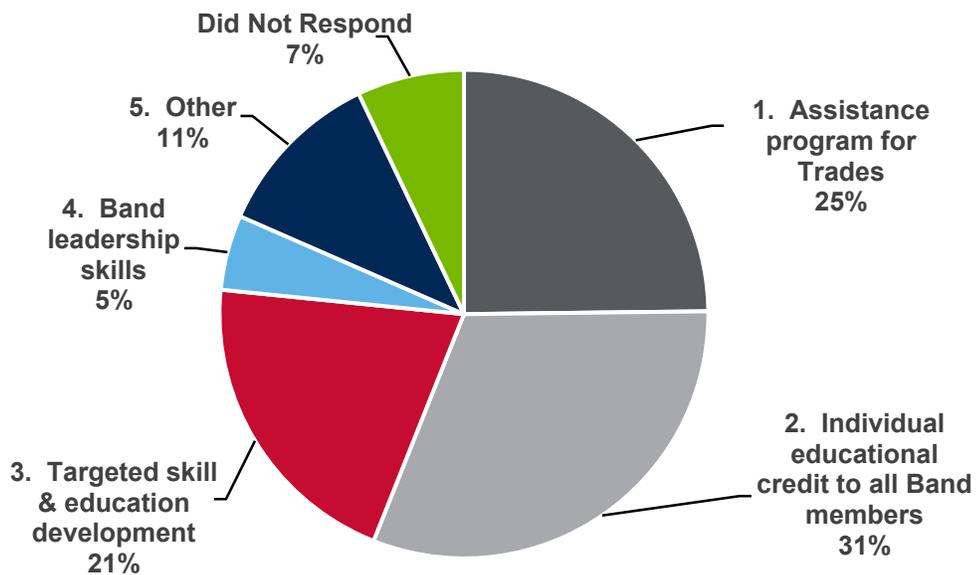
A significant number of participants (40%) indicated they are interested in trades training, while one fourth identified a university degree. It is interesting to note that only 9% of participants overall said they were not interested in more education or provided no response. Of the 21% that chose “other”, comments reinforced the idea of post-graduate degrees and continuing education.



Participants were asked “**What is the #1 priority that Chief and Council should be working on when it comes to Education?**” Options included:

- Assistance program for trades programs
- Program to provide individual education credit to Band members to use at their discretion

- Targeted skill and education development
- Developing Band leadership skills
- Other (If members' #1 priority was not listed, they were encouraged to select "other" and write their #1 priority it on a sticky note, which was then collected and recorded.)



While Individual Education Credits to all Band Members received the highest percentage of responses (31%) Assistance Program for Trades (25%) and Targeted Skill and Education Development (21%) also received significant support. "Other" priorities offered through comments identified:

- Language & Aboriginal history
- Life skills and mentorship
- Out-of-province study
- Post-graduate studies

Participants were asked, “**What does an effective education program mean to you?**”

Approximately 115 participants offered written responses to this question. Each response was reviewed and coded. Seven main themes emerged. Themes are listed in order of most often cited to least often cited. An effective education program is one that:



Band Members attending workshop in Chilliwack, BC. Left to Right: Philip Wilson, Phyllis Wilson, Christine Minnabarriet, Adara and Phyllis Wilson

1. **Provides help and encouragement:** providing additional help and encouragement for those studying – examples included a counselling, tutoring, mentoring, emotional and moral support from others.
2. **Is accessible:** Provides access and availability of education assistance for all members equally – on - and off - reserve
3. **Provides options:** Ensures a variety of options to choose from – for all ages, abilities, and includes life-long learning
4. **Provides funding:** Provides funding for post-graduate degrees, trades, and covers all expenses
5. **Equips people:** Includes career development, leadership and professional development, provides workplace skills, helps people to achieve their personal goals
6. **Leads to Jobs:** Includes job placements on - and off - reserve
7. **Is well managed:** Is managed through clear policies, efficient application processes, funding goes to schools, and provides opportunities for members to give back to community/work for the community.

2.4 Infrastructure

Cook's Ferry's infrastructure includes Band buildings, roads, water and sewer services and houses. Band buildings include an Office Multiplex and 2010 Memorial Outdoor Theatre. Cook's Ferry recently partnered with the Thompson Nicola Regional District (TNRD) to create a new water system to service the reserves within Spences Bridge, as well as the town.

The Antko subdivision is located on the Band's reserve in Merritt. This subdivision has 36 serviced housing lots. There are also five additional serviced lots on reserve lands in Spences Bridge.

In order to fill these lots, Cook's Ferry Band requires an approved housing policy. Chief and Council recognize the urgent need for housing, and are committed to developing and implementing a short-term housing policy. Chief and Council plan to consult with members before a final housing policy is adopted.

Cook's Ferry Band also recognizes that many of the existing homes are in dire need of repairs and renovations. Chief and Council are currently researching resources that can be made available to membership for renovations that go beyond just meeting health and safety requirements.

2.4.1 Member Feedback

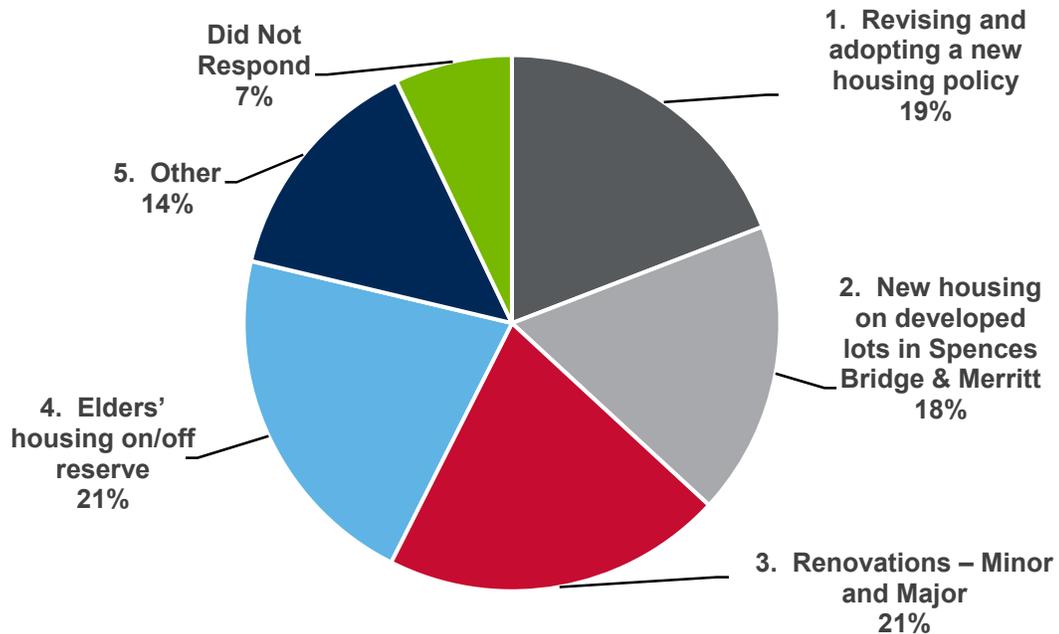
Participants were asked **“What is the #1 priority that Chief and Council should be working on when it comes to Housing?”** Options provided include:

- Revising and adopting a new housing policy
- New housing on developed lots in Spences Bridge & Merritt
- Renovations – Minor and Major



Collecting and posting sticky note comments from members in Kamloops. Left to Right: David Walkem, Tina Draney, Mike Hill, Christine Minnabarriet

- Elders' housing on/off reserve
- Other (If members' #1 priority was not listed, they were encouraged to select "other" and write their #1 priority it on a sticky note, which was then collected and recorded.)



