



# Neskonlith Indian Band Comprehensive Community Plan



**Knucwetwecw Tellqelmucw**  
*"Helping each other for the people yet to come."*

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## CHAPTER 1: INTRODUCTION AND GUIDING PRINCIPLES

### COMMUNITY HISTORIC TIMELINE

#### **Precontact:**

- Origin of creation – time immemorial
- End of the last ice age in Secwepemculecw (11,000 years ago)
- Last major climate change (4,500 years ago)
- Oral History

#### **Early Contact (1763 to 1910):**

- Royal Proclamation of 1763
- Fur and Food Trade (1812 – 1850s)
- Deer almost extirpated due to overhunting for trading in market economy (1820s)
- 1st cattle introduced (1830s)
- Christian presence in Secwepemculecw (1840s)
- Gold discovered in sand bars near Kamloops and Fraser River (1857 & 1858)
- Gradual Civilization Act (1857) Enactment of control over Indians by Canadian Government
- British created mainland colony of British Columbia (1858)
- \*Entire salmon spawning streams destroyed by dredging in gold rush (1860s)
- \*Elk extirpated due to overhunting for trading in market economy (1860s)
- Allotment of Neskonlith Douglas Reserve by Governor James Douglas (1862)
- 1/3 of Shuswap population died from smallpox epidemic (1862)
- Best agricultural land in Shuswap and Adams Lake region was taken up by the settlers (1870s)
- Several small saw mills established supplying local demand for logs (1870s)
- Canadian Government assumed control over Indian Affairs in BC (1871)
- British Columbia joined Canadian Confederation (1871)
- Indian Act (1876)



- Declaration (1875-1877)
- Establishment of Indian Reserve Commission (1876)
- Indian Reserve Commission allotted IR#1, 2, 3 Switzmalph to Chief Neskonlith (1877)
- Shuswap and Okanagan Nations formed alliance i.e. Confederated Traditional Okanagan Shuswap Nation
- Canadian Pacific Railway penetrated the heart of Secwepemculecw (1886)
- Secwepemc short of pasture land and arable land and equipment to operate either (1887)
- Kamloops Indian Residential School built (1890-1978)
- Salmon Arm reserved divided amongst 3 bands (1892)
- Kamloops Industrial/Residential School opened (1893)
- Construction of first irrigation ditch from Neskonlith Lake (early 1900s)
- \*Adams Lake Sockeye Salmon destroyed by logging fumes on Adams River (early 1900s)

### **Late Contact (1910-present):**

- Secwepemc began working in vegetable farms (early 1900s)
- Secwepemc sovereignty expressed in the Sir Laurier Memorial (1910)
- McKenna – McBride Commission recommends cut-offs and reductions of Indian Reserves in railway belt (1912)
- Sockeye Salmon spawning in Fraser River Basin obstructed by Hells Gate landslide (1912-1914)
- Regulation of sports fishery (1915)
- William Perish travels to London with Allied Tribes of BC (1926)
- Secwepemc veterans are sent to World War I (1915-1919)
- Early Chinese migrants leasing large tracts of land for farming on Neskonlith Reserve (1929)
- Dispossessed by tourism intermediate lakes regions of Secwepemculecw (1930s)
- Fire suppression negatively impacts Secwepemc cultural management strategies and practices (1930s)
- Last Secwepemc Medicine Man from Celiste – Willy Celeste died (1940s)
- Ranches filling all the available grazing lands – cattle driving wild ungulates off native ranges (1940)
- Secwepemc veterans are sent to World War II (1941-1945)
- Veterans Lands Act legislated to further remove Secwepemc from most arable land in valley (1942)
- Neskonlith Band Hall was built (1949/50)
- Forestry was key industry (1950s)
- Government made it legal for Indians to drink wine and beer in bars (1958)
- Status Indians gain the right to vote (1960)
- Government made it legal for Indians to buy alcohol in liquor stores – community is overcome with alcoholism and violence (1964)
- Government of Canada introduced White Paper Policy to assimilate Indian people into Canadian society (1969)
- Introduction of Neskonlith Sundance – White Buffalo Pipe Carriers Society visited Neskonlith (1969)
- Grand Chief George Manuel Sr. led the strategy to defeat and reject Trudeau's White Paper Policy (1970)

- Consolidation of logging industry displaces Secwepemc from jobs in logging industry (1970s)
- Introduction of Social Assistance program (1970s)
- Take over administration of the Department of Indian Affairs (DIA) band office in Kamloops (1975)
- Kamloops Indian Residential School closed (1977)
- Establishment of band office on IR#1
- Recovered population to pre-contact numbers
- Spallumcheen Indian Band Chief and Council asserted the by-law and authority to care for large numbers of children being forcibly removed from families – Indian Chief caravan (1980)



### **1982 to present:**

- Constitution Express led by Grand Chief George Manuel Sr. took Aboriginal peoples to England to have our rights entrenched in Section 35 (1) of the Canadian Constitution (1982)
- Secwepemc Cultural Education Society was formed (1982)
- Passage of Bill C-31 (1985)
- Chief Atham School was built
- Skahish Esso opened for business (1988)
- Gustafson Lake Standoff (1995)
- Supreme Court of Canada recognized Aboriginal Title and Rights in the landmark Delgamuukw ruling (1997)
- Dispossessed by tourism in alpine region – development of Sun Peaks Ski Resort (1998)
- Silver Creek Wildfire at Mt. Ida (1998)
- Secwepemc Gathering hosted by Neskonlith (1998)
- Neskonlith refuses to be a part of the BC Treaty Commission
- Neskonlith, Adams Lake and Okanagan Indian Bands assert Secwepemc and Okanagan jurisdiction to log without permit from Ministry of Forests i.e. Harper Lake Logging Court Case (1999)
- Neskonlith blocks CPR Railway in support of Burnt Church, Indigenous Lobster Fisherman (1999)
- Introduction of modern computer technology in large mills displaces Secwepemc forestry workers (2003)
- Burning of modern irrigation system in Neskonlith wildfire (2003)
- Construction of current irrigation system (2004)
- Information technology – introduction of internet broadband (2005)
- Legislated poverty for Aboriginals in Canada continues – newly elected Prime Minister, Stephen Harper withdrew
- Federal government's promise to meet budgetary targets set at Kelowna Accord decision (2007)
- BC Recognition and Reconciliation Act fails to recognize or reconcile Aboriginal Title and Rights as it is outlined in 1982 in Section 35 (1) of the Canadian Constitution and the S.C.C. 1997 Delgamuukw decision (2007)
- Building of Social Wellness building on IR#2

- Building of Melamen Centre on IR#3
- Building of water treatment plant
- Establishment of farm coop
- Establishment of Eco-Homes (2010)
- Department of Indian Affairs pushes for privatization of collectively held land base on reserves making the communities more vulnerable to expropriation and alienation of land (2010)
- Canada finally signs onto the United Nations Declaration on the Rights of Indigenous Peoples (2010)

## COMMUNITY VISION

*Neskonlith is a vibrant, healthy community that is prosperous, spiritual, self-reliant, self-governing committed to exercising inherent rights to the lands and resources in Secwepemculecw as Yucminte (Caretakers of the land).*

### **What kind of place do you want Neskonlith Indian Band to be in 20 years?**

- A place that has healed
- Healing has taken place one on one and there has been trust built
- We are healing and focusing on our own healing so we can help others
- People willing to compromise
- A place where people can vent and not take a position and let people feel like they are heard
- A place where we can talk about positive changes and moving forward
- A place that is sober so that our vision gets clearer
- A place where people are ready to make change and activate
- We are all proud of our community and clean it up and keep it clean
- We are strong in our Secwepemc practices, protocols, laws for health and social development
- We have a strong healing strategy for the community
- Build self-reliance of individual, families and community and an economy to sustain ourselves
- Autonomy
- We make healthier choices and are healthy thinkers
- A place that is bully-free and all members feel safe
- Prosperous
- Successful in business
- Respected



## WHAT CAN A COMPREHENSIVE COMMUNITY PLAN (CCP) DO?

A Comprehensive Community Plan is the first step in expressing our community's vision to lead us forward in unity. It gives our community members a voice. It will guide our leadership to help make the best decisions for our community.

By gathering the visions and dreams of our community, we can create a plan that supports our individuals, families, community and land. It will allow us to come together and plan for our children to move towards a healthy and unified community.

The CCP is a strategic foundation that will guide more detailed strategic plans, work plans and policies.

A CCP can also provide a sense of healing and trust-building in the community. It can give community members a sense of direction and pride. Many communities have had community members take ownership of the CCP and implement it through planning teams, volunteers, families and youth groups. New partnerships and relationships have been built with educational institutes, businesses, and governments to implement a CCP that is done well.

The Comprehensive Community Plan (CCP) will be updated and revised and is a living document. Since the CCP is based on the collective vision of the community, it provides a clear mandate for Chief and Council and Neskonlith Staff to plan in accordance with the community's vision.

The principle functions of this Comprehensive Community Plan are to:

- Establish goals, directions and broad development strategies to guide the future growth of the Neskonlith Indian Band.
- Provide policy guidance for development, programs, budgets, actions and services
- Provide a basis for coordinating general land use and governance decisions
- Provide a degree of certainty for Neskonlith Indian Band community members and outside parties interested in developing partnerships with the Neskonlith Indian Band.

## PROCESS FOR IMPLEMENTING COMPREHENSIVE COMMUNITY PLAN (CCP)

One of the main concerns for community, staff and leadership through this process was ensuring that the goals and visions of the community were implemented. Although it is important for Chief and Council and Administration to adopt and implement a CCP, it is also up to the community to take ownership of their goals and vision. Many communities have had community members take ownership of the CCP and implement it through planning teams, volunteers, families and youth groups. New partnerships and relationships have been built with educational institutes, businesses and governments to implement a CCP that is done well.

The following processes have been identified as a way to implement the Neskonlith Comprehensive Community Plan:

The CCP will be reviewed and ratified by the Neskonlith Community:

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### **Neskonlith Chief and Council**

- The CCP will be accepted and adopted by Neskonlith Chief and Council through BCR or bylaw
- The CCP will lay the foundation for decision making processes for the Neskonlith Chief and Council
- 4 Year Strategic Planning Sessions will take place work plans and implement the CCP
- Chief and Council will be respectful of the Comprehensive Community Plan and decisions made by managers and staff to implement the CCP





Kukpi Judy Wilson



Councillor Arthur Anthony



Councillor Fay Ginther



Councillor Louis Thomas



Councillor Duane Manuel



Councillor Joan Hooper

- Chief and Council will refer to the CCP when making decisions on behalf of the community. If the particular items for discussion aren't identified in the CCP, Neskonlith Chief and Council will take the item to community for discussion and input

**Neskonlith Administration**

- 5 Year Strategic Planning Sessions will take place and every effort will be taken to build work plans around implementing the CCP Seasonal Reports will be produced by Neskonlith managers reporting work done to implement the CCP
- Seasonal Reports will be produced by Neskonlith managers reporting work done to implement the CCP
- An Annual Community Report will be produced by Neskonlith managers and sent out to community members and published online, reporting activities done throughout the year to implement the CCP
- An Annual General Gathering will occur in both communities (Switzmalph and Chase area Department Managers and Chief and Council will report on activities, be available to answer questions, and gather input from community members.)





### **Neskonlith Community Members**

- Community members of Switzmalph at any time can implement sections of the CCP through volunteering and taking lead on teams, e.g. Community Clean Up
- Community members can participate in meaningful ways for the community by being present at community meetings and gatherings and providing input or suggestions on how to improve services as well as question Chief and Council and Administration on what they are doing to implement the CCP
- A list of Neskonlith member professionals will be created, these professionals will be utilized prior to hiring outside the community, dependent on skills required
- A Terms of Reference will be established and followed

### **Quick Start Projects**

The CCP can be implemented through Quick Start Projects.

Quick Start Projects are easy to start, no cost to low cost projects that require very little man power. Quick Start Projects are noted in this document.

Implementing Quick Start Projects can be done by community volunteers, partnerships between departments, Chief and Council or small funding opportunities that come to the community.

When a Quick Start Project is complete, it should be reported and celebrated back to the community letting community know that their voice has been heard.

## Decision Making

A CCP is a foundational guide for leadership and administration. Information still needs to be taken to community for their input.

This document provides a broad vision to leadership and staff on where the community wants to go, but still requires their input on how to bring that vision to reality. Any big decisions should still go to community for input and direction.

It should be noted that this Comprehensive Community Plan is a 25+ year planning document. Some items can be implemented immediately through Quick Start Projects while some may take 25 years+.

