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THE VOICE OF OUR PEOPLE

OUR BEST PAST, OUR BEST FUTURE:
TSESHAHT COMPREHENSIVE COMMUNITY PLAN

DRAFT 2017

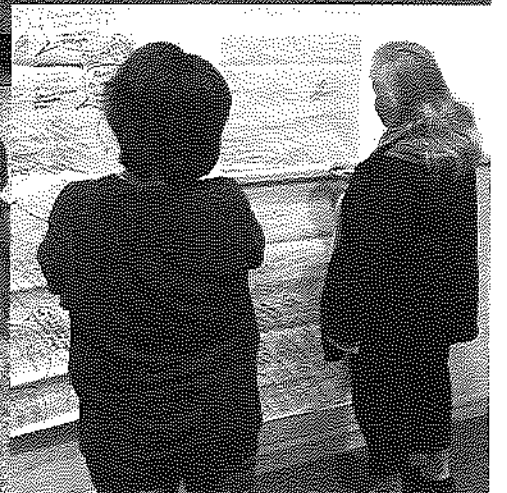
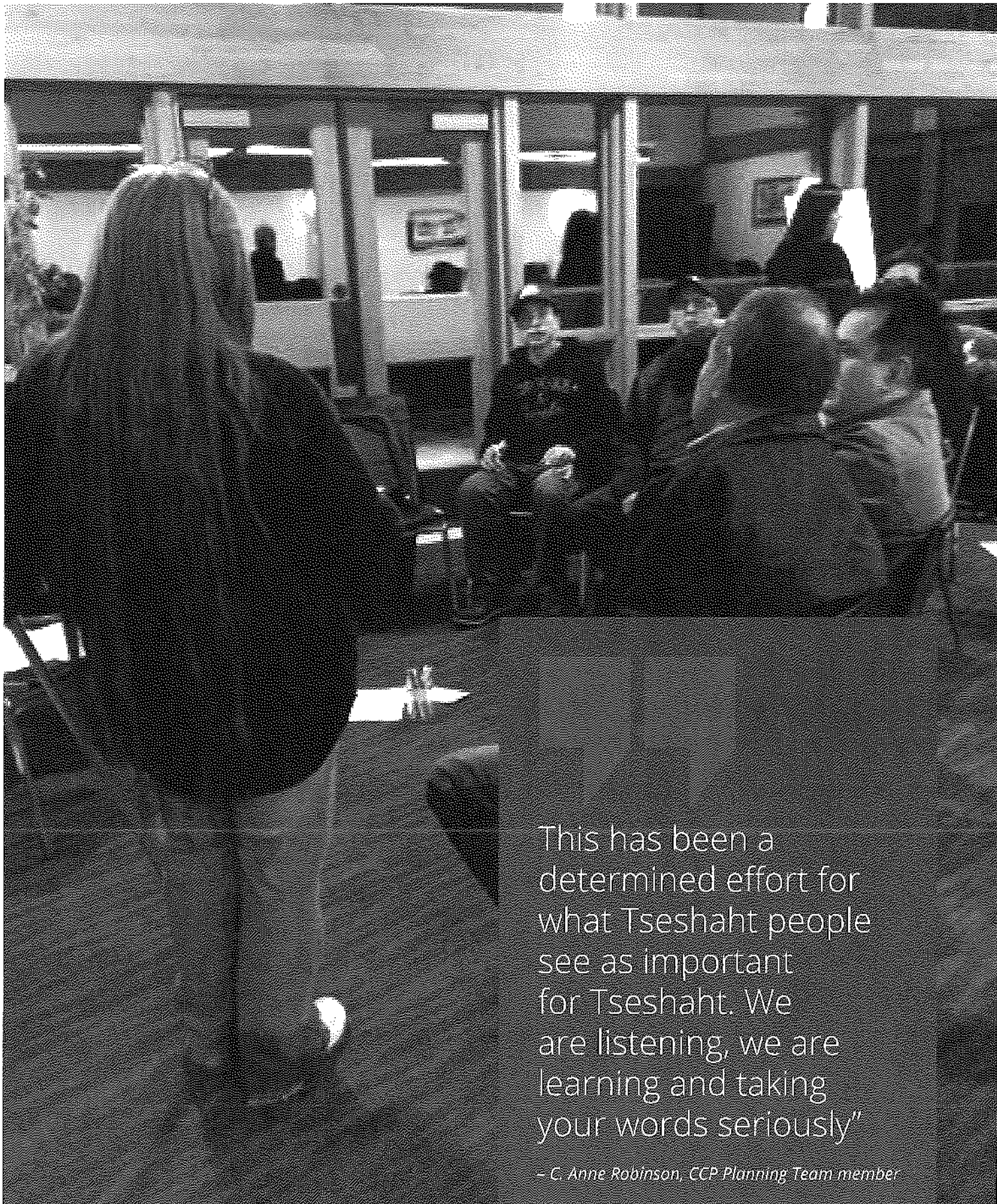