While participants were almost equally split on which area should take priority, in Kamloops, Elders' housing on/off reserve received slightly more support (40% or 15 responses). New housing was selected most often in Vancouver (36% or 8 responses) and Renovations received 60% of the vote in Kelowna (or 9 responses). At Cook's Ferry, options 1, 3 and 4 were tied for the highest responses, with 26% (or 6 responses) each.

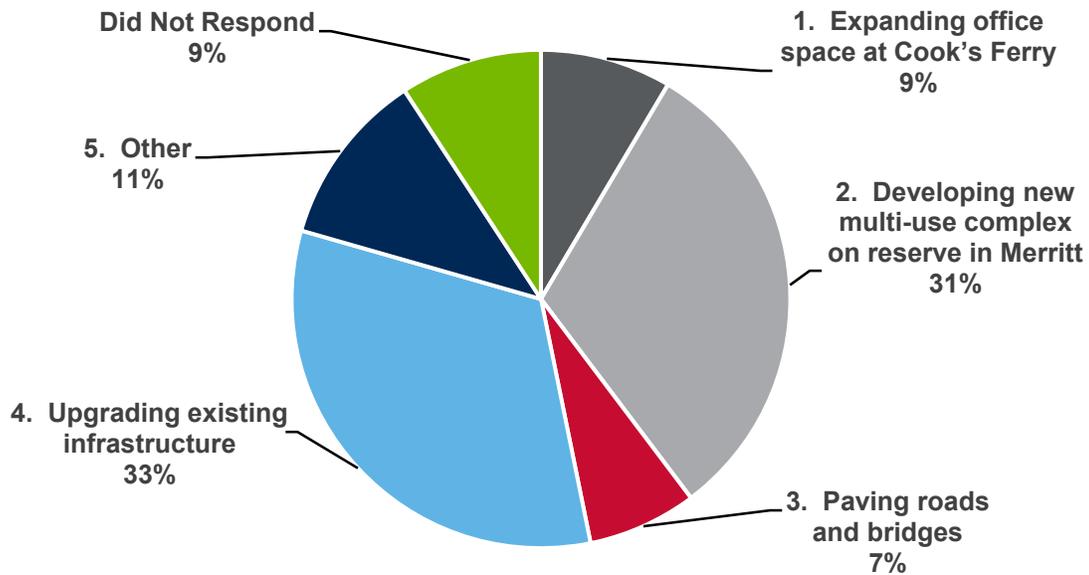
Participants were asked **“What is the #1 priority that Chief and Council should be working on when it comes to roads, services, buildings, etc.?”** Options included:

- Expanding office space at Cook’s Ferry
- Developing a new multi-use complex on reserve in Merritt
- Paving roads and bridges
- Upgrading existing infrastructure
- Other (If members’ #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note, which was then collected and recorded.)

Developing a New Multi-use Complex on reserve in Merritt and Upgrading Existing Infrastructure were closely tied for highest support, receiving 31% and 33% of #1 priority responses respectively. In looking at responses by location, however, Multiplex was most often cited as a #1 priority in Kamloops, Vancouver, Marysville and Merritt. Upgrading Existing Infrastructure was more often cited as a #1 priority in Cook’s Ferry, Chilliwack and Kelowna.

“Other” was selected by 11 % of participants, and priorities included:

- Buying land or helping members buy land off reserve
- Improving housing on - and off - reserve – including youth or young family housing
- Using land for economic development or recreation (e.g. gas station or ball field)
- Improving roads and office landscaping on reserve
- Satellite band office for off reserve
- Creating a subdivision on Basque



Participants were asked, “**What does effective infrastructure mean to you (housing, buildings, roads, services, etc.)?**” Approximately 107 participants offered written responses to this question. Each response was reviewed and coded. Six main themes emerged. Themes are listed in order of most often cited to least often cited. Effective infrastructure means:

1. **Good Housing:** Good quality, safe housing for all - elders, youth, students, social housing. Note: This theme was represented at least twice as often as the other themes.
2. **Improved Band buildings:** Developed/improved Band buildings on - and off - reserve (e.g. sports arena, Pow Wow grounds, fields, multiplex, youth facility, daycare, museum)
3. **Access to the basics:** Access for everyone to good water, power, roads and streets and resources like fire protection, irrigation and other amenities

4. **Economic development:** Infrastructure that supports economic development – examples included casino, gas station, store, restaurants, 99-year lease market housing.
5. **Supporting Community:** Infrastructure that meets the needs of all members and provides a sense of community (encourages people to come back)
6. **Effective Management:** Infrastructure managed well through housing policy, economic development plan, procedures, and guidelines.



Cook's Ferry Band members participating in Kamloops. Left to Right: Chris Bose, Clayton Yamelst, Ken Turnbull

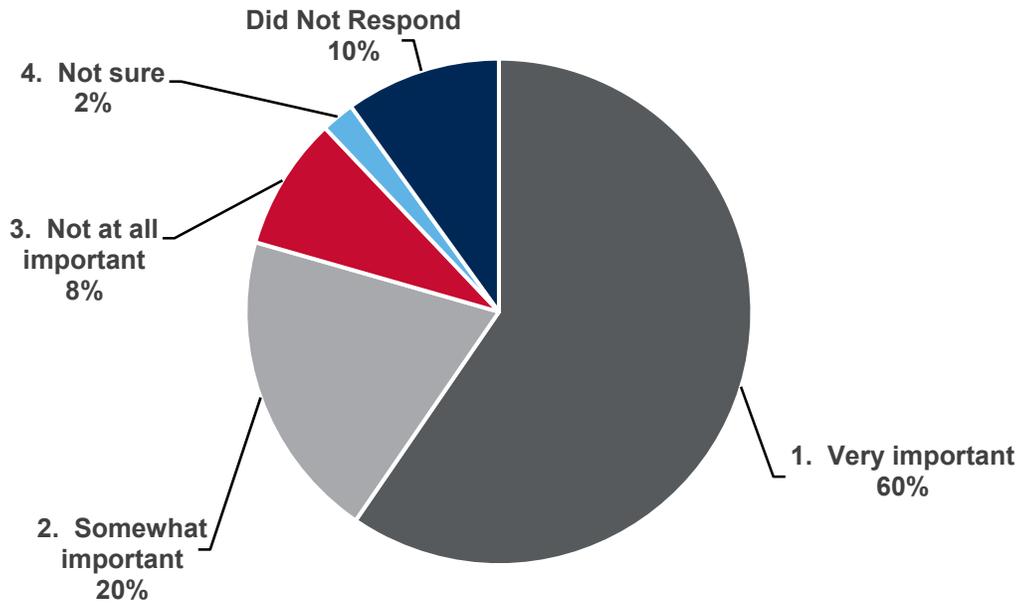
2.5 Health and Wellness

Health and wellness of community members is important to Cook's Ferry Chief and Council. The Nlaka'pamux Child and Family Services, based out of Lytton serving six Bands, oversees Nlaka'pamux children in care to help keep them connected to their families and culture. Heskwen'scutxe Health Services Society (HHSS) serves Cook's Ferry and Siska Bands and provides health related programs to members living on-reserve. Through the use of traditional and modern medicines/methods, HHSS works to end people's dependencies and empower individuals towards rebuilding healthy families. HHSS provides home visits and home care for elders.