Unless a goal has been completed, nothing may be removed from the CCP. Goals may be added. Despite how far fetched an idea or goal may be, there are items that may be implemented by our future generations who will have different opportunities and challenges.

## COMMUNITY PLANNING BACKGROUND

Neskonlith has been planning since the 1980's. Neskonlith began the "official" CCP process in 2005. The CCP was done as a project, year to year, off of the side of staff's desks.

In 2010, a core group of band members that worked on creating a Comprehensive Community Profile was completed, "Who we are as a people, where our historical roots are." A timeline was created of where we came from as a people in this territory. Community wanted to highlight prominent leaders and elders in the communities.

### The following documents have been incorporated into the Neskonlith CCP:

- Comprehensive Community Plan Community Profile (draft #1 – 2011)
- Strategic Framework – July 2013
- Neskonlith Indian Band Chief and Council Planning Session Summary Report
- Five Year Community Economic Plan 2010-2015

## Research and Information Gathering

- Comprehensive Community Plan Community Profile (draft #1 – 2011)
- 27 appreciative inquiries were completed
- A historic community timeline was created
- A community SWOT was included
- Discussion and meetings



From February 2014 – November 2014 meetings were held to discuss the revitalization of the Neskonlith Comprehensive Community Planning process. A number of meetings were set up with Chief and Council, Neskonlith administration and Neskonlith community members.

From November 2014 – March 2015 the following meetings were hosted to gather information from community:

- Garden group meetings
- Fireside chats
- World café
- Staff meetings
- Individual home visits
- Elder home visits
- Facebook Community input for off and on reserve members
- Email communication with off reserve membership

From April 2015 – March 2016 a number of meetings were held to discuss trust building, healing and vision:

- Home visits
- One on one meetings with individuals
- Email surveys with off reserve members
- Home visits with off reserve members in Kamloops
- Staff meetings and planning sessions
- Community meetings in Neskonlith
- Community meeting in Switzmalph
- Youth and Elder meeting in Switzmalph

## CHAPTER 2: OUR WAYS

*“Celebrate and advance Secwepemc culture, traditions, language, history and ceremonies.”*

### STORIES FROM THE ELDERS

#### **Wayne Sampson -IR #3:**

Wayne was born in Enderby, BC and grew up in Salmon Arm on a traditional diet. He would leave the area to work in other places like Kelowna but he always returned to Salmon Arm. His traditional diet consisted of deer meat, salmon, Saskatoon berries that his grandmother would pick and dry and choke cherries. There was no electricity when he was growing up so they would salt the salmon and put it in barrels. The root cellar was always full of fruit and vegetables.

It snowed a lot in winter, up to the middle of Wayne’s leg, he and his brother would shovel the snow. Before the snow flew, they were always busy preparing for winter gathering berries and wood. Wayne remembers his Sla7a Sampson saying; “if you work Mother Earth, you’ll never go hungry”. His Uncle Tony was the hunter of the family, Wayne couldn’t stand the mosquitoes and dead deer.

To keep busy even, when he wasn’t busy, he did a lot of visiting from house-to-house, helping neighbours. He was taught to be helpful. One year he lost his brother who was a heavy drunk and always in jail. He passed away right before Christmas so they didn’t have Christmas that year.



Wayne even worked for a carnival once, and saw a lot of little towns. He also worked for a mill in Invermere. After all of that, he went back to school in Pierre's Point and got his Dogwood Diploma at the age of 34.

Wayne would like to see everyone get along and work together; stop bickering. He owns land in Salmon Arm and would like to see it protected. He would like the Band to buy a van for the Elders or a bus (wheelchair accessible) to go to Elders gatherings and meetings. He remembers his Sla7a Allan saying, "you gotta think ahead, if you live in the now, you will stay in the now."

Wayne would like the staff be fluent in Secwepemcstin to keep the language alive, he said it would be good to hear the little ones speaking it. And last, but not least he would like the staff to help people up.

***"If you work Mother Earth, you'll never go hungry."***

### **Laura Coles -IR #2**

Laura was born in Royal Inland Hospital (RIH) in Kamloops, 1935, she will be 80 this year! Her parents are Jim and Susan Manuel. She has 7 siblings; 3 boys and 5 girls. Laura grew up working very hard helping her parents weed the garden, gather eggs, dig roots, pick hushum and all kinds of berries, feed the horses, haying (in those days, it would be raked and coiled and stacked bigger than a house).

They were home schooled, but when Laura wasn't busy, she loved to fish on a log at Neskonlith Lake, play ball with a stick, go sleigh riding, hang-out with class-mates, her family would go to church and then visit with relatives on Easter, go to rodeos, see movies in Chase, attend the dance hall (where the Credit Union is now), hang out at the Whispering Pines Drive-in, walk to the top of the mountain (IR #1) to watch the train, go to the Skunk Hollow Rodeo and watch them drive in the wild horses where she had a concession and sold pop, gum, sandwiches and homemade ice cream.

***"Further to self-employment, Laura raided the squirrels' nests for seeds to sell to forestry."***

Until they moved down here, they walked to school until Dick Scouten brought a van to pick up the students. At which time, they would go to Kamloops to pick tomatoes, come back and go to the river to clean-up and walk to Chase to have a pop. Laura's family raised animals such as sheep, chickens, turkeys, beef, pigs and they would also hunt deer, moose, pheasants, wild geese, and fish for kokanee, canned salmon (so much salmon she can't stand it today). They would pick four kinds of plums, strawberries, raspberries, black currants, white currants and grew their own garden. The cellar (under the house) was always full. They would preserve the food by putting down hay then the root vegetables then more hay. They made jam and took it to sell to the bachelors in town along with strawberries and eggs. Further to self-employment, Laura raided the squirrels' nests for seeds to sell to forestry. She worked in the local general store where she would cut cheese by the pound and wrap it in paper and tie it off with string, sorted mail and recorded purchases made by customers in a book.

Laura washed her clothes by hand, jeans were the hardest to wash; until they sold the tomatoes and bought a washing machine. They used to have tickets for rationing sugar and stuff. She would send socks, vest and dried huckleberries to her husband. He would use his helmet to cook.

## Lillian T. Sauls –IR #1

***“Everyone had to grow stuff to sell in the fall for groceries.”***

Lillian was born in IR #1 where Bert and Judy live now, down by the creek to her parents, Adeline (Amy August and Anthony August) Willard, and Isaac Willard. Her Grandfather is Old Neskonlith and Alice Toney is Myra’s Grandmother.

Skatsin means rock by the river, where her boys would climb up and jump off. Lillian worried about them jumping into the river. The boys would pit lamp by boat at night when they would get at least 100 salmon in one night. She grew up haying and driving the tractor. Her Dad grew peas, wheat and alfalfa. Everyone had to grow stuff to sell in the fall for groceries. When Lillian wasn’t busy, she enjoyed attending dances and watching baseball.

She grew up on meat, salmon, potatoes, beets, turnips, spinach, swiss chard, asparagus and wild celery. Dad and Grandpa believed in balsam drink, cure for cancer and diabetes. She lost her eyesight for a while and was encouraged to take Vitamin A, which helped her tremendously.

Lillian was proudly married to Jimmy Sauls, who died at 85 and was born by Skatsin Rock. She remembered the days when Jimmy would take people from jail and put them to work at the Sundance, they would go to 200 Mile to go hunting and fishing (with security). He would go to Raleigh Camp and Clearwater Camp to sweat with the men there.

## Lloyd Purdaby

***“When I was growing up, we didn’t need certificates.  
I went out in the bush with my Dad.”***

*“Born in Salmon River; that’s where I brought my daughter Priscilla into this world too. There was no Elder woman or book to tell me how to do it.*

*A month ago I just turned 63. I do a lot of walking, exercise and stuff, I don’t sit around twiddling my thumbs. Even though I have a car I still walk to town.*

*Need jobs for the youth. Now a days you need a certificate for everything. When I was growing up, we didn’t need certificates. I went out in the bush with my Dad and learned to cut down trees, with a power saw by the age of twelve, and then went out on my own.*

*Listen to Elders from way back. Used to be up early in the morning by 4 o’clock. Get the horses ready with a couple bails of hay/oats. Took all of the trees to the saw-mill, 15 loads a day. Got someone to haul them with a one tonne truck. Now a days they don’t hire fallers, unless they too high on the mountain or rough terrain, everything is done by machinery. Machinery wrecks our Mother Earth and medicine. I always watched my parents how they can fish, dry them, smoke them. Deer meat, then I started to do it myself. Make my own bread. Killed 300 chickens. Had chickens and horses, that’s all. Go apple picking somewhere, sometimes travel all the way down to Cherryville on a team of horses, 12ft buckboard (rough riding). I don’t know what we were doing over there.*

*My Dad and I started peeling poles for BC Hydro. I did all kind of jobs. Today I am working at the Mica Dam, it’s better than being on welfare. But, they are going to be laying off people pretty soon; probably done by the fall.”*

## COMMUNITY CULTURE AND LANGUAGE VISION

Culture and Language are priorities for the Neskonlith Indian Band that connect us to who we are, and were mentioned in every conversation that we have had with community members. Our teachings, stories and language are important tools to connect our communities, to heal, to learn our roles and responsibilities.

From including Culture and Language into all the work we do with Youth, to incorporating our laws and language into our governance, to utilizing the land to support healing and sobriety – Culture and Language is not just a section in our plan, but must be threaded into everything that we do.

When planning for services, especially in regards to Culture and Language, it is important to remember that each and every Neskonlith band member deserves equal opportunity to access programs and services, regardless of who they are, what family they are from or which part of the community they live in.

*“Culture and Language is not just a section in our plan, but must be threaded into everything that we do.”*

## COMMUNITY CULTURE AND LANGUAGE GOALS

### Goals:

- Language and revitalization
- Have more cultural programs and events
- Provide more opportunities to teach about traditional medicines and healing

### Goal: Language and Revitalization

Action	Responsibility
<ul style="list-style-type: none"> <li>• Have optional weekly one hour Secwepemc language classes for staff.</li> <li>• Would be good to hear the little ones speaking the language. Have evening language classes for families and community members</li> <li>• Have a weekly or monthly bingo night and call in the language only</li> <li>• Teach Intensive family Secwepmecstin classes</li> <li>• Teach Secwepemc Songs – Berry Picking, etc.</li> <li>• Support more community members to become language teachers – TRU Teacher Program</li> <li>• Teach Hymns in the language</li> <li>• Work with Universities and Educational Institutions and develop a Memorandum of Understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Education</li> <li>• Health</li> <li>• Social Development</li> <li>• Elders</li> <li>• Youth</li> <li>• Chief and Council</li> <li>• Executive Director</li> <li>• Education</li> <li>• Elders</li> </ul>

**Goal: Have more cultural programs and events**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Work with courts and get people to do community service to support cultural activities</li> <li>• Partner with all four communities (Chase, Neskonlith, Adams Lake, Little Shuswap, Chief and Councils)</li> <li>• Survival skill training camp to teach a variety of culture, language and storytelling</li> <li>• Have harvesting camps (hunting, fishing, berry camps)</li> <li>• Teach Youth how to build a sweathouse</li> <li>• Host Elder/Youth meetings and talk about teachings, respect, protocols</li> <li>• Build hunting cabins and trap line cabins</li> <li>• Host Women’s Healing Camp at Neskonlith Lake on Mothers Day</li> <li>• Teach people how to live in the wilderness (survival camps)</li> <li>• Create a Traditional Health Program to teach roles of women/men/children/Elders</li> <li>• Host a Newborn or Baby Ceremony for the new babies that year (partner with other communities)</li> <li>• Host a coming of age ceremony</li> <li>• Smudge before all events to ground everyone</li> <li>• Youth and Elder Services need to be connected to share the language and stories</li> <li>• Language, culture and traditions protocols for our NIB programs and services, research respectful protocols with Elders, eg. ceremony, funerals, births, naming, dance, songs, memorials, games.</li> <li>• Elders circles with youth and cultural awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council Elders</li> <li>• Chief and Council</li> <li>• Executive Director</li> <li>• Education</li> <li>• Health</li> <li>• Elders</li> <li>• Youth</li> <li>• Men’s Groups</li> <li>• Women’s Groups</li> </ul>





## Goal: Provide more opportunities to teach about Traditional Medicines and Healing

Action	Responsibility
<ul style="list-style-type: none"> <li>• Teach how to make salves</li> <li>• Teach when and how to gather and prepare sage and cedar</li> <li>• Host regular healing ceremonies for community</li> <li>• Host weekly sweats</li> <li>• Host community vision quest</li> <li>• Develop learning and teaching resources for use in schools and community</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Executive Director</li> <li>• Education</li> <li>• Health</li> <li>• Elders</li> <li>• Youth</li> <li>• Men's Groups</li> <li>• Women's Groups</li> </ul>

### NESKONLITH INDIAN BAND CHIEF AND COUNCIL STRATEGIC PLANNING GOALS

“The Neskonlith Indian Band Chief and Council (NIB) came together on August 26th, September 6th, 16th and 19th, 2013 to discuss the governance roles and responsibilities of the Council and how the Council may organize itself for greater success.”