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This has been a determined effort for what Tseshah people see as important for Tseshah. We are listening, we are learning and taking your words seriously"

– C. Anne Robinson, CCP Planning Team member

The Planning Team were the primary advisors for how the community was engaged and ensured community input and voice was respected, empowered, and meaningfully included.

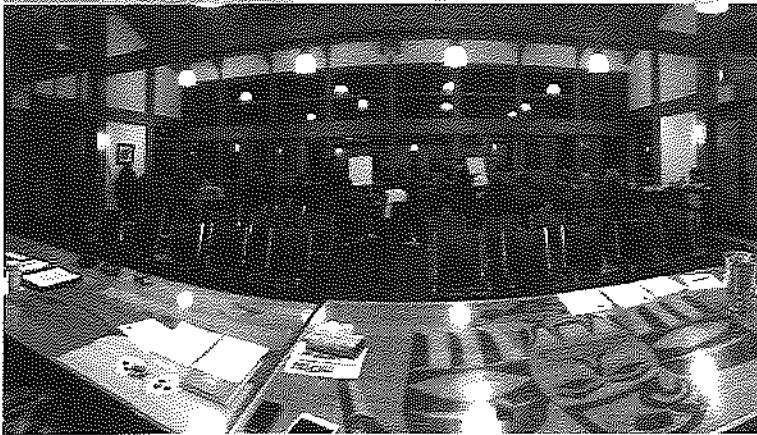
"Our Best Past, Our Best Future" is the name that came from our Planning Team as the way to express the work with our community. Our CCP Planning Team assisted in the following ways:

- Supported and sat in on house-to-house visits and interviews
- Assisted to coordinate one-on-one and face-to-face interviews with community
- Facilitated and took notes during community discussions

- Provided review, feedback, and analysis for each discussion
- Provided recommendations and input throughout
- Shared information with the community and promoted the project
- Reviewed drafts and assisted to finalize the draft *Our Best Past, Our Best Future: Tseshah CCP*

A collaboratively developed Terms of Reference and Dispute Resolution Framework governed the CCP Planning Team. A few of our Planning Team members could not stay for the duration of the project, but remained *'project champions'* as each had a distinct and important contribution to the process.





**OUR BEST PAST, OUR BEST FUTURE,
TSESHAHT CCP PLANNING
TEAM MEMBERS WERE:**

Michelle Colyn

Josh Goodwill

Valentine Gomez

Trevor Little *(stepped down in February)*

C. Anne Robinson *(Elders Representative)*

Corey Anderson *(Council Representative)*

Chris Anderson
(Administrative Representative)

**THROUGH THE CCP PROCESS SO FAR, WE
HAVE IDENTIFIED:**

- DRAFT Community Vision, Values, and Mission;
- Goals and Objectives;
- And the beginnings of an Implementation Strategy outlining actions for how Tseshaht might want to move forward together to creating our best future.