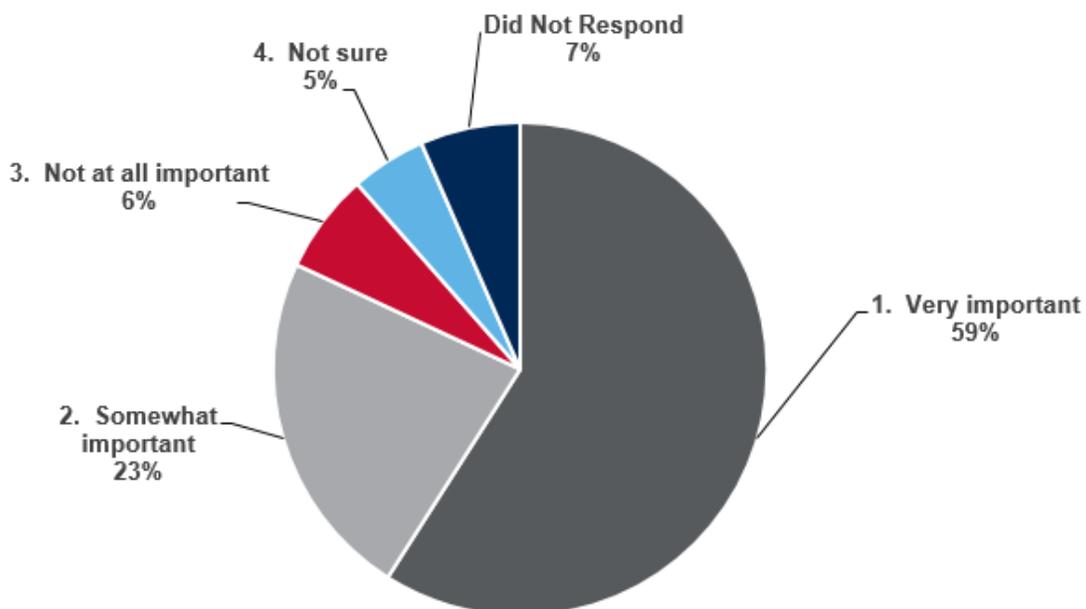
Chief and Council recognize that the health needs of individual members will vary from person to person both on and off-reserve and that some may be interested in mainstream medicine, while others are interested in more traditional ways.

2.5.1 Member Feedback

Participants were asked "How important is it to you to learn about traditional foods and medicines?" The majority of participants (60%) said it is very important to them.

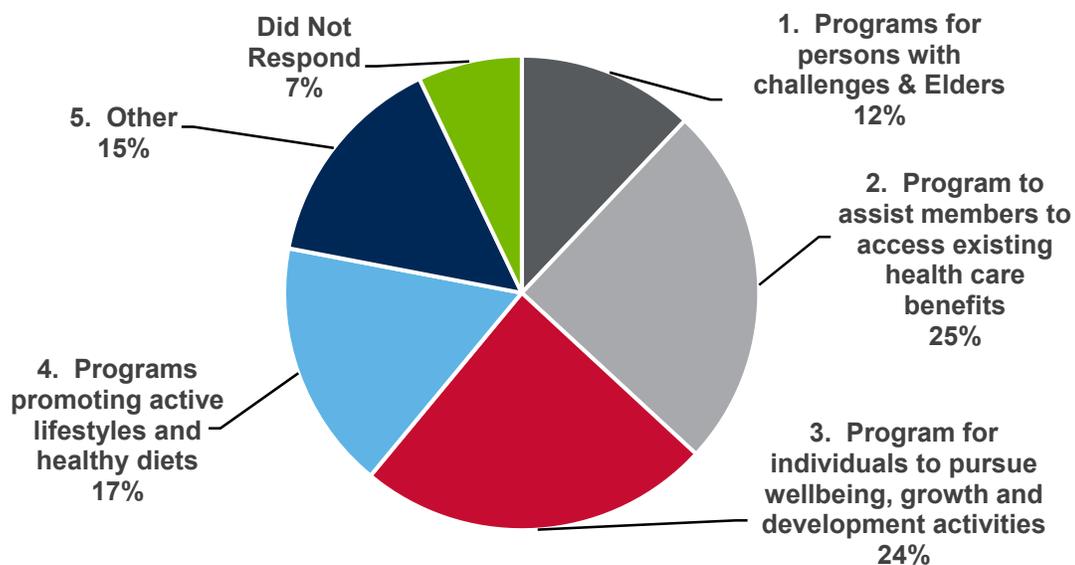


Participants were asked, “How important is it to you to harvest, preserve and maintain knowledge of our traditional foods?” Just over half of participants (59%) said it is very important to them.



Participants were also asked “**What is the #1 priority that Chief and Council should be working on when it comes to Health and Wellness programming?**” Options included:

- Programs to assist persons with challenges & Elders
- Programs to assist members to access existing health care benefits
- Programs for individuals to pursue personal well-being, growth and development activities
- Programs to promote active lifestyles and healthy diets
- Other (If members’ #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note, which was then collected and recorded.)



Only the first three options were available to participants in Kamloops. After the Kamloops session, Chief and Council added the fourth option (Promote active lifestyles and healthy diets).

About one quarter of participants selected Programs to Assist Members to Access Existing Health Care Benefits as well as Programs for Individuals to Pursue Well-being, Growth and Development Activities.

Responses to this question varied significantly depending on participants' locations. For example, Option 2 - Assistance with Accessing Health Care Benefits, was most often supported as a top priority by participants in Kelowna (57% or 8 responses) and Cook's Ferry (39% or 9 responses). However, Promoting Active Lifestyles and Healthy Diets was selected most often in Vancouver (52% or 11 responses) and Marysville (50% or 3 responses). Individual pursuit of well-being was selected most often in Merritt (40% or 8 responses).

Other priorities identified, included:

- Maintaining the current health services being provided
- Ensuring services for elders, children, families & women
- Comprehensive program to support all options – including mental health
- Ensure service providers who love and care for people
- Address multi-generational issues
- Sports and recreation

Participants were asked, “**What does Health and Wellness mean to you?**” Approximately 121 participants provided written responses to the question. Responses were reviewed and coded. Three main themes emerged. Themes are listed in order of most often cited to least often cited. Health and Wellness means:

1. **Holistic health:** members being healthy in all areas of their lives including spiritual, mental, physical and emotional health; healthy relationships; community connectedness and a sense of belonging.

2. **Funding and access** – that all members, on - and off - reserve, have access and funding to the health care services they need (e.g. medical, dental, extended health programs, etc.)
3. **Traditional health:** members want knowledge about, and access to, traditional foods, medicines, spiritual and cultural practices, and traditional healing.