–*Neskonlith Indian Band Chief & Council Planning Session Summary Report, September 2013, Four Directions Management Services Ltd.*

#### Culture and Language

**Goal: The Land** – Act as caretakers of Secwepemculecw to ensure balanced activities on our lands that respect our deep connection to our territory.

Action:

- Tmicw Seasonal Calendar
  - a) Develop a calendar for harvesting, hunting, fishing, medicine gathering, tool making, basket making, etc.,
  - b) Identify and include photos and Secwepemc language in the calendar
  - c) Draft work plan, budget and Tmicw land base harvesting for sustainability policy
- Capacity, Mentoring and Education
  - a) Plan and hold women and men Healing Camps
  - b) Mentor and train team members
  - c) Hire a Cultural Coordinator
  - d) Educate community members and staff about land. Tmicw structure and management plan
- Tmicw & Seasonal Ceremonies & Gatherings
  - a) Identify key dates & contacts
  - b) Hold knowledge keepers meeting to update Terms of Reference, work plan and budget
  - c) Update BCR for Cultural Representatives and develop policy

**Goal: Our Ways** – Celebrate and advance Secwepemc culture, traditions, language, history and ceremonies

Action:

- Honouring and practicing our language
  - a) Develop a budget and work plan
  - b) Create language policy at all levels
  - c) Implementation strategy
  - d) Language Speakers Committee and terms of reference
- The People, The Land, The Culture-Legacy Project
  - a) Develop budget and work plan
  - b) Develop and implement fundraising strategy
  - c) Create Elder and Youth Committee
- Reviving Secwepemc Ceremonies
  - a) Identify resource people
  - b) Identify and catalogue ceremonies for distribution
  - c) Develop a budget
  - d) Elders and knowledge keepers group Terms of Reference and purpose
  - e) Draft Ceremony resource kit i.e. funerals, fishing, hunting, harvesting, songs and dances
  - f) Support programs and services that incorporate ceremonies
- Incorporate Culture at a Governance Level
  - a) Develop a kit for Council
  - b) Mentor Council
  - c) Post Secwepemc prayer on wall
  - d) Encourage drumming, prayers, singing, regalia and smudging and spiritual leaders to be involved
  - e) Revisit historical protocols



## CHAPTER 3: HEALING STRATEGY

### HEALING STRATEGY VISION

*In order for our plans to be successful, or to work, a community has to deal with the things that have held them back. People want to work together it seems, but sometimes it feels like something is holding us back. Sometimes it's a family thing, sometimes it's a supervisor thing, sometimes it's a coworker thing, sometimes it's a Chief and Council thing.*

*There is no trust and communication within our organizations, between our leadership and community, staff, and our own families.*

*In order for a Healing Strategy to work, we have to be patient.*

*We have to put programs in place and create opportunities for community members to come together, be consistent, and stick to it. It will take time to build trust and heal. Don't quit because it doesn't work in the beginning. There's still a lot of hurt from alcoholism and abuse. Confidence and healing will take time, but it is important to do the things we don't want to do—to sit across from each other or beside each other, share our stories and forgive. Our communities carry many hurts that we hold onto that prevents us from working together.*

*Sometimes making a Healing Strategy work seems so huge. The word "COMMUNITY" and a sense of community seems so far fetched because of how disconnected we feel. It's important that everyone is part of this strategy and takes part in the community work, families, band office administration, Chief and Council, both of our communities, and on and off reserve members.*

*This issue of trust is huge. We don't trust each other and there are events that people don't go to because there is no trust. People feel anxious, unsafe and bullied. If we continue to have more events and provide opportunities for people to come together we would become a better community. If we involved more teachings into the work that we do and have more grassroot teachings, our people would learn more about respect, trust and community.*

*Many community members expressed a desire to see their Chief and Council come around and talk to the community –to share ideas and the work that is happening. Elders have expressed a desire to have visitors and share a meal in each other's homes –sharing laughter, joy and good feelings.*

*Most of all, the community would like to see forgiveness. Forgiveness of each other and of one's self. So that we learn to let the garbage go, be a community, look to the future and be proud of who we are.*

### WHAT WOULD A HEALING STRATEGY LOOK LIKE?

- A strategy that creates community belonging
- A strategy that creates community connectedness

Throughout the community meetings over the last few years, community members have talked about the importance of:

- Building trust in the community so more people will come together at community events
- Building trust with Chief and Council so that community is a part of the decision making process for issues that come to the table
- Forgiveness. There are a lot of issues that have happened in the past that our families are carrying forward
- Community members want to feel heard

**How do you know when a community has been healed?**

- When community members feel heard
- When the community supports each other in what people want to do to heal
- When people learn to trust
- When there is laughter in our places of work, business and gatherings

**HEALING STRATEGY GOALS**

1. Improve Relationships

- Improve relationship between Chief and Council and community
- Improve relationship between Chase and Switzmalph community
- Improve relationships within the community and families

2. Healing Lodge

- Community Wellness workers
- Healing programs
- Community Development programs

**Our People**

*“Improve community wellness and strengthen family and community cohesion.”*

**Goal: Provide more opportunities to teach about traditional medicines and healing**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Start meeting with community members one-on-one when making decisions or asking for input</li> <li>• Provide self-healing opportunities for community members</li> <li>• Provide community healing opportunities to help members make healthier choices and healthier thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Executive Director</li> <li>• Community Members</li> <li>• Health</li> <li>• Social Development</li> </ul>



**Goal: Support healing for community members**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Talk to community members one on one</li> <li>• Host Community Meetings about Healing</li> <li>• Start hosting 16 Steps to Empowerment (AA/NA)</li> <li>• Host a retreat every year that brings their community women together</li> <li>• Yoga workshops</li> <li>• Meditation and being present workshops</li> <li>• Hosting craft workshops and talking about personal issues</li> <li>• Host evenings where organizations come in to do free workshops or presentations, partner with educational institutions</li> <li>• Create a Crisis Line for community members</li> <li>• Create partnerships with First Nations Health Authority and Secwepemc Health Hub</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Health</li> <li>• Education</li> <li>• Social Development</li> <li>• Community Members</li> <li>• Elders</li> </ul>

**Goal: Rebuild community connectedness and belonging**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Community members shoveling Elder’s driveways</li> <li>• Hosting movie nights at the community halls</li> <li>• Recruit individuals from different families to come together and do hampers for community</li> <li>• Start a women’s group</li> <li>• Start a men’s group</li> <li>• Start a Youth group</li> <li>• Start an Elder group</li> <li>• Bring groups together – create structure</li> </ul>	<ul style="list-style-type: none"> <li>• Community Members</li> <li>• Youth Groups</li> <li>• Men’s Groups</li> <li>• Elders Groups</li> <li>• Women’s Groups</li> <li>• Chief and Council</li> <li>• Health</li> <li>• Education</li> <li>• Social Development</li> </ul>



**Goal: Improve relationships**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Full time liaison in Switzmalph so that community members have their needs met</li> <li>• More staff support in Switzmalph</li> <li>• Weekly team meetings alternating between Switzmalph and Chase</li> <li>• Build a working relationship between Switzmalph and the City of Salmon Arm</li> <li>• Switzmalph would like to develop a CCP for their community that supports the needs of community members in that area. (more details in Switzmalph chapter)</li> <li>• Spiritual Sweats with leadership and both communities</li> <li>• Mediated healing circles with Switzmalph, Chase communities, and Chief and Council</li> <li>• Team building with staff. Ensure that self care and workshops and training is put in place for staff for personal and professional growth</li> <li>• Create a Community Engagement Structure so that Chief and Council involves community in decision making</li> <li>• Meetings and major decisions should be brought to all families, by various Chief and Council members to ensure everyone’s voice is heard to help build trust</li> <li>• Host a series of Healing Circles. Every month host a circle and invite different families and members to participate. Men, women, Youth, Elders, on reserve, off reserve, both communities, leadership and community, staff circles, etc.</li> <li>• Violence in workplace enforced, employees and members taking accountability for behaviors, employees take deescalating and healthy working relationships</li> <li>• Circle created to stop bullying, with Youth and adults</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Chief and Council</li> <li>• Spiritual Support and Counselling Support that provides a safe space for all parties</li> <li>• Health</li> <li>• Switzmalph Community</li> <li>• Community Members</li> <li>• Elders</li> <li>• Youth</li> <li>• Education</li> <li>• Schools</li> </ul>

## Goal: Build a healing lodge

Action	Responsibility
<ul style="list-style-type: none"> <li>• Identify a place to do healing (a temporary space for now)</li> <li>• Identify a place to build a permanent healing lodge that will provide a variety of services, both paid and volunteer; a place where people who are helpers can start working together</li> <li>• Cultural work helps with alcoholism and needs to be supported by addictions programs</li> <li>• Have programs and support put into place for people who go away for healing and treatment. A lot of times people come back and they have nothing to support their sobriety and healing.</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Executive Director</li> <li>• Health</li> </ul>

## Goal: Create positions for community wellness workers

Action	Responsibility
<ul style="list-style-type: none"> <li>• Hold meetings with community members to decide what healing programs and what kind of workers are needed to support community</li> <li>• Assess what health positions we have now and determine how much they are being utilized, find out gaps and create a position to fill those gaps so all families and communities (Chase and Switzmalph) are serviced</li> <li>• Create a position to service the Switzmalph area</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Health</li> <li>• Elders</li> <li>• Youth</li> <li>• Switzmalph</li> <li>• Community members</li> </ul>



## Goal: Build community development programs

Action	Responsibility
<ul style="list-style-type: none"> <li>• Community Garden positions for both communities, gardening is healing, any time communities come together it is healing</li> <li>• Gather, fundraise, talk to community about what they are doing and invite young men to participate in camping, hunting, fishing, sweats, building and construction, mechanics and any other activities the men want to participate in. Including coming of age ceremonies.</li> <li>• Fundraise, camp, gather, pick, sew, bead, sweat and any other activities the women want to participate in. Including coming of age ceremonies</li> <li>• Health Centre is key to wellness focused traditional healing, and is a priority to fund our programs and services from Skacheen Corporation</li> </ul>	<ul style="list-style-type: none"> <li>• Health</li> <li>• Education</li> <li>• Social Development partnership</li> <li>• Men's Groups</li> <li>• Women's Groups</li> <li>• Health</li> </ul>

### NESKONLITH INDIAN BAND CHIEF AND COUNCIL STRATEGIC PLANNING GOALS (HEALING)

"The Neskonlith Indian Band Chief and Council (NIB) came together on August 26th, September 6th, 16th and 19th, 2013 to discuss the governance roles and responsibilities of the Council and how the Council may organize itself for greater success."

*–Neskonlith Indian Band Chief & Council Planning Session Summary Report, September 2013, Four Directions Management Services Ltd.*

#### Healing

**Goal: The People** – Improve community wellness and strengthen family and community cohesion.

Action:

- Community Healing Strategy
  - a) Form a wellness team to coordinate healing strategy and develop policy
  - b) Identify key needs and develop a strategic plan with vision, communication protocol, reporting tools and evaluation
  - c) Hire a coordinator
  - d) Meet Secwepemc Health Caucus
  - e) Traditional medicines
  - f) Family Circles
  - g) Community gatherings



## CHAPTER 4: GOVERNANCE

### GOVERNANCE COMMUNITY VISION

Community members of the Neskonlith Indian Band have identified that good governance includes good communication, transparency and inclusion of membership in decision making.

Whatever we decide to do affects all living things. Not just human beings, but all living things and the relationships we have with the land.

Good governance is about taking care of each other and creating harmony within our community and with the land. We need to have systems in place that promote order and identify what individual and family responsibilities are, along with what Chief and Council responsibilities are.

Neskonlith Indian Band members have a strong desire to be a part of the decision making process where their voices are heard and taken into consideration and where community members are included wherever they live.