**WITH COMMUNITY VOICE AND INPUT AT
THE CENTER, COMPREHENSIVE COMMUNITY
PLANNING IS:**

- "Comprehensive" refers to ALL aspects of our Tseshaht Community.
- "Community" refers broadly to the Tseshaht membership, our interconnections as relatives, spouses and grandchildren, as well as the future generations of Tseshaht people.
- "Plan" refers to the pathway informed by the community on which we can walk together step-by-step. The plan can and should be re-evaluated over time and adjusted to fit the needs of the people.

This document shares the ways in which we achieved this stage of our CCP, including the unique approaches taken to invite Tseshaht voices to share. This resulted in broad and meaningful input by about 257 of our members, from young to old.



Acknowledgements

Our Best Past, Our Best Future, Tseshaht CCP was created for the people and by the people of Tseshaht. It is a living document.

We would like to acknowledge the hard work of the Tseshaht CCP planning team and ALL the Tseshaht who took the time to voice your beliefs, your hopes and dreams for the future. Thank you to all of those who took time to participate in:

- discussion circles;
- forums;
- activities at our community dinners and events;
- phone calls;
- home visits;
- and surveys.

A BIG **X'eekoo X'eekoo** to the Tseshaht Community for trusting the process, for your input, guidance, and for all your efforts.

We would also like to acknowledge:

- Our Chief and Council
- Our seated Ha'wiih who have contributed and participated throughout
- Our acting Executive Director Chris Anderson who participated in the Planning Team

- Our Tseshaht Administration office staff who helped us to get information out to community, mail out the CCP surveys, and arrange meetings

Without your input and participation this would not have been possible.

?u?yak?ii?xe?icuu!

PAST PLANS

While this document is the most recent and comprehensive planning project, it is not our first. This CCP is a continuation of work and discussions that have taken place. Some of the previous planning documents, strategic plans and input processes with the Tseshaht Community and Chief and Council that were reviewed include:

- 2013 Draft Tseshaht CCP
- 2013 CCP survey notes
- Tseshaht Strategic Plan
- 2012 Tseshaht AGM Report
- Draft Tseshaht Health and Wellness Strategy
- Previous Vision and Mission Statement discussions

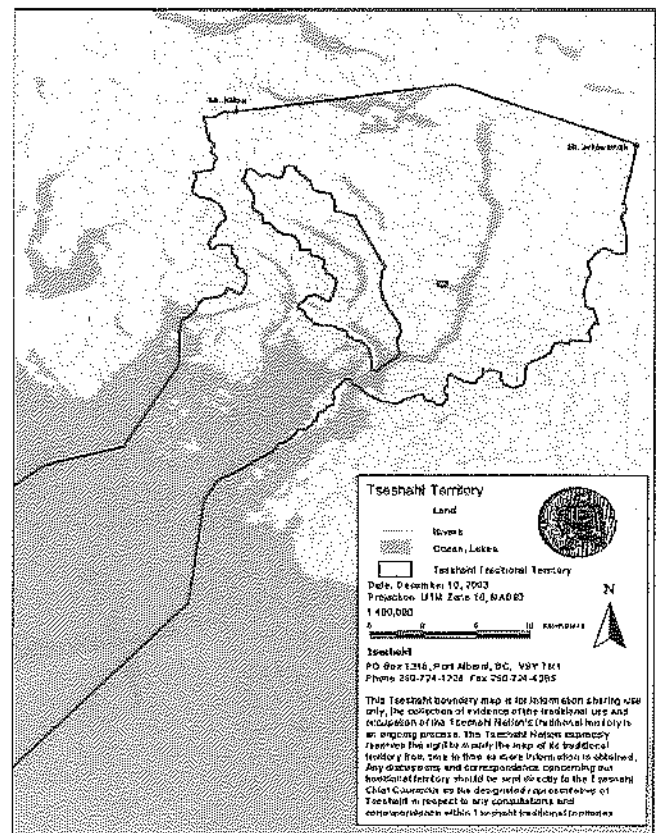