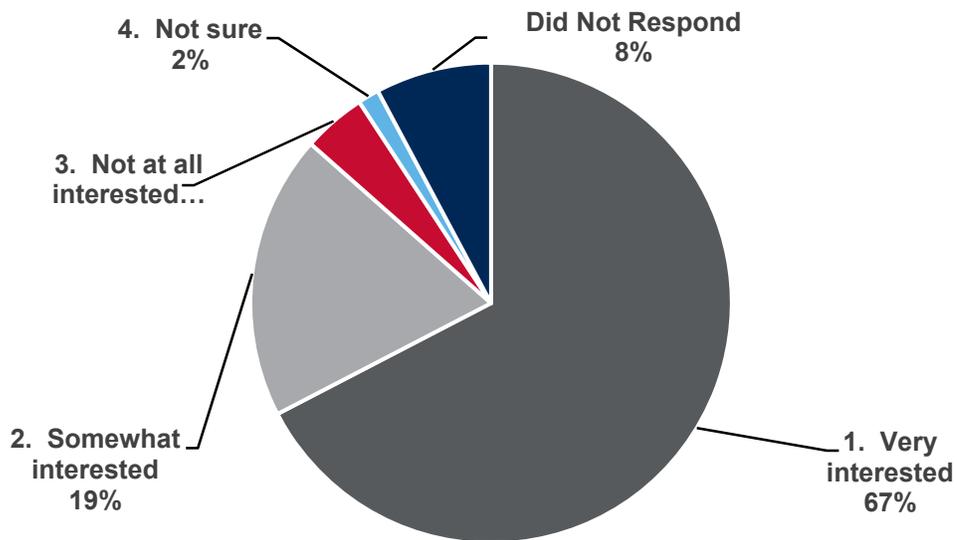
2.6 Culture and Language

Chief and Council believe it is important to acknowledge the keepers of Nlaka'pamux traditional ways. They plan to focus on culture in order to preserve and revitalize the Nlaka'pamux culture and language and to let future generations know who they are and where they come from. Chief and Council believe it is important to provide opportunities for Elders to teach youth and pass on their knowledge.

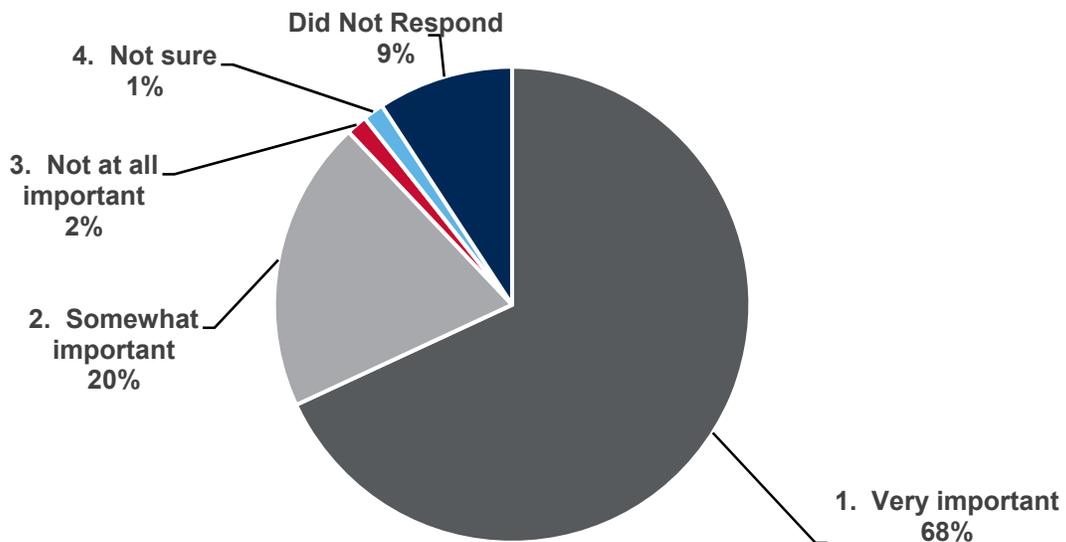


2.6.1 Member Feedback

Participants were asked “**How interested would you be in learning our traditional language?**” Just over two thirds, or 67%, of participants said they are very interested in learning the Nlaka'pamux language.

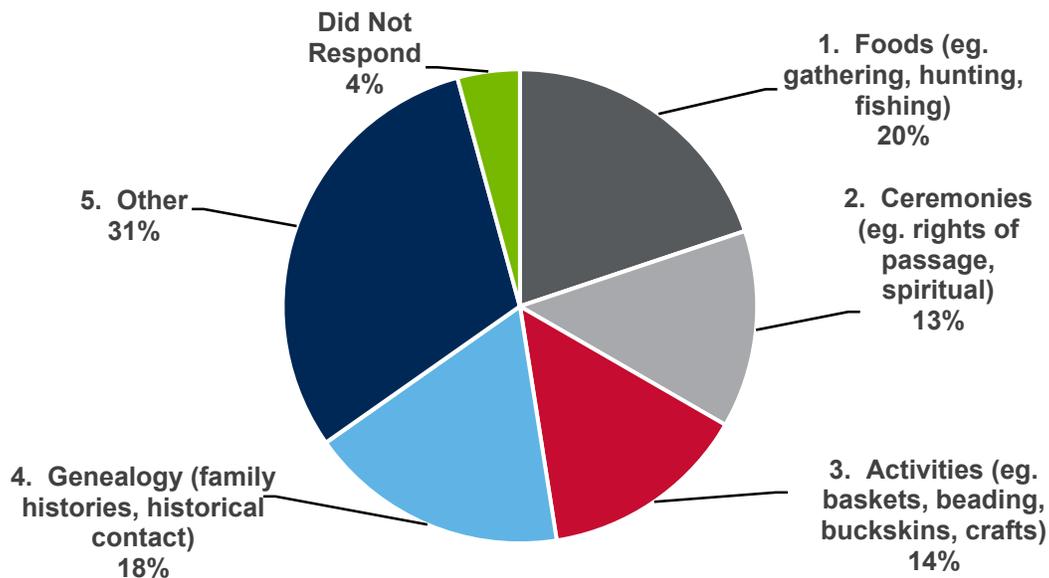


When asked “**How important is it to you to have cultural mentors and advisors?**” Again, more than two thirds (68%) said this was very important to them.



Participants were asked “**What is the #1 priority that Chief and Council should be working on when it comes to Culture?**” Options included:

- Foods (e.g. gathering, hunting, fishing)
- Ceremonies (e.g. rites of passage, spiritual)
- Activities (e.g. baskets, beading, buckskins, crafts)
- Genealogy (family histories)
- Other (If members’ #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note, which was then collected and recorded.)