### GOVERNANCE COMMUNITY GOALS

Goals:

- Identify what a leadership role is
- Establish a strong governance structure
- Improve communication
- Create a plan with membership to assert, practice, occupy and use

#### Goal: Identify what a leadership role is

Action	Responsibility
<ul style="list-style-type: none"><li>• Create Roles &amp; Responsibilities for Leadership with community members and elders</li><li>• Create a Code of Conduct and Ethics for Leadership with community members and Elders</li><li>• Make home visits with community members and ask for input on what is expected of leadership</li><li>• Create a mentorship program for leadership, Elders and Youth to participate in</li><li>• Honor leadership in community (elected and non-elected, Youth leadership, Elder leadership, etc)</li></ul>	<ul style="list-style-type: none"><li>• Community Members</li><li>• Elders</li><li>• Youth</li><li>• Chief and Council</li></ul>

**Goal: Establish a strong governance structure**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Incorporate our own laws and practices into governance structure</li> <li>• Host monthly meetings with Elders to provide updates and receive guidance</li> <li>• Host meetings and conduct home visits with both communities (Chase and Salmon Arm)</li> <li>• Host 3 general band meetings a year (Chase, Kamloops and Salmon Arm)</li> <li>• Include community members in decision making processes by hosting regular meetings</li> <li>• Secwepemc laws are in our Coyote Stories, leadership can review story telling that is documented in video and print publications</li> <li>• Band Revenue should be decided with the membership as a whole and how it is spent, utilizing the Comprehensive Community Plan for direction and going to membership to discuss budgets and prioritize spending</li> <li>• Establish an electoral code that includes community input:               <ul style="list-style-type: none"> <li>-Anyone applying for a leadership position should undergo a criminal record check. If an issue has been identified, a community restorative justice process can take place before election time.</li> <li>-Voters list should be posted well in advance of the poll.</li> <li>-A term limit should be considered as part of the election code. A term limit is a legal restriction that limits the number of terms an individual may serve in a particular elected office.</li> <li>-Chief and Council should not accept gifts or donations for their work conducting Band business. Anything over and above what the Band pays should go into Band Revenue.</li> </ul> </li> <li>• Create a traditional system of doing things. We didn't have one chief. We have many chiefs throughout the different communities. What would that look like in today's world and how that would change the meaningful voice of community.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Members</li> <li>• Elders</li> <li>• Youth</li> <li>• Chief and Council</li> </ul>

**Goal: Improve communication**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Invite a band member to Chief and Council meetings to help get information out to community members</li> <li>• Invite a Band member to various meetings and ask them to help get information out to community members through meetings, social media and newsletter reports</li> <li>• Invite a Youth representative and an Elder representative to sit in on meetings and have them report back to the Youth and Elder meetings</li> <li>• Chief and Council to conduct home visits with community members</li> <li>• Conduct meetings with various families in the community</li> <li>• Host regular meetings and provide detailed reports to community members about negotiations, budgets, meetings attended, upcoming decisions that need to be made</li> <li>• Host training sessions for Chief and Council on finance and business so that they feel comfortable discussing issues with community members (e.g. Training session on Managing Multi-Million Dollar Budgets)</li> </ul>	<ul style="list-style-type: none"> <li>• Community Members</li> <li>• Elders</li> <li>• Youth</li> <li>• Chief and Council</li> <li>• Switzmalph</li> </ul>



**Goal: Create a plan with membership to assert, practice, occupy and use**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Host mapping sessions with community members</li> <li>• Bring community members out on the land and build cabins and gardens, include Elders and Youth</li> <li>• Host hunting and berry camps led by community members</li> <li>• Host title and rights planning sessions with community members, include community members in education, training and research gathered for leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Community Members</li> <li>• Elders</li> <li>• Youth</li> <li>• Chief and Council</li> <li>• Lands</li> <li>• Health</li> <li>• Education</li> <li>• Social Development</li> </ul>

**NESKONLITH INDIAN BAND CHIEF AND COUNCIL STRATEGIC PLANNING GOALS (OUR INSTITUTION)**

“The Neskonlith Indian Band Chief and Council (NIB) came together on August 26th, September 6th, 16th and 19th, 2013 to discuss the governance roles and responsibilities of the Council and how the Council may organize itself for greater success.”

*–Neskonlith Indian Band Chief & Council Planning Session Summary Report, September 2013, Four Directions Management Services Ltd.*

**Goal: Our Institutions**

**Goal #1:** Advance our title and rights to position ourselves for improved cultural, social, environmental and economic outcomes.

Action:

- Strengthen Shuswap-Okanagan Confederacy by hosting meetings
- Support Secwepemc territorial authority research
- Create a Recognition & Rights based legal and political strategy
- Build internal and external political relationships
- Support and build cultural, social, environmental and economic institutions

**Goal: The People**

**Goal #2:** Improve community wellness and strengthen family and community cohesion

Action: Heads of family systems and governance

- Develop a budget and work plan
- Research family systems and governance
- Genealogy and kinship trees
- Schedule and host family gatherings and community feasts to recognize members and celebrate achievements
- Develop a band history and timeline
- Community decision-making



## CHAPTER 5: LANDS AND RESOURCES

### LANDS HISTORY

*“The Neskonlith Douglas of the Lakes Division Secwepemc (Adams Lake, Neskonlith and Little Shuswap Bands) is recognized by several distinctive features, Tseqwememek or Tsqwememek “Pregnant Woman Mountain” at the Western point. In this area puberty training for young men took place, it was also used as a salmon look out. Dunn Peak marked the Northern point which was located near Skwelkwekwlt formerly Baldy Mountain, now Sun Peaks. This area was especially important for harvesting roots (spring beauties and avalanche lilies) berries, medicinal plants and fishing and spiritual cleansing. The area between Neskonlith Lake and McGilvray Lake was also a fishing, hunting and camping area. At the North End, Adams Lake (Cst7en) was known as the Eastern Point: this region provided abundant fishing, hunting, berries, etc. The Neskonlith Douglas Reserve totals 312,076.5 hectares. However, the overall traditional territory of the Lakes Division covers an area approximately 1.5 million hectares.*

*Secwepemc stories of origin and creation tell us about our place in the world, responsibilities and purpose of the human beings, plants, animals and caring for the lands. Our collective memories about the traditional territory demonstrate that the Secwepemc ancestors continue to undertake these responsibilities and cares for the lands and resources diligently for the benefit and survival of all Secwepemc. Historical estimates of population are estimated at 80,000 Secwepemc within the Nation. With such large populations, the Secwepemc had definite societal organization, governance, responsibilities and rituals, rights of passage, ceremonies and spirituality. The Secwepemc protected all areas of their traditional territory against enemies and those that encroached within their lands.”*

–Excerpt from “Journey Through Secwepemculecw - Government Policy and Land Use”, The Traditional Territory of the Lakes Division Secwepemc (spiritmap.ca)

The Neskonlith Indian Band is a First Nations community located in the south central part of BC. The Neskonlith Indian Band consists of three reserve land bases, which are located adjacent the Village of Chase and City Salmon Arm, British Columbia.

Neskonlith Indian reserve #1, is located approximately 6 KM’s west of Chase on the west side of the south Thompson River, the old Kamloops Highway runs through Neskonlith IR 1 and the land-base size is 1280.4 Hectares.

Neskonlith Indian reserve #2, is located approximately 6 KM’s west of Chase on the east side of the south Thompson River, the Trans Canada Highway and CPR run through Neskonlith IR 2 and the land-base size is 989.3 Hectares.

Neskonlith Indian reserve #3, is located on the western boundary of the city of Salmon Arm. At our IR # 3 Switzmalph community the city of Salmon Arm has grown to immediately adjacent our community. The land-base size of Switzmalph IR # 3 is 517 Hectares

## LAND CODE

**The First Nations Lands Management Act** presents opportunity for First Nations to opt out of the 34 land related sections of the Indian Act.

A First Nations managing its lands under a Land Code will have the power to “enact laws respecting interests or rights and licenses in relation to First Nations land.” Other related types of laws under Bill C 49 include:

- The development, conservation, protection, management, use and “possession” of that land”
- “regulation, control or prohibition of land use and development, including zoning and subdivision control”;
- environmental assessments, environmental protection; and
- the provision of services

Each of the land base consists of a combination of community infrastructure facilities that are critical to the overall socio-economic health and wellbeing of the community. These facilities include community halls, administrative offices, daycare, Band operated schools, water treatment facilities etc. Each land base has single family units and some multifamily attached units, which house families, single parents, and Elders both on assisted living and in-home care.

The administration delivers all the services of a local municipal type government however, in respect to service delivery the Band administration deals with a greater range of service delivery. Some examples of services that a municipal government would not deal with but the Neskonlith administration does deliver include management of natural resources, Band operated school programming, social services programming and the direct promotion of the economic growth of the community. As of November of 2009 the Chief and Council have decided to examine if management of our Neskonlith reserve lands is the right path of future community self-determination and prosperity.

If ratified (accepted by community vote), the Land Code takes effect on a day determined by the community, usually within a month after the vote, and the Nation follows the new procedures outlined in the Land Code.





The Land Code gives the Nation the ability to create bylaws, and the bylaw making procedure is outlined in the Land Code and includes the details for community input in the law making procedure.

Some of the bylaws could include:

- Regulation, control and prohibition of zoning land use, and development,
- Expropriation rules and procedures,
- Environmental assessments,
- Fees to be paid to the Nation for the extraction of natural resources,
- Conduct of surveys,
- Setting aside and use of parks and heritage sites,
- Removal for trespass,
- Nuisance laws,
- Regulation of traffic, and
- Construction of infrastructure

The Land Code could also contain the methods for the creation of interests, or holdings, in Reserve Land:

- Individual Interests to members,
- Short term interests to non-members,
- Long Term interests to non-members, and
- Resource Interests

The Land Code could also contain:

- Terms of reference for the Land Management Board;
- A land dispute resolution mechanism;
- Rules for land exchanges with the Canadian Government;
- Details for the liability of reserve land, and
- Details for offences against the Land Code.

## Land Use Designations

Land use designations are established to ensure that future development activities align with the mission, vision, values, as well as, the goals and objectives of the community. They describe future, long term acceptable development as well as very broad descriptions about what can and cannot happen in certain areas as deemed appropriate.

## Zoning By-law Development

Zoning by-laws are a regulatory tool used to control land development within a specified boundary. It entails defining zones within the land base that correspond with land use designations and ensuing land use regulations.

There are many factors to consider for each area.

## Potential Land Use Zones for Switzmalph #3

1. Agriculture
2. Residential
3. Commercial
4. Existing road
5. Highways road
6. Community service (landfill, cemetery, etc.)
7. Traditional and historical use
8. Environmentally sensitive
9. Lease residential
10. Lease commercial
11. Proposed road right-of-way
12. CPR railway
13. Administration and community Facilities
14. Traditional Uue (no development zone)

## Land Code Community Input

Considerations:

- Harper Lake – 270 acres at Harper Lake, from the Section 35 agreement, as a community we have to decide if we want to make those lands Indian act lands or fee simple? If they are fee simple lands they are more valuable. What do we want to do with those lands?
- Our Land Code should consider the environment first and foremost.
- A lot of the estates and transfers haven't been dealt with .  
(answer: wills and estates remain under INAC)
- Is the money that INAC gives lands department enough to run a lands department?
- What about the history of land transfers that happened in the past that weren't done ethically? A dispute resolution has to be put in place that involves community, the community has to come up with the answers.
- The Land Code process should still involve Youth and Elders, representation has to be from Elders, young Elders and Youth.
- Create a community advisory committee. Approach the advisory committee through education and knowledge, not on an elected system. Have Elders on the committee that have more insight into some of the issues of the day and of the past.



### Community Engagement:

- Build community trust through real community engagement.
- Involve community through the whole process and not just at the end.
- People think they can't vote on lands because they don't own lands.
- Need visuals about what it really entails.
- Get the land code in point form and present to the Youth.

### Governance:

- Chief and Council should not control the land, it should be the people.
- Community should be involved in developing a governance structure.
- A governance structure should include traditional governance and family systems
- The laws, the council has to abide by the laws.
- 100% membership driven.
- Amendments need to be made to the voting and election code before taking on the land code.
- A majority of leadership should have an education background, all leadership should understand finance.
- Leadership and management need to get training on how to manage millions of dollars. Look at that context of education because we have to follow accountability and we want reports and find out what's going on with the money.



## LAND AND RESOURCES COMMUNITY VISION

Neskonlith Indian Band members believe that it is important to plan for the land in a sustainable way and that provides benefits for the community as a whole and utilizing the land to take care of everyone in the community.

Food sovereignty, asserting title and rights and providing good water to community members is a huge priority for the community. Creating a food sovereignty plan would not only provide food to community members but also help assert title to the land and promote community connectedness and belonging.

It is also important for community members to be involved in conversations and planning around the upcoming highway expansion. In this section, the community has provided a list of infrastructure and programs they would like to see put into place.

## LANDS AND RESOURCES COMMUNITY GOALS

**Goal: Involve community members in Title and Rights strategies**

Action	Responsibility
<ul style="list-style-type: none"> <li>• To build capacity by educating and training Neskonlith members (bring training into the community) in the following areas:                             <ul style="list-style-type: none"> <li>-Research training</li> <li>-GIS training</li> <li>-Referrals</li> <li>-Negotiations training</li> <li>-Computer skills</li> <li>-Camera and photography courses to document land and stories</li> </ul> </li> <li>• Develop research strategies that support and document the pursuit of Aboriginal Rights and Title</li> <li>• Support gatherings, fishing, hunting and spiritual camps and document gatherings, fishing, hunting and spiritual camps</li> <li>• Host community educational workshops and brainstorm with community members on what establishing co-jurisdiction means</li> <li>• Create a Title &amp; Rights Map with community members</li> <li>• Document stories</li> <li>• To expand the land base</li> </ul>	<ul style="list-style-type: none"> <li>• Lands</li> <li>• Economic Development</li> <li>• Education</li> <li>• Chief and Council</li> <li>• Health</li> <li>• Social Development</li> <li>• Elders</li> <li>• Youth</li> </ul>

**Goal: Build capacity by educating and training Neskonlith members**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Build partnerships with education institutes to offer certification and diploma programs on reserve to community members in negotiations training, research training, management skills, referral, marketing, computer skills, trades, range use, occupational courses, and land management</li> <li>• Recruit educated Band members, invite them back to the community to host and facilitate workshops and training events and honor them appropriately for their time</li> <li>• Invite Elders with life skills, experience and traditional knowledge into the community to host circles, facilitate storytelling, teach young people protocols and lessons about the land and honor them appropriately for their time</li> <li>• Host career fairs with schools, education, health and social development, and discuss opportunities to train Neskonlith members</li> </ul>	<ul style="list-style-type: none"> <li>• Lands</li> <li>• Economic Development</li> <li>• Education</li> <li>• Chief and Council</li> <li>• Health</li> <li>• Social Development</li> <li>• Elders</li> <li>• Youth</li> </ul>

**Goal: To maintain and develop our own standard for Land Use Planning**

Action	Responsibility
<ul style="list-style-type: none"> <li>• To support community development and initiatives</li> <li>• Community decision making for lands</li> <li>• Building traditional community structures</li> <li>• Set land aside for community cabins and gardening</li> <li>• Host meetings with community members to create by-laws and policies for land use</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Lands</li> <li>• Economic Development</li> <li>• Executive Director</li> </ul>

**Goal: Develop a sustainable residential water source on IR#1**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Expand water treatment plant to service homes that don't have good water</li> <li>• Invest in infrastructure to bring good, clean water to all homes</li> <li>• Train and educate community members in water testing and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Economic Development</li> <li>• Lands</li> <li>• Education</li> <li>• Health</li> </ul>

### Goal: Support forestry opportunities

Action	Responsibility
<ul style="list-style-type: none"> <li>• Bug kill harvesting – provide training, education and planning</li> <li>• Mount Ida project – we need a strategy; if it's going to be logging it has to be select logging and done in a respectful way, sustainably, and rotated</li> <li>• Log areas for fire protection for healthy forests</li> <li>• Log areas for community infrastructure</li> <li>• Expansion of woodlots</li> </ul>	<ul style="list-style-type: none"> <li>• Lands</li> <li>• Economic Development</li> <li>• Education</li> <li>• Chief and Council</li> <li>• Health</li> <li>• Social Development</li> <li>• Elders</li> <li>• Youth</li> </ul>

### Goal: Develop a sustainable business model

Action	Responsibility
<ul style="list-style-type: none"> <li>• Develop a business plan that guides the function of the Economic Development Department</li> <li>• Create a community based advisory team to assist in the development of the Economic Development department</li> <li>• Develop a taxation revenue program for the Neskonlith community</li> <li>• Purchase referral system computer software</li> <li>• Train Neskonlith members in referrals and referrals software</li> <li>• Form partnership agreements with private sectors, local, regional, provincial and federal governments</li> </ul>	<ul style="list-style-type: none"> <li>• Lands</li> <li>• Economic Development</li> <li>• Education</li> <li>• Chief and Council</li> <li>• Health</li> <li>• Social Development</li> <li>• Elders</li> <li>• Youth</li> </ul>

### Goal: Involve community members in decision making and planning around highway negotiations

Action	Responsibility
<ul style="list-style-type: none"> <li>• Prioritize Community Infrastructure Wish List with community members</li> <li>• Host ongoing information sessions with community members to communicate progress and plans for highway</li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Executive Director</li> </ul>



## NESKONLITH INDIAN BAND CHIEF AND COUNCIL STRATEGIC PLANNING GOALS

“The Neskonlith Indian Band Chief and Council (NIB) came together on August 26th, September 6th, 16th and 19th, 2013 to discuss the governance roles and responsibilities of the Council and how the Council may organize itself for greater success.”

–*Neskonlith Indian Band Chief & Council Planning Session Summary Report, September 2013, Four Directions Management Services Ltd.*

### Goal: Our Institutions

**Goal:** Advance our title and rights to position ourselves for improved cultural, social, environmental and economic outcomes.

Action: Secwepemc Territorial Authority Research

- Summarize academic reports in clear language for community members.
- Analysis of Doctrine of Discovery (DOD) report/action items.
- Skatsin government charter and procedures draft
- Secwepemc laws

**Action:** Recognition and Rights based legal and political strategy

- Research Aboriginal Title & Rights (AT&R) working group
- Develop a budget, terms of reference and workplan
- Fight for Right Secwepemc Nation Tribal Council (SNTC) booklet
- Territorial based claims vs. Tsilhqot'in National Government (TNG) small spots

*Note: “Tmicw – The Land” Chief and Council goals are listed in the “Culture and Language Section” (Pages 9-15)*



# CHAPTER 6: COMMUNITY ECONOMIC DEVELOPMENT

## COMMUNITY ECONOMIC DEVELOPMENT PLAN

The Neskonlith Indian Band completed a Five Year Community Economic Plan 2010-2015. The document was a compilation of extensive feedback from Band members, staff, Chief and Council, consultants and business partners. The document represents years of community assessment work and intensive membership feedback over the period of six months.

From 2014-2016, through the Comprehensive Community Planning process, Economic Development lists from the Community Economic Development plan and community members were asked to edit, change and make additions to the 2010-2015 plan.

### Mission Statement

*"Our mission is to move forward as caretakers of Secwepemc lands and resources to improve the health and wealth of Neskonlith Indian Band families for the next 7 generations, using a community-driven and Nation-based approach."*

### Vision Statement

Our vision for the future of Neskonlith Indian Band includes:

- A self-reliant and prosperous community;
- A healthy community;
- A self-governing community with its own institutions and laws;
- A community that receives the wealth of Neskonlith Indian Band territory in the form of ongoing revenues;
- A community that plays an important role as caretakers of the environment and the natural resources in Neskonlith traditional territory

### Statement of Values

Our actions are guided by these values:

- We never take more than we need from the land.
- Decisions we make today take into account the consequences for the next 7 generations ahead.
- We strive to re-unite our kinship ties with the rest of the Secwepemc Nation.
- We strengthen our heads of families' system as part of our Secwepemc government system.
- We seek to restore the ecosystems and the traditional ecological values of our people.
- We don't define wealth in terms of money, but instead as how well we can live from our lands and resources.
- We try to restore traditional Secwepemc customs and practices of caring for each other, including the respect of our Youth and our Elders.

## PRINCIPLES FOR COMMUNITY ECONOMIC DEVELOPMENT

The principles that we have set out for community economic development are:

- Avoid infringements to Aboriginal Rights and Title;
- Ensure the protection of lands and areas of significant cultural value (i.e. archaeological, traditional use, burial, spiritual, ceremonial, medicinal, plant harvesting, hunting, sites);
- Ensure the protection and continued practice of our culture in Secwepemc traditional territory;
- Ensure community and individual prosperity, especially for future generations;
- Ensure promotion of private business development;
- Shift from dependence on AANDC as primary funding source for programs and services to Band generated and controlled funding sources as derived from the Band's economic activity.
- Promote individual training and skills enhancement (capacity building and retention);
- Facilitate meaningful employment opportunities while placing emphasis on financial viability of Band-owned businesses;
- Enhance socio-economic self-reliance, a diversified economy not dependent on any one sector which promotes community sustainability.

### Policies

Currently, the Band has enacted the following policies:

- Neskonlith Personnel Policy
- Neskonlith Harassment Policy (outdated)
- Custom Elections Code
- Chief and Council Code of Ethics
- Animal Control Policy
- Neskonlith Chief and Council Governance Policy
- Neskonlith Governance Policy
- Neskonlith Housing Policy
- Band Administrator Policy
- Finance Policy
- Personal Computer (PC) Use Policy
- Special Travel Policy
- Post Secondary Policy



### 1. Guiding Principles for Community Economic Development

Community Economic Development needs to be consistent with the values, principles and goals of the Neskonlith Indian Band, the Sexqeltkemc Lakes Division and the Secwepemc Nation.

### 2. Purpose of Skat'sin Development Corporation

The Corporation should operate outside program funding and normal Band administration, which will require self-funding.

### 3. Relationship between Skat'sin Development Corporation and the Band Chief and Council

The role of the Chief Executive Officer in relation to the role of the Chief and Council needs to be clearly defined.

### 4. Financial Relationship between Skat'sin Development Corporation and Neskonlith Indian Band

The financial management responsibilities, administrative system and reporting obligations must be clearly laid out and separated from Band administration and politics.

### 5. Purpose and Provision of Community Dividends

To minimize exposure to taxation, the legal purpose of the corporation and the manner in which assets after expenses (net revenues) are addressed must be clearly defined in a manner that is acceptable from a business, community and political perspective.

Generally, all net revenues should be dispersed as community dividends. This does not necessarily mean cheques to members. The proposed community economic development advisory board (recommendation #10) should provide guidance on the dispensation of corporate net revenues. One option to examine is the creation of a not-for-profit trust or foundation that provides grants for causes that are prioritized through the Advisory Board on an annual basis. Other options should also be examined.

### 6. Development of Partnerships and Investor Relations

Information provided to potential investors should outline community interests, development principles, applicable by-laws/policies/procedures and any other information that may attract "good" investment and detract "negative" investment.

All proposals received by prospective investors should likewise be assessed against a standard set of criteria, similar to those which priority projects outlined in this community economic development plan have been assessed against.

### 7. Development of a Green Business Code, including sectoral policies for:

- Land use;
- Energy development;
- Right of Ways and infrastructure;
- Forestry;
- Tourism/Resorts;
- Business parks;
- Residential development

***The Green Business Code will be guided by a Community Statement of Sustainability.***



## **8. Provision of Contracted Services**

In general, the Public Works and Government Services Canada Consulting and Non-Consulting Service Contract Management Process will be adhered to.

Additional procedures may need to be developed to ensure that the unique needs of the Neskonlith Indian Band are understood and respected by external consultants, whether they be in the legal services profession, other recognized professionals or contractors without a professional designation or affiliation.

## **9. Capacity Development and Retention for Economic Development and Entrepreneurship**

A percentage of all net revenues resulting from commercial activities should be invested in the community to promote and build knowledge of community economic development and entrepreneurship.

## **10. Creation of Community Economic Development Advisory Board**

A permanent Advisory Board should be established as soon as a Terms of Reference can be ratified by the Council and membership that guides and oversees the progress of development and Skat'sin Corporation.

This body should be comprised of a cross-section of Band members and business partners of the Band that have an interest in community economic development and are willing to devote their expertise, ideas and time.

## **11. Creation of Economic Corporation Agreement with Sexqelkemoc Lakes Division**

A protocol which describes the relationship between the Skat'sin Corporation and the Limited Liability Partnership that is to be formed through the Lakes Division should be developed shortly following the creation of the LLP. The basis of the relationship should be on cooperative approaches to development where one parties' actions may impact the other parties' actions.

## **12. Creation of a Community Engagement Policy**

The development of these recommendations should occur in close collaboration between the Economic Development Director, the Comprehensive Community Planning Manager and the Chief and Council.

These recommendations will be in line with the Comprehensive Community Plan objectives and policies and with the Neskonlith Indian Band First Nation Financial Administration Bylaw.

## **13. Completion of detailed background information for Priority Projects and Plan Implementation**

Due to time constraints certain projects assessed as priorities for development were not fully described. In addition, some details on the implementation process and steps for this plan need to be added or improved upon as we become more familiar with addressing the challenges which face our continued development as a community.

For both of these areas, and other aspects of this plan which are found to be deficient, it will be the roles of the Economic Development Director to propose additions or revisions to the Corporate Board and, once approved, this information will be added.