“Other” was selected most often regarding culture (31%). In hearing members’ verbal comments, and seeing their written comments, it was clear that many people selected “Other” to mean “all of the above”. “Other” priorities centred on:

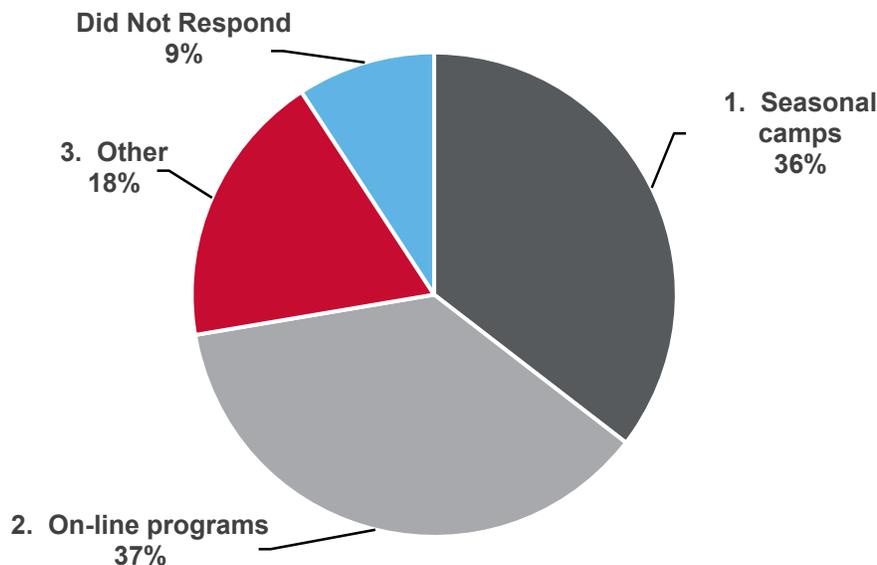
- All of the above
- Capturing language from elders and creating language programs and funding language teachers

- Focusing on the land and learning from it (including summer programs)

Participants were also asked, **“What is the #1 priority Chief and Council should be working on when it comes to language?”** Options provided included:

- Seasonal camps
- On-line programs
- Other (If members’ #1 priority was not listed, they were encouraged to select “other” and write their #1 priority it on a sticky note, which was then collected and recorded.)

Online language programs was most often selected as the #1 priority (37%) closely followed by Seasonal Camps (36%). Seasonal camps was more often chosen as #1 in Chilliwack, Merritt and Cook’s Ferry. Whereas, online programs more often chosen in Kamloops, Kelowna, Vancouver and Marysville.



When asked **“What does a healthy culture and language mean to you?”** Approximately 107 participants provided written responses. All comments were reviewed

and coded. Six main themes emerged. Themes are listed in order of most often cited to least often cited. A healthy culture and languages means:

1. **Continuous Learning:** members are learning from elders about culture and language and increasing their awareness and knowledge of traditional ways through immersion, songs, mentoring, courses and informal knowledge sharing.
2. **Cultural sustainability:** focus is on children and youth, preparing future generations, preserving the culture and leaving a legacy
3. **Respect and Unity:** people are respectful and honouring to each other; there is a strong sense of identity, family and traditional values; there is a connection to the land, ancestors, and the community is united.
4. **Coming together:** People are gathering to hunt, connect and learn. There are places to connect and culture is incorporated into all gatherings.
5. **Culture and language is everywhere:** the Nlaka'pamux culture and language are a part of all practices and protocols – including business, art, Pow Wows, and even the name for the Band
6. **Accessibility:** Nlaka'pamux culture and language is accessible to all – on - and off - reserve members through support and funding

2.7 Social Environment

Cook's Ferry Indian Band has 343 members. With 84 percent (or approximately 280) people living away from the community, Chief and Council understand that ensuring a healthy social environment isn't easy. They wish to be intentional in supporting activities that bring people together socially. Currently, Cook's Ferry members live on Cook's Ferry Band reserve lands, as well as in Kamloops, Kelowna, Merritt, the Lower Mainland, throughout British Columbia, other



Dusty Wilson picking bitterroot



Provinces, the United States and even abroad. Through the adoption of Bill C31 (1985) and Bill C3 (2010) – which ended gender inequality regarding status under the Indian Act, a number of Cook's Ferry members regained their status and membership in the Band. Chief and Council recognized that there has never been a welcoming ceremony to welcome these people back. They also discussed the opportunities of a Traditional name for the band, rather than the "Cook's Ferry" name given to the Band from Colonialists. Setting up remote Band chapters may also provide a way for those living in other communities to stay connected to other members in that community and to provide input to Chief and Council on Band initiatives. Chief and Council also discussed possibilities of providing resources to address lateral violence and trauma and promote healthy social interactions.

One of the benefits of holding the CCP Pre-planning meetings in seven communities was the community connectedness it created. It was clear from participants' comments that many were happy to be seeing family and friends they had not seen in years or perhaps had not met before.

2.7.1 Member Feedback

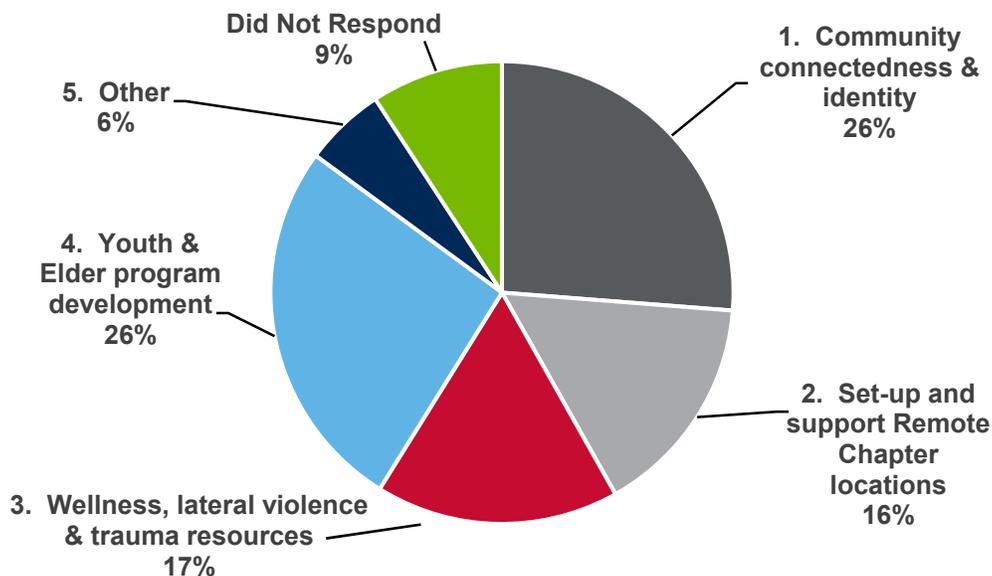
Participants were asked, **"What is the #1 priority Chief and Council should be working on when it comes to our social environment?"** Options included:

- Community connectedness and identity
- Set up and support remote chapter locations
- Wellness, lateral violence and trauma resources
- Youth & Elder program development
- Other (If members' #1 priority was not listed, they were encouraged to select "other" and write their #1 priority it on a sticky note, which was then collected and recorded.)

Community connectedness and Youth and Elder Program Development were tied overall as the #1 priority by 26% of participants respectively. There were no significant differences seen across locations regarding question.

While 9% of participants chose not to answer this question, the 6% who selected “Other” mentioned the following priorities:

- Establishing youth and elder councils
- Activities that encourage conversations and connectedness
- More privacy around homes (fences and gates)
- Fun activities that bring people together (e.g. dances, theatre)



Participants were asked, “**What does a healthy social environment mean to you?**” Approximately 95 people provided written comments on sticky notes. Each comment was reviewed and coded. Four main themes emerged. Themes are listed in order of most often cited to least often cited. A healthy social environment means:

1. **People coming together:** people coming together through events, having fun, ceremonies, youth and elder gatherings. Gatherings for all members, those within and outside of the main community.
2. **Respect:** everyone respects each other, there is no abuse, the social environment is peaceful, healing, encouraging and demonstrates equality for all.
3. **Sense of belonging:** there is a high level of community trust, unity, stability, strength and happiness
4. **Engaged community:** people are openly communicating via various ways including website, face-to-face visits with Chief and Council and satellite offices outside of the main community.

2.8 Economic Development

Chief and Council provided background and context for Cook's Ferry's current economic development initiatives. Esh-kn-am Investments Joint Venture is a partnership between Cook's Ferry, Coldwater, Nooaitch and Siska First Nations. Esh-kn-am Cultural Resources Management Services collects data on these communities' traditional and cultural uses, practices and protocols. The information is put into a Geotechnical Information System (GIS) for analysis and interpretation. The data is used by partnering Bands for land management planning, educational purposes, negotiations as well as to co-manage and co-steward their natural resources.



Friesen's Ranch near Spences Bridge, BC. Left to Right: Tony Hewitt, Daniel Wilson and Shayne Billy



Stuwix Resources Joint Venture is a partnership between Upper Similkameen, Upper Nicola, Nooaitch, Shackan, Coldwater, Siska and Cook's Ferry Bands. Stuwix Resources is a fibre management and marketing company. It incorporates First Nation culture and traditional use practices at the initial resource planning stage. Stuwix started harvesting in June 2005 and has harvested more than 2.6 million cubic metres of timber on 7,975 hectares of land and planted more than 8 million trees. Even though there were six sawmills in the Merritt area, prior to Stuwix there were no First Nation contractors. By being given an opportunity through Stuwix to develop their businesses, there are now six First Nation entrepreneurs that do stump to truck harvesting. They have become some of the best contractors in the area and are hired by many forest companies in the area. These First Nation contractors have won awards and have employed over 100 Aboriginal people. Their businesses have put millions of dollars into their communities.

Cook's Ferry also operates Basque Ranch. The ranch is spread over 450 irrigated acres and operates grazing licenses on crown range.

Cook's Ferry has negotiated a participation agreement with Highland Valley Copper mine. The agreement provides for preferred employment and contracting opportunities. Through the Nlaka'pamux Legacy Trust, eight Bands, including Cook's Ferry, will receive profit sharing and will also create a legacy trust that will grow to eventually be a self-sustaining funding source for the Bands. The Citwx Nlaka'pamux Assembly oversees the NLX Trust and distributions for the eight Bands.

2.8.1 Member Feedback

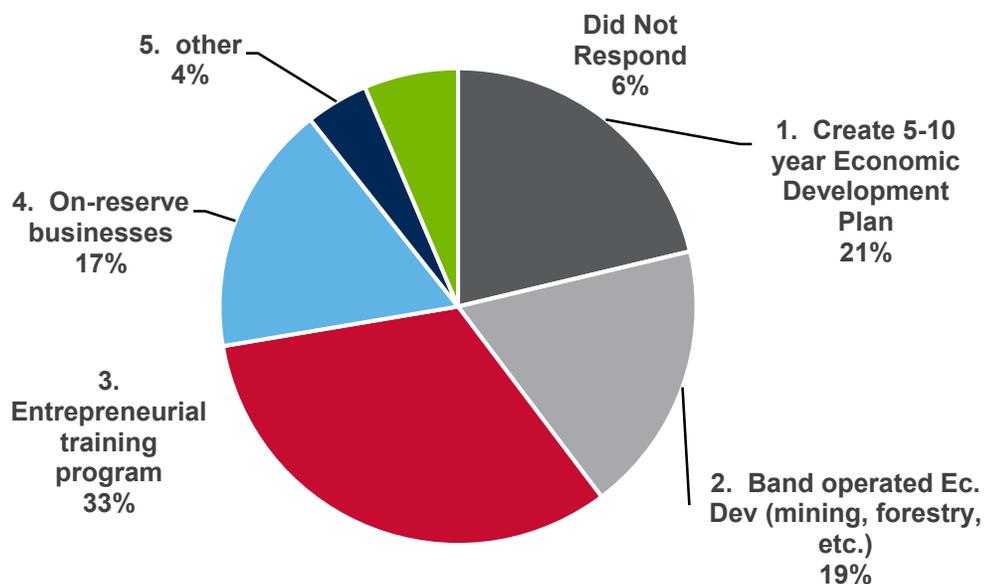
Participants were asked, **“What is the #1 priority that Chief and Council should be working on when it comes to Economic Development?”** Options included:

- Create a 5 to 10 year Economic Development Plan
- Band operated economic development (e.g. mining, forestry, etc.)
- Entrepreneurial training program
- Establish on-reserve businesses

- Other (If members' #1 priority was not listed, they were encouraged to select "other" and write their #1 priority on a sticky note, which was then collected and recorded.)

Participants most often chose Entrepreneurial Training Program as their top priority (36%) followed by Create a 5-10 year Economic Development Plan. Developing Band-operated Economic Development Opportunities and Developing On-reserve Businesses were also a top priority for 19% and 17% of participants respectively. Four percent of participants offered other preferences, which included:

- Developing economic development policies that are equally focused and inclusive
- Creating work-from-home options
- Paying members to provide feet-on-the-ground work
- Creating more on-reserve employment
- Training



Participants were asked “**What does economic development mean to you?**” Approximately 81 people provided written responses. All responses were reviewed and coded. Four main themes emerged. Themes are listed in order of most often cited to least often cited. Economic development means:

1. **Band member’s benefit:** economic development creates jobs (including youth jobs), generates income, provides equal opportunities, has long-term benefits, and is administered equitably.
2. **Sustainability and self-sufficiency:** economic development is future focused and leads to self-sufficiency and sustainability over the long-term. It supports members’ businesses, technical and entrepreneurial skills and is focused on career development. Economic development is accessible to all.
3. **Innovative opportunities:** economic development looks to the future and creates new opportunities, is innovative, seizes opportunities to incorporate reusable resources, adventure-tourism and eco-tourism and provides entrepreneurial opportunities.
4. **Is well managed:** Is supported by sound policies and plans, sustainable practices, and encourages membership input into decisions.