Where such details may cause a significant impact on operations or change in priorities, the Board of Directors will be required to seek community ratification.

### Potential Ventures that have been prioritized:

- A rustic type of resort at Neskonlith Lake
- The completion of the new irrigation system and re-establishing the agriculture production on IR#1
- IR#2 highway developments that will be enhanced by the Ministry of Highways 4-land improvements to Highway #1
- In conjunction with Village of Chase, explore the establishment of a commerce park on band land
- IR#3 land base with the recent tripartite water project and the upcoming sewage project the commercial grade infrastructure will be in place that will allow for major development on the bench lands above the village



## ECONOMIC DEVELOPMENT WISH LIST

- Bed and breakfasts
- Boarding home
- Commercial daycare
- Cottage industry
- Duplexes
- Family child care
- Four plexes
- Group homes
- Mobile homes
- Park and playgrounds
- Public utilities
- Greenhouse
- Nursery
- Cultural and education centre
- Car wash
- Convenience store
- Gas Station
- Farm equipment sales and rental
- Laundromat and dry cleaning
- Markets
- Medical
- Office spaces
- Restaurant
- Retail stores
- Second hand stores
- Tire sales and repair
- Administration building
- Bigger community hall
- Meeting spaces
- Educational facilities
- Fire station
- Elders homes
- Local food production
- Maintenance storage of equipment and vehicles
- Recycling collection site
- Youth centre
- Houseboat company
- Taxidermy
- Wal-Mart
- RV park and camp ground
- Canoe rides & rentals
- Sewing, modeling, manufacturing and retail sales
- Bakery
- Café/Internet café
- Aboriginal tourism company
- Marketing co-op for local farmers and artisans
- Clothing store
- Horse-riding, camping, horse stable
- Motel at IR#2
- Golf course
- Cabins, trails, children's play area at Neskonlith Lake
- Park with trail access at Harper Lake
- Helicopter tours
- Fruit stand
- Sani-dump for RV's
- Portable Sawmill
- Woodlot expansion/new woodlots
- Community forest License
- Band operated community gardens
- Beef production
- Fruit production
- Farmer's market
- Field crops
- GM Goodwrench
- Industrial park on IR#2
- Use ready-to-assembly plant to develop housing
- Log home building company
- Portable sawmill
- Hardware supply store
- Gravel pit on IR#2



## COMMUNITY ECONOMIC DEVELOPMENT GOALS

- Develop tourist attractions and pave side roads
- Produce organic foods for sale
- Display history and culture
- Develop small tree nursery and re-plant areas affected by beetle infestations
- Eco-depot
- Develop a Heliport to provide tourist excursions around the Shuswap area
- Sell good quality bottled Neskonlith water
- Information to staff and membership on how to invest money
- Economic development guidelines should consider potential impacts on food systems for Secwepemc lands
- Economic Development planning should follow the land use principles
- Food sovereignty should be incorporated into economic planning and development
- Conduct market research on organic and sustainable agriculture
- Create a Secwepemc bank or Credit Union
- Develop feasibility study for a casino
- Develop a casino with guest rooms, restaurant, dancing/live bands, cater to weddings, holiday packages, etc
- Land designations for future business development
- Apply to federal funding programs for business start up
- Open store/gas station
- Develop protocols with off-reserve businesses to form partnerships
- Develop a car wash business
- Develop a car dealership
- Create employment by developing tree nursery
- Create a by-law banning the leasing of land to outside foreign investors for unsustainable agriculture that depends on high energy inputs (e.g. fertilizer, pesticides, machinery)
- Incorporate permaculture design principles into agriculture plans
- Raise our own pigs, cattle and chickens
- Mechanic and tire shop on reserve
- Offer training for hairdressing, esthetics, barbering, chefs, computers
- Ecologically friendly/Rustic Resort at Neskonlith Lake



**Switzmalph (IR#3)** is comprised of 523.60 hectares of land. Approximately 57% of this is considered developable. There have been studies and work done to date on economic development opportunities in Switzmalph, the community would like to see this plans reviewed with community and determine priorities and needs.

### SWITZMALPH POTENTIAL DEVELOPMENT

- Single family residential subdivisions
- Mobile home park
- Commercial subdivision
- Tourist attraction
- Gas station/convenience store
- Water park
- Tim Hortons
- Disco party place
- Go-carts
- Car wash
- Office spaces
- Tire shops
- Mechanic shops
- Hotel and casino resort
- Restaurants
- Indigenous restaurant
- Retail mall
- Tour guides – educate and train Youth in language and place names for them to become the tour guides
- Horseback riding
- Canoeing
- Yard work – train Youth to do basic landscaping and create job opportunities
- Bumper cars
- We have land and logs to build homes, we have log home builders, Youth want to apprentice and help the older people build homes in/for the community
- Greenhouses, organic produce, sell at farmers markets, fruit stands and create relationships with executive chefs in the city of Salmon Arm



## CHAPTER 7: COMMUNITY SERVICES VISION

### COMMUNITY SERVICES VISION

In order for a community plan to work and for a community to reach goals and aspirations set out in a plan, certain characteristics must be in place and/or must be something that the community is continually striving for, some of which are:

- Health – physical, emotional, mental, intellectual
- Self sufficiency
- Self reliance
- Free from oppression, violence
- Equitable and fair in the use of land, financial resources and facilities
- Equitable resources, services for all 3 communities within Neskonlith Band
- Sense of pride, belonging
- Self identity
- Cultural knowledge
- Language – learn, preserve and use
- Nationhood
- Non assimilation
- Value and use the human resources in a community

### SOCIAL WELLNESS

Improve services and programming for the following community services:

- Social Wellness
  - Housing & Infrastructure
  - Social Development
  - Health
  - Community Safety and Justice
- Education, Training and Daycare
- Elders & Youth

### Community of Services

- Social Wellness:
  - Housing & Social Infrastructure
  - Social Development Health
- Community Safety and Justice





Social Wellness is a unified department put in place to handle the health and well being of our people, it was established with the objective to author our own road to healing. The department includes a Social Worker, a Health Nurse, the Social Development Worker and programs geared towards creating a better and stronger community.

Social Wellness, having a large and ambitious purview (scope of influence), will eventually include several programs. Restructuring is underway, and a new department head is expected soon to spearhead this restructuring.

### HOUSING AND SOCIAL INFRASTRUCTURE

Housing is the foundation for strong and healthy communities. The Neskonlith Indian Band’s vision for the community is to accommodate the housing needs of all of its members and to ensure that all members have equal access to affordable, sustainable, energy efficient housing that provides a safe and healthy environment.

Social Infrastructure refers to the range of activities, organizations and facilities that support the formation, development and maintenance of social relationships in a community. Social Infrastructure is crucial to creating sustainable communities. “Lack of social infrastructure affects community well-being.” – Joseph Rowntree Foundation and Commission for Architecture and Built Environment (CABE) Research

#### Goal: Improve building maintenance

Action	Responsibility
<ul style="list-style-type: none"> <li>• Develop a regular maintenance check list for homeowners</li> <li>• Develop a village maintenance plan</li> <li>• Develop a storage compound</li> <li>• Training programs for staff</li> <li>• Purchase maintenance and firefighting vehicles</li> <li>• Purchase of essential tools and equipment for both Neskonlith community and Switzmalph</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department,</li> <li>• Housing Department</li> <li>• Executive Director</li> </ul>



**Goal: Improve water and water treatment**

Action	Responsibility
<ul style="list-style-type: none"> <li>• On-going training for staff</li> <li>• Market additional staff</li> <li>• Aim for 100% operation</li> <li>• Bring purified water system to the 12 houses that aren't receiving water</li> <li>• Ensure good water is available to all members, paying special attention to Elders and vulnerable community members with health issues</li> <li>• Develop sustainable residential water source on IR#1 agricultural lands so CP holders can build on these lands, create partnership with Adams Lake Indian Band</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department,</li> <li>• Housing</li> <li>• Executive Director</li> </ul>

**Goal: Build “meanwhile spaces” – temporary facilities that are put in place for community members**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Healing space or wellness centre</li> <li>• Youth Drop In Centre with space for movies and games</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Education</li> <li>• Social Development</li> <li>• Chief and Council</li> <li>• Youth</li> <li>• Community Groups</li> </ul>





**Goal: Improve social infrastructure and physical amenities**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Build a cycling path to town – potential to create a partnership with neighbouring Band, Village of Chase or the Regional District</li> <li>• Construct a top quality playground near the daycare or powwow grounds</li> <li>• Construction of Adventure Playground for older children and teens to include obstacle courses and exercise stations</li> <li>• Construction of a picnic/rest area park on Neskonlith IR#1 main village as most of the people living in this area are in the older age bracket</li> <li>• Completion of ball dugouts at Magpie Stadium</li> <li>• Provide funding to pay at least two workers to complete the job</li> <li>• Also recruit youth who want to volunteer to learn how to build</li> <li>• Create a policy for community projects to include the following, “Do not purchase materials unless there is assurance the job will be completed, do not leave building materials lying around.”</li> <li>• Completion of Powwow Arbour – grand stand, announcer stand with roof, toilets</li> <li>• Build a bigger community hall with an industrial kitchen, gymnasium, basketball court</li> <li>• Spiritual center with a bell tower</li> <li>• Build mountain bike and walking trails</li> <li>• Build sustainable roads on IR#1 to build homes and use lands</li> <li>• Fix up our community hall</li> <li>• Daycare in Salmon Arm</li> <li>• Youth Centre (Salmon Arm and Chase)</li> <li>• Parks and Trails (Salmon Arm and Chase)</li> <li>• Special Needs Playground</li> <li>• Recreational area with sandbox for kids and toys</li> <li>• Street lights and paved roads in main communal areas</li> <li>• Water park for kids in both communities</li> </ul>	<ul style="list-style-type: none"> <li>• Health</li> <li>• Education</li> <li>• Social Development</li> <li>• Chief and Council</li> <li>• Community Groups</li> </ul>

## Goal: Implement the Property Management Initiative

Action	Responsibility
<ul style="list-style-type: none"> <li>• Eliminate areas by enforcing the Housing Policy</li> <li>• Make sure the Housing and Tenancy Coordinator, Social Development Team, Health, Executive Director and Chief and Council are meeting regularly to address the Housing Arrears issue and are communicating the same information to community members</li> <li>• Create revenue streams</li> <li>• Develop a process for tenant arrears, concerns, rates, financial transactions</li> <li>• Raise management capacity</li> <li>• Provide more housing opportunities and units, both on and off reserve</li> <li>• Develop a strategy that curbs vandalism</li> <li>• Spring clean for community “Community Pride Drive”</li> <li>• Raise maintenance standards</li> <li>• Host homeowner’s workshops to learn about maintenance, small repairs and home insurance</li> <li>• Continue to improve on the work order system</li> <li>• Host housing meetings to improve communication and involve community in moving the housing issue ahead and addressing the arrears, including home visits and include leadership in the discussions to create individual plans for each tenant and home</li> <li>• Address drug dealers in community by not providing housing to those who sell drugs, enforce policies to make sure that those who abuse their homes by selling drugs or having parties that endanger community member’s safety will not be tolerated and they will be evicted</li> <li>• Create a recycling and composting program</li> </ul>	<ul style="list-style-type: none"> <li>• Housing Department,</li> <li>• Executive Director</li> <li>• Chief and Council</li> </ul>

**Goal: Identify and create innovative plans for housing opportunities**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Create environmentally and sustainable housing plans</li> <li>• Explore elder housing units</li> <li>• Single person housing, duplexes/fourplexes</li> <li>• Finished basements in existing homes</li> <li>• Research energy efficient homes for community</li> <li>• Include off-reserve community members input</li> <li>• Student housing off reserve</li> <li>• Development of alternative energy plan that will take advantage of orientation in relation to wind, solar energy and micro-hydro</li> <li>• Set aside land for trailer park</li> </ul>	<ul style="list-style-type: none"> <li>• Housing Department,</li> <li>• Executive Director</li> <li>• Chief and Council</li> </ul>

**SOCIAL DEVELOPMENT**

Under the supervision of Chief and Council and Band Manager, the Social Development Worker administers the following Social Development Programs:

- Persons with Disabilities;
- Persons with Persistent Multiple Barriers;
- Guardian Financial Assistance;
- Homemakers Service Program;
- Manages Social Assistance Budget
- Produces various reports from AANDC
- Maintains confidentiality