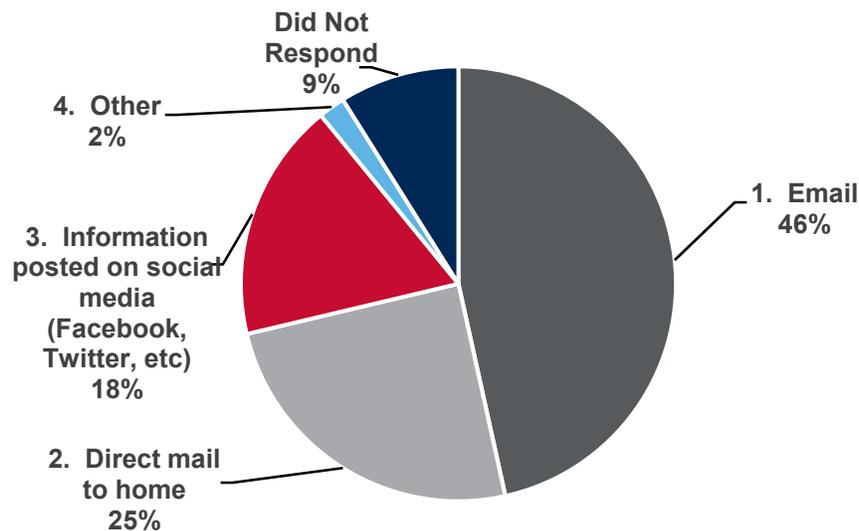
2.9 Community Participation

Chief and Council recognize that the success of the CCP depends on participation from community members. Ensuring a CCP that meets community needs relies on a diversity of perspectives including youth, elders, family representatives, administration, Chief and Council and community groups. With membership so dispersed, Chief and Council were looking for members’ feedback on how they want to be informed and participate in not only the CCP but also other Band related initiatives and decisions.

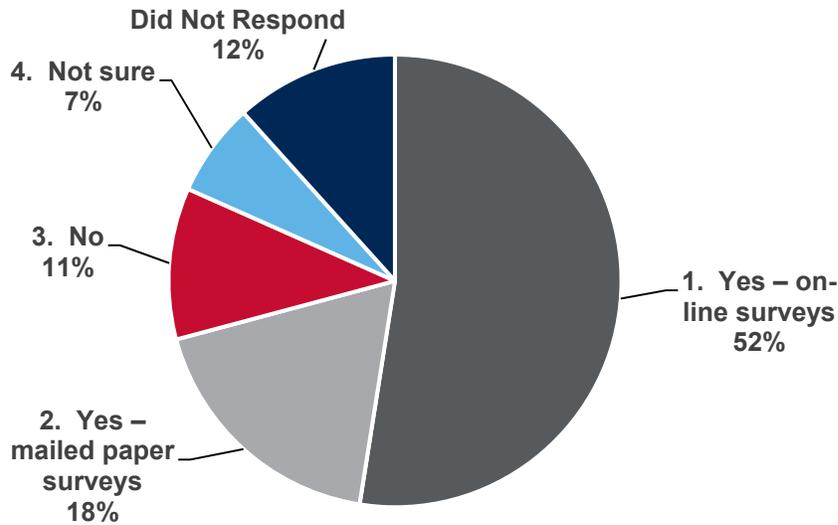
2.9.1 Member Feedback

Participants were asked “**What is your preferred way to receive information about the CCP and Band initiatives?**”

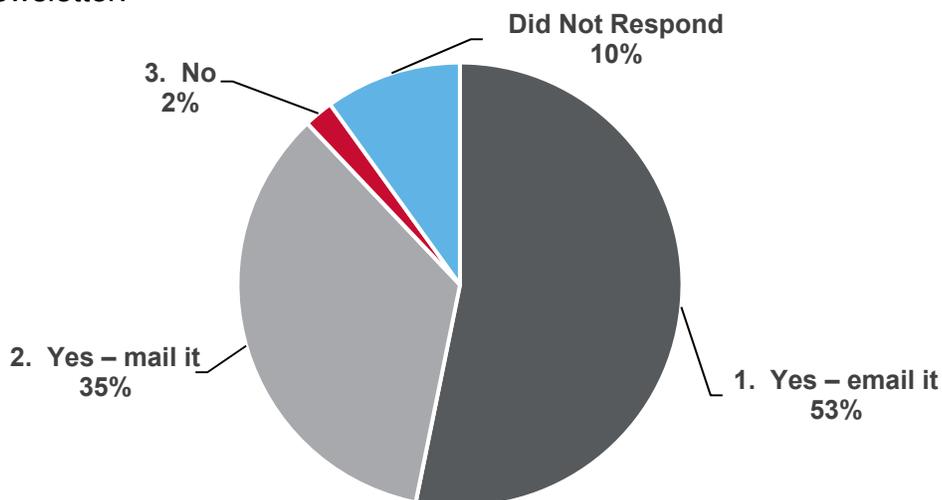
Nearly half of participants prefer email as a way to receive Band-related information. One quarter of participants prefer to receive information mailed to their home and approximately 18% would like to see notices posted to social media. Through a form filled out by participants, Chief and Council were able to identify which Band members prefer to be engaged through email, phone calls or mail.



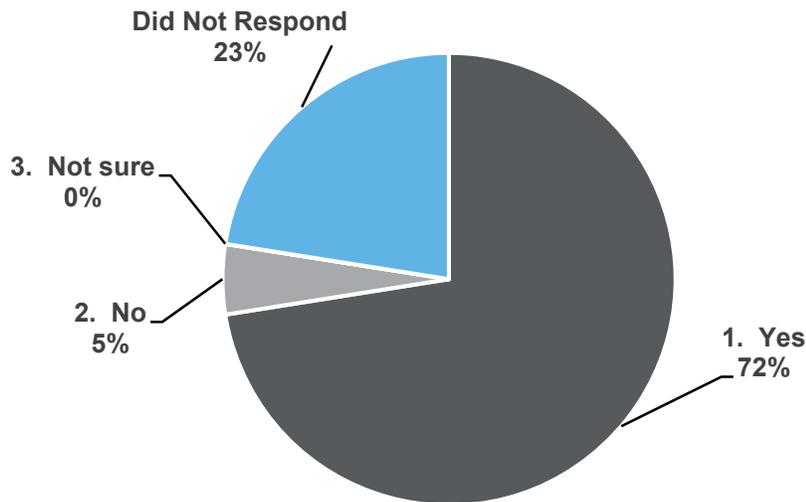
When asked “**Would you be interested in participating in future surveys from the Band Office**”, 70% of participants said yes. Approximately half of participants said they would prefer to fill out on-line surveys, and about 18% said they would prefer to receive paper surveys mailed to their homes. About 11% of participants are not interested in responding to surveys.



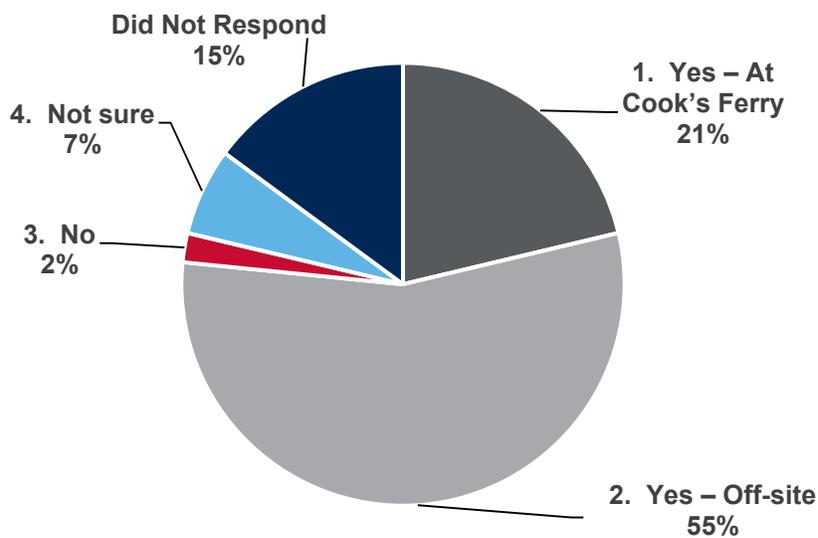
Chief and Council asked “**Would you be interested in receiving a regular Cook’s Ferry Newsletter?**” An overwhelming majority of participants (88%) indicated “Yes”. About half (53%) would like to receive the newsletter via email, and 35% would like it to be mailed to their homes. A very small percentage (2%) said they would not like to receive a regular newsletter.