**Goal: Maintain family ties with child welfare**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Involve Elders and families when planning for children</li> <li>• Structure “Traditional Community” that is holistic with teachings between Elders, Youth &amp; adults and teaching roles &amp; responsibilities</li> <li>• Educate existing justice system with regard to traditional values and practices used to exercise social justice and conflict resolution</li> <li>• Build upon the foundation of knowledge and experience from elders and other community champions</li> </ul>	<ul style="list-style-type: none"> <li>• Social Development</li> <li>• Chief and Council</li> </ul>

**Goal: Support in child protection issues**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Collaborate with existing services for children and Youth</li> <li>• Proactively provide services protecting the safety and basic human rights of the Neskonlith community</li> <li>• Recognize and implement a traditional restorative justice system that is recognized by the existing legal system</li> <li>• Liaise and advocate for/and/with children, Youth and families</li> </ul>	<ul style="list-style-type: none"> <li>• Social Development</li> <li>• Chief and Council</li> </ul>

**Goal: Provide family support services to the Neskonlith Band membership and to those entitled to the services in a respectful, timely, confidential and organized manner**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Offer and support family and youth counselling services</li> <li>• Create a supportive, fair, equitable and compassionate system by hosting workshops in community and getting feedback from families and individuals</li> <li>• Organize financial planning workshops for individuals</li> <li>• Workshop on couponing (Extreme Couponing)</li> <li>• Written and completed protocols with other departments</li> <li>• Have weekly meetings with Education and Health Departments to discuss projects, programs and upcoming events and partner to provide services and cost-share</li> <li>• Create and use incentives for Income Assistance members to help with community gardens, Youth and Elder's events, learning Secwepemc language, and helping out at powwows</li> </ul>	<ul style="list-style-type: none"> <li>• Social Development</li> <li>• Chief and Council</li> </ul>



## HEALTH

### Goal: Support traditional and alternative health choices and practices

Action	Responsibility
<ul style="list-style-type: none"> <li>• Bring Elders and knowledge keepers together with community members to teach about medicines and taking care of your body and mind and spirit</li> <li>• Support community members who complete addictions and treatment centres by connecting them with the land and language</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> </ul>

### Goal: Develop a food security strategy

Action	Responsibility
<ul style="list-style-type: none"> <li>• Raise our own beef and have butcher shop</li> <li>• Have a community barn and raise our own chicken</li> <li>• Community garden and community orchard</li> <li>• Grow food to trade with northern communities</li> <li>• Can and store food to sell and provide for community members</li> <li>• Community Kitchens</li> <li>• Host monthly potlucks</li> <li>• Hire food security coordinator</li> <li>• Host weekly soup kitchens for community members</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Education</li> <li>• Social Development</li> </ul>



**Goal: Provide a standard of health care to community members**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Have a health board that is <b>community based</b> not with politics or administration</li> <li>• Dental enhancement/nursing recruitment</li> <li>• Support for mental health</li> <li>• Disease control program and prevention</li> <li>• Optometrist</li> <li>• Hearing and Speech specialists</li> <li>• Assessments for children for special needs</li> <li>• Health Centre with our own doctor, dentist equipment, and massage therapists</li> <li>• Pharmaceuticals</li> <li>• Provide elder care 4 hours a day, at least for care aides</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Executive Director</li> <li>• Chief and Council</li> </ul>

**Goal: Promote fitness**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Fitness trails with Secwepemc signs</li> <li>• Healthy living program</li> <li>• Recognition of athletes</li> <li>• Have fitness classes two times a week, low impact, strengthening with little to no equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Chief and Council</li> <li>• Youth</li> <li>• Community Groups</li> </ul>



**Goal: Educate and provide necessary resources to address addictions and mental health**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Community members helping out the lonely and isolated community members</li> <li>• Alcohol and Drug services to include mental health and addictions worker along with supported services</li> <li>• Funding for ongoing support for residential school survivors</li> <li>• Trauma, Intergenerational Trauma and Posttraumatic Stress Disorder Workshops and healing circles</li> <li>• Hire team services</li> <li>• Secure more dollars for health assessments</li> <li>• Addictions counsellor who is willing to go into homes</li> <li>• Host camps with young mothers and teach life skills and survival skills and to help address addictions</li> <li>• Host camps with young men and teach life skills and survival skills and to help address addictions</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Social Development</li> <li>• Education</li> <li>• Chief and Council</li> <li>• Executive Director</li> </ul>

**Goal: Foster positive partnerships with both internal and external supports and services**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Off reserve members don't get the same on reserve funding – they are turned away and forced to go somewhere else and don't get the same support services. Create a relationship with outside organizations to help off reserve members get the support and services that they need</li> <li>• Provide a positive persona for all people accessing services, professional, friendly, welcoming attitudes</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Managers and Administration</li> <li>• Chief and Council</li> </ul>

**Goal: Educate and provide necessary resources to address health concerns**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Conflict resolution workshops</li> <li>• Work life balance</li> <li>• Talks and lectures from nutritionists</li> <li>• Community radio program</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Executive Director</li> </ul>

**Goal: Promote community wellness and pride**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Personally invite people from different families to come do community hampers (Christmas time)</li> <li>• Community clean up for the following areas:                             <ul style="list-style-type: none"> <li>-Area near powwow grounds</li> <li>-All Neskonlith Lake camp and swimming areas</li> <li>-Harper Lake road lookout</li> <li>-Gravel pit area</li> <li>-River areas on both sides of the river</li> <li>-Others areas as identified as needing restoration</li> <li>-Provide toilets and garbage containers for camping and picnic areas</li> <li>-Any areas on Neskonlith IR#'s that needs attention</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Chief and Council</li> <li>• Administration</li> <li>• Community Groups</li> <li>• Elders</li> <li>• Youth</li> <li>• Men</li> <li>• Women</li> </ul>





## COMMUNITY SAFETY AND JUSTICE

**Goal: Improve emergency response to all three communities**

Action	Responsibility
<ul style="list-style-type: none"> <li>• RCMP Memorandum of Understanding Protocol</li> <li>• Emergency Services Protocol and mapping to facilitate quicker 911 responses</li> <li>• Gravel roads need to be reasonably maintained so that people can travel about on safe roads in case of emergency</li> <li>• Our own Fire station, training members</li> <li>• Our own police, training members</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Health Department</li> <li>• Chief and Council</li> <li>• Education</li> </ul>

**Goal: Enhance, promote and create an overall sense of community safety**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Safety Kits, get people trained on how to use them in the community</li> <li>• Provide communication and education to community members about speeding</li> <li>• Drug selling</li> <li>• Host community discussions on drug selling</li> <li>• Host community discussions on partying at the gravel pit on Neskonlith IR#2</li> <li>• Dumping on Band Land – community watch programs and signage for no littering</li> <li>• Signage that children are at play</li> <li>• Signage for speeding</li> <li>• Education for kids on how to find their way home and emergency numbers and contact</li> <li>• Education for kids on safety around the highway</li> </ul>	<ul style="list-style-type: none"> <li>• Education Department</li> <li>• Social Development</li> <li>• Health</li> <li>• Chief and Council</li> <li>• Community Groups</li> </ul>

## EDUCATION, TRAINING AND DAYCARE

The Education Department is designed as a supporting agency to aid in advancing the education of the Neskonlith people. We perform, supply and facilitate services that help students and learners to improve their chances of success through employment or academic advancement.

### Services Provided:

- Adult Basic Education – upgrading
- Introduction to trades and special employment programs
- Tutorial Services

### Elementary/Secondary

A guiding focus on the work we do to support elementary through high school students is stressing the importance of education and being a supporting force in our young people’s journey to academic achievement.

### Daycare

Neskonlith Education Centre Daycare provides a safe, healthy and academic environment, focused on building lifelong, respectful relationships through cultural knowledge and learning experiences. With a fully licensed daycare on-site, registered students can apply to the Ministry of Human Resources for child subsidy.

### Goal: To increase grade 12 completion rates

Action	Responsibility
<ul style="list-style-type: none"><li>• Support parental involvement</li><li>• Encourage education through incentives and recognition</li><li>• Specific programming</li><li>• Create incentive programs for students</li><li>• Ensure language and culture is available and easily accessible</li><li>• Funding provided for supplies and allowances should be raised (take into account cost of living rising)</li></ul>	<ul style="list-style-type: none"><li>• Education Department</li></ul>

**Goal: Have our own adequate educational institute**

Action	Responsibility
<ul style="list-style-type: none"><li>• Have meetings with students &amp; parents, teachers &amp; Youth to discuss what the community would like to see in an educational institute</li><li>• Create plans and programs and attach budgets</li><li>• Include recreational space, industrial kitchen and language and cultural space</li></ul>	<ul style="list-style-type: none"><li>• Education Department</li><li>• Executive Director</li><li>• Chief and Council</li></ul>



**Goal: Develop work experience and career opportunities for community**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Identify and increase trades program</li> <li>• Identify funding or set funds aside for people who want to take short courses</li> <li>• Work with Thompson Rivers University faculty to develop training programs</li> <li>• Research and develop training focusing on long term solutions for the community</li> <li>• Develop and implement cultural enrichment through integrated programming and land based activities</li> <li>• Maintain a safe learning environment</li> <li>• Use gardening as an education tool</li> <li>• Develop a community business directory for existing community businesses and support and utilize for training and work experience</li> </ul>	<ul style="list-style-type: none"> <li>• Education Department</li> <li>• Chief and Council</li> <li>• Executive Director</li> </ul>

**Goal: Improve capacity and resources for the Education Department**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Provide ongoing support for the staff of the Education Department</li> <li>• Increase Educational research in the community</li> <li>• Develop student and human resources database</li> <li>• Improve day care services to increase enrollment</li> <li>• Implement a kindergarten</li> <li>• Have our own jurisdiction over education</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Chief and Council</li> <li>• Education Department</li> </ul>





**Goal: Enhance and create services for children 0-6**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Start a breakfast and lunch program</li> <li>• Host a creative healthy eating poster contest</li> <li>• Community kitchen for parents or parent &amp; tot</li> <li>• Children’s cook book or activity book with kids’ ideas and pictures</li> <li>• Pre-natal Services</li> </ul>	<ul style="list-style-type: none"> <li>• Health Department</li> <li>• Education</li> <li>• Social Development</li> <li>• Chief and Council</li> </ul>

**ELDERS AND YOUTH**

Responsibility of Elders and Youth relies on a combination of support from all areas of the community, including administration, leadership, elders, youth men and women.

**Goal: Take care of our Elders**

Action
<ul style="list-style-type: none"> <li>• Plow gardening plots for elders who want to have gardens at home</li> <li>• Build an Elders care home</li> <li>• Provide essential homemaking services where identified within the on-reserve community</li> <li>• Have an Elders advocate to help them with health services and other services</li> <li>• Invite different Elders to host language classes and craft classes and pay them an honorarium for their time (remember to include off reserve Elders)</li> <li>• Compensate Elders appropriately for their time when they come together to teach and share their knowledge</li> <li>• Transportation for Elders – Elders bus and Elders transporting Elders to go shopping and meetings</li> <li>• Make an inventory of community infrastructure that needs to be fixed and provide a training opportunity for youth to fix up the community and pay them – innovative way to get community members working who are on Social Assistance</li> <li>• Elders Meals on Wheels</li> <li>• Elder Home Care program, visits in home, foot care, health assessments, spiritual support</li> <li>• Aerobics and yoga for seniors</li> <li>• Grocery delivery program</li> <li>• Education programs for Elders to learn about technology</li> <li>• Have classes for Elders to teach each other songs and language and drumming</li> <li>• Support traditional gathering, sharing of knowledge and speaking Secwepmecstin practices</li> <li>• Involve Elders with daycare</li> </ul>



**Goal: Bring Elders and Youth together**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Gardening projects</li> <li>• Create an Elder and Youth Mentorship Program</li> <li>• Host Elder and Youth language program</li> <li>• Connect Elder and Youth Program to schools</li> <li>• Build an Elder Centre and Youth Centre side by side and connect the buildings with a common space</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Administration</li> <li>• Chief and Council</li> </ul>

**Goal: Support organized sports**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Floor hockey</li> <li>• Sports equipment for Youth and a place to play</li> <li>• Dodgeball</li> <li>• Ice hockey teams</li> <li>• Transportation for Youth to sports practices</li> <li>• Baseball and softball</li> <li>• Soccer</li> <li>• Volleyball outdoor court</li> <li>• Basketball indoor and outdoor</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Administration</li> <li>• Chief and Council</li> </ul>

**Goal: Teach Youth protocols and life skills**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Teach Youth the lineage</li> <li>• Paint family trees on the community hall walls</li> <li>• Sweatlodge</li> <li>• Teach young ones how to associate with people and act in public</li> <li>• Host community language challenges and get youth to find mentors to teach them a certain amount of words every month</li> <li>• Teach our Youth about residential schools</li> <li>• Hold ceremonies with yYuth</li> <li>• Take Youth spear fishing on the river and netting</li> <li>• Host a fish camp at Harper Lake and involve Youth</li> <li>• Teach Youth about the system of family heads</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Administration</li> <li>• Chief and Council</li> </ul>



**Goal: Support youth and create services that are available year-round**

Action	Responsibility
<ul style="list-style-type: none"> <li>• Have Youth develop their own Community Plan, include Youth from all three communities,</li> <li>• implement this plan in conjunction with the community plan</li> <li>• Youth worker</li> <li>• Youth Counselling</li> <li>• Organize youth parenting club</li> <li>• Develop social networks with other communities for our Youth and create alliances on political issues so there will be a base built in the future</li> <li>• Youth Treatment Centre</li> <li>• Culinary classes for youth</li> <li>• Bring in esthetician and hairdressing courses for youth</li> <li>• Community Movie Night</li> <li>• Security training</li> <li>• Get Youth together to plan an international trip</li> <li>• Have Talent Nights at the hall for youth and family</li> <li>• Bring in entrepreneurs to talk to Youth</li> <li>• Learn how to sew classes</li> <li>• Youth activity night, Youth of all ages to teach about community, have activities for all age groups in one place</li> <li>• Camping and treasure hunts</li> <li>• Mentoring programs for older kids</li> <li>• Bring kids out and involve Youth in all programs that we are getting involved in, including negotiations, culture, work, health, political, social</li> <li>• Circle with kids to stop bullying with youth and adults</li> <li>• Create a video of the Youth hunting, at fishing camps, have the Youth edit and finish the videos</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Administration</li> <li>• Chief and Council</li> </ul>





## CHAPTER 8: NESKONLITH INDIAN BAND ADMINISTRATION AND FINANCE

The administration delivers all the services of a local municipal type government however, in respect to service delivery the Band administration deals with a greater range of service delivery. Some examples of services that a municipal government would not deal with but the Neskonlith administration does deliver include, management of natural resources, Band operated school programming, social services programming and the direct promotion of the economic growth of the community.

The Neskonlith have two administrative offices:

1. Main Administration Office

743 Chief Neskonlith Drive  
PO Box 318  
Chase, BC  
250-679-3295

2. Melamen Health Center Office

461 1st Nations Road  
Salmon Arm, BC  
250-833-0202

## ADMINISTRATION AND FINANCE GOALS

### Goal: Create a safe, supportive team, free from bullying and lateral violence

#### Action

- Host quarterly (seasonal) staff team building sessions that includes personal circle check-ins and training and capacity building components and self-care
- Create a “Zero Tolerance for Bullying” policy that engages staff in the development of the policy
- Host lateral violence and healing workshops that include education on multi-generational trauma workshops
- Include Chief and Council in staff team building retreats twice a year that includes circles and self-care, participate in fun activities together
- Host a community day that all administration and chief and council take part in planning and hosting community, personally invite all families and communities
- Improve relationships with IR#3 and provide fair and equitable services to all communities

### Goal: Create a fair and open hiring process

#### Action

- Strong skill set, funding, job description, letter of offers and orientation, evaluation process
- Include an on reserve and off reserve community member in hiring process
- Wage parity based on education, training and experience
- Audit current positions and salaries, review job descriptions and adjust according to education and experience

### Goal: Improve communications internally and externally

#### Action

- Lunch Team Building
- Monthly Staff Meetings, goal is to understand roles and responsibilities of all staff and workloads and determine how to best support staff in their goals through communication and partnering with other departments
- Monthly Manager Meetings
- Interdepartmental meetings so there is no overlap of services
- Funding services, facilities, equipment, physical amenities to be made, planned for and available on an equitable basis to all three communities
- Seasonal Community Meetings to report out on progress, success and challenges and to gather community input and direction
- Conflict resolution training, communication skills

Action

- Forecasting and planning in each department
- Monthly staff meetings
- Create 3-year work plans
- Job position collaboration/filter to each department
- Risk Management Planning
- Role and crisis management
- Publicize organizational chart and role/responsibility
- Education/orientation community/staff
- Create a Terms of Reference for:
  - Chief & Council
  - Employees
  - Committees
  - Education
  - Membership
  - Community Comprehensive Plan (CCP)
  - Housing
  - Election
  - Finance
  - Tmicw
  - Sexqeltkemoc Te Secwepemc (STS)
- Funding for Committees
- Employee structure (advancement; wages)
- Final Policy (all must follow):
  - Employment
  - Human Resources
  - Finance
- Human Resource implementation for structure; HR position
- Succession Plan:
- Update/train for sites/employee contact info
- Central location of forms/policies
- Emergency preparedness/process
- Strong, clear and consistent direction for Executive and Management – expected timelines
- Discuss professional boundaries with entire staff and expectations
- Include front desk in communications and meetings, let front desk know what is happening to ensure good communication between staff and community
- Create at least three levels of financial authority: purchasing, spending and payment authority

## Goal: Incorporate language and culture into administration

### Action

- Start meetings with prayer
- Cleanse and smudge buildings and smudge with staff who are willing to participate
- Offer 1-hour language classes once a week for staff
- Workshops with staff to learn protocols (elders, ceremony, funerals, births, naming, dance, songs, memorials, games)

Short term administration goals for the next two years (2016/17 - 2018/19):

- Wage parity for all staff
- HR position
- Employment focused on Highway jobs
- Training and professional development
- Utilize the knowledgeable staff and recognize strengths
- Communication strategy
- CCP in Place
- More streamlined communication
- Implementation of job descriptions
- More community input, more community meetings
- New building plan finalized
- Recognize staff that are pursuing their education (current staff)
- Utilizing CCP, plans, process
- Regular reporting with a clear financial plan
- Update or Create Terms of Reference
- Create more efficient processes all staff should have access to processes and policies, staff training to include Review of Processes and Policies, and receiving input from staff on the effectiveness





## CHAPTER 9: SWITZMALPH COMMUNITY PLAN

Neskonlith Indian Band has one community that is separated by approximately 60 km. IR#3, which is the Switzmalph community just north of the city of Salmon Arm.

Throughout the years, there has been a disconnect between the two communities. Although it has been said that the two communities are one over the past, it has become evident that Switzmalph is its own unique and distinct community. It is also difficult for Switzmalph to participate in Neskonlith community events because of the distance.

Although the goal of the Comprehensive Community Plan is to foster healing through connectedness and belonging, the first step in healing is acknowledgement of the issue.

This section will outline some of the goals and visions specific to the community members of Switzmalph and is a starting point to create a plan that will help move this community forward and build relationships.

*“It is our hope that we have the courage to heal. It’s hard to do. Hard to talk about. We want to feel safe and free to speak what is on our minds and on our hearts. We want to see honour and respect. We want to feel safe. We want to feel loved and valued.”*

### COMMUNITY GOALS

#### Goal: Equitable access to services and programs

- Build a maintenance shed in the Switzmalph community and stock with maintenance equipment and supplies such as a small plow/tractor for snow removal, lawn mower rider and employ a member from Switzmalph to do maintenance
- Provide resources and funding to build a community garden and greenhouse

#### Goal: Bring back traditional governance

- Involve Elders and Youth in governance discussions, language and stories
- Involve members from each family and sub-family in discussions that affect the community on all levels
- Meet often in circles to discuss the issues

#### Goal: Create a better relationship and healing between our communities

- Involve Switzmalph in discussions around highways, economic development and land matters
- Involve Switzmalph in planning and create a unique communications strategy and community plan that will outline steps to improve services and relationships
- Healing Strategy that supports individuals in their healing when they are ready, support them to do whatever kind of program or healing they need to do
- Return name giving ceremonies, honour our people by giving them names when they go through a course of wellness, hold them up when they come home or invite them home to honour them
- Host events that allow all communities to come together and laugh together
- Host an outdoor shindig

### **Goal: Create a safe environment for our Youth**

- Create a Community Safety Plan
- Create an Emergency Response Plan
- Create a partnership with RCMP and train community members in security and start citizens on patrol. Support volunteers on the weekend with gas cards.

### **Goal: Improve current Chief and Council structure and communication**

- Create clear roles and responsibilities of chief and council and their involvement with Switzmalph
- Communication should be clear on how Switzmalph community concerns are brought to chief and council table and vice versa
- Involve Switzmalph members in creating relationships with City of Salmon Arm
- Livestream meetings and celebration events
- Create an app for the Neskonlith Indian Band to improve communication
- Create a fair system that allows Switzmalph to make decisions for their area, e.g. new voting system that allows us to have a voice even though we are a minority
- Provide support to Switzmalph to create a plan specific to their area and needs

### **Goal: Take care of graveyard**

- Make graveyard bigger
- Make parking lot bigger
- Proper drainage for the graveyard

### **Goal: Healing camp in Mount Ida**

- Build a camp area for anyone, kids can build their own summer lodge out of tule and sweathouse
- There's too much logging and recreational vehicles ripping up the land, put bylaws in place and monitor the area to protect
- Share stories about Mount Ida with community members so they know the importance
- Host an honouring ceremony

### **Goal: Put in our footprints for Title and Rights**

- Pick and bottle hooshum
- Bring back our potatoes, look at wild potatoes as a specialty crop and learn how to harvest and reintroduce to help unify our people, work with other bands
- Put in root cellars
- Build pithouses
- Plan gatherings around our old calendar of moving, host events in different areas of our territory from Mount Ida to Mount Revelstoke to Wap Valley

## YOUTH GOALS AND VISION

- Community pool
- More jobs available for the Youth
- Youth worker that brings all three of our communities together
- Volunteer opportunities for Youth
- More opportunities for the Youth to go pick medicines and learn
- Getting together and working out
- More community activities
- Community park – tire swing, slide, climbing wall, monkey bars, mini zip line
- Youth building
- Treehouse
- Treehouse park
- Ball pit
- Bouncy house
- Soccer field
- Basketball court
- Ice Rink
- Hiking trails
- Place to ride bikes, skate park, cement to play and ride
- More overnight trips – take the youth to other places
- Plan trips to other places
- Make the road better, paved roads
- Need a safe place to cross the highway because we got dropped off
- Museum



# APPENDICES

## “Highways”

- Set up a community panel to talk about:
- Lands and resources and goals
- How we are going to work
- What we would like to see happen
- Wider right hand turn lane to the village road Neskonlith IR#2 near the hall
- The highways negotiations, we should be negotiating a bridge to IR#1 and roads should be taken care of. Negotiating a recreation centre with an industrial kitchen with a gym and breakout rooms for Elders and language and Youth coming in for programs and hosting conferences and workshops
- Pedestrian bridge over the top of the highway (one over the top of the highway leading to the river and one over the highway outside of Salmon Arm where the children cross the highway to catch the bus).
- Mandatory highway speeding signs
- Highway “No Littering Signs”
- Continue negotiating with highways to develop double lanes through IR#2
- Take major decisions to a community vote

## Neskonlith Indian Band Community Infrastructure Wish List

Community members have been consistent with their feedback about discussions around the highway project. They want to ensure that safety issues are addressed and infrastructure for community is put in place.

- Footbridge –pedestrian overpasses over IR#2 and Switzmalph
- Safe Bus Stop
- Paved roads on all reserve roads
- Paved road on IR#2 in the agricultural area
- Water to IR#2 agricultural area
- Recreation Centre – Youth Centre
- Water Park
- Playgrounds on both reserves
- Special Needs Playgrounds
- Street lights
- Daycare with an attached Elders room and space for special needs
- Gas station and store for Switzmalph community
- Community Centre that has a gathering space, youth area and elder area complete with full industrial kitchen to teach canning and preserving foods



## Quick Starts

Quick start projects are things that the community has asked for that can be implemented throughout the CCP process at any time. They are usually easy, low cost, volunteer projects that require very little manpower.

- Job Fairs
- Youth and young adults talent show
- Work Experience Tickets
- Food Bank
- Nature Walks
- Food security - plow garden plots for community members
- Provide seeds to community members
- Workshops to share medicine and plants, traditions and creation stories
- Cemetery cross made out of logs painted white
- Benches at the cemetery
- Secwepemc Radio
- Community Art Murals
- Firekeeper shelter – fire supposed to be in a different place for each funeral so no set firepit
- Bouncy Castle
- Trampoline space
- Furniture
- Tables and eating area around community, picnic spaces
- Woman's co-op
- Arts co-op
- Shooting range
- Music Recording studio; hip-hop, pow-wow, hymns, cd's, jigging
- Big community clean up and garbage removal once a year



Main Administration Office  
743 Chief Neskonlith Drive  
PO Box 318  
Chase, BC  
250-679-3295



Neskonlith Indian Band