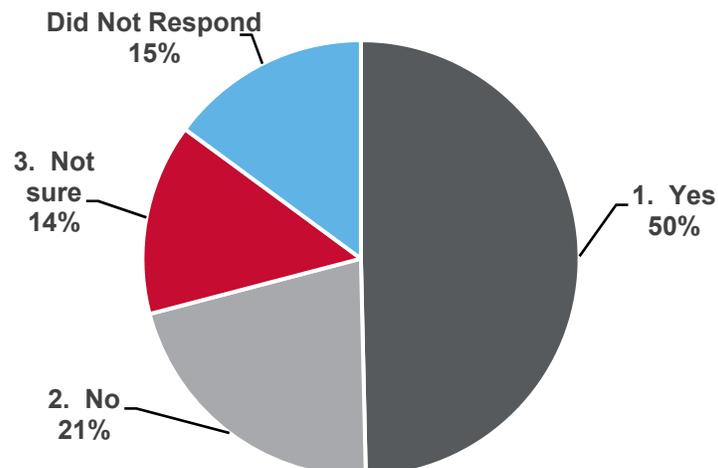
Participants were asked, “**How important will the Cook’s Ferry website be to you as a source of information on the CCP?**” More than two thirds, or 70%, of participants said it would be very important.



When asked, “**Would you like to learn about and provide your ideas for the CCP through Band meetings?**” 76% indicated “yes”. Approximately 21% of participants said they would prefer the Band meetings to be at Cook’s Ferry and 55% said they preferred the meetings to be off-reserve.



When asked, “**Would you like to provide your ideas for the CCP through involvement on a committee?**” 50% of participants said yes and 14% were not sure.



When asked what other ways they would like to receive and provide information about the CCP, a few members offered ideas, including:

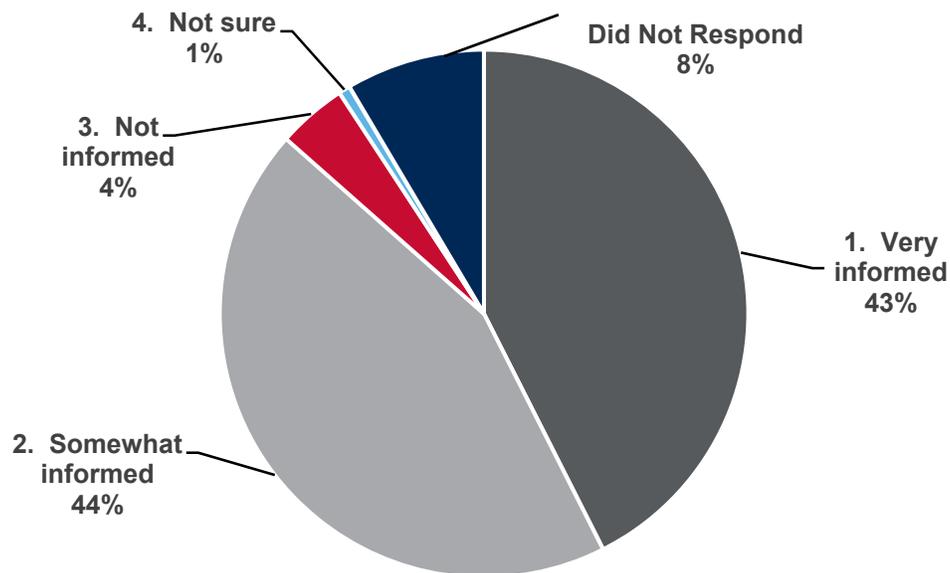
- Create informative videos
- On-line forum for Band meetings (e.g. Skype or video conferencing)



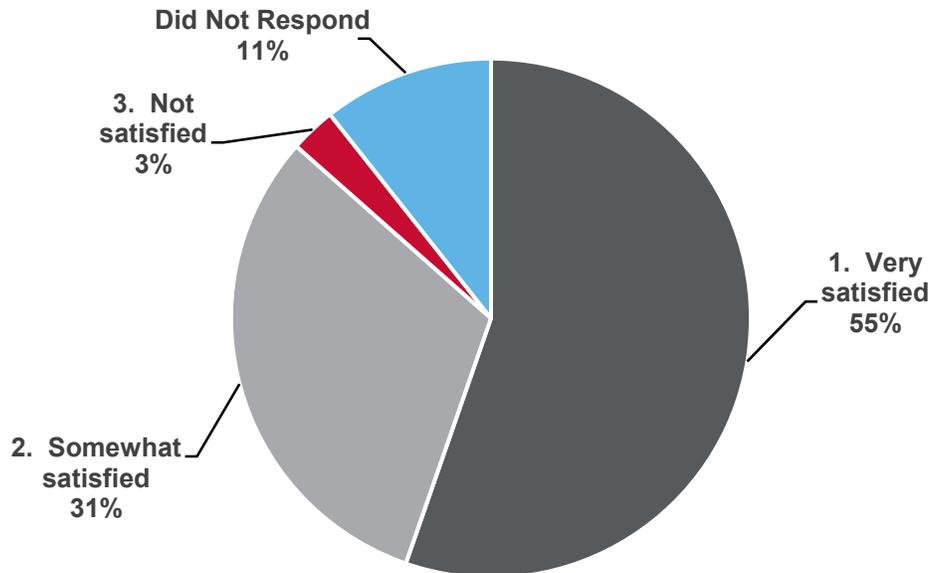
Cook's Ferry Band Members in Chilliwack, BC. Left to Right: Juanita Mirehouse, Wenonah Justin and Mark Podlasly.

Participants were also asked to provide feedback on the community sessions.

When asked, “**How informed do you feel you are about the CCP?**” about 43% of respondents indicated they felt “very informed,” 44% indicated they felt “somewhat informed”, and 4 % indicated they did not feel informed.



When asked “**How satisfied are you with the meeting tonight**” over half (55%) indicated “very satisfied,” 31% indicated they were “somewhat satisfied” and less than 3% said they were not satisfied.



Participants identified a number of benefits that contributed to their satisfaction, including:

- Having handouts
- Using the real-time polling equipment to participate in survey questions and being able to see the results immediately
- Staying focused – structured presentations and feedback
- CCP Planning Areas Poster on the wall
- Maps on the wall
- The pace of the meetings
- Comment cards



Some areas identified for improvement, included:

- Echo in the room (Cook's Ferry)
- Use a talking stick to facilitate participants' feedback
- Stay on topic throughout

**Thank you from the CCP Project Team to Cook's Ferry Band Members
for your participation in Phase 1.**



Left to Right: Chief David Walkem; Councillor Pearl Hewitt; Councillor Tina Draney; Councillor Christine Minnabarriet; CCP Coordinator, Mike Hill and Pam Robertson, Urban Systems.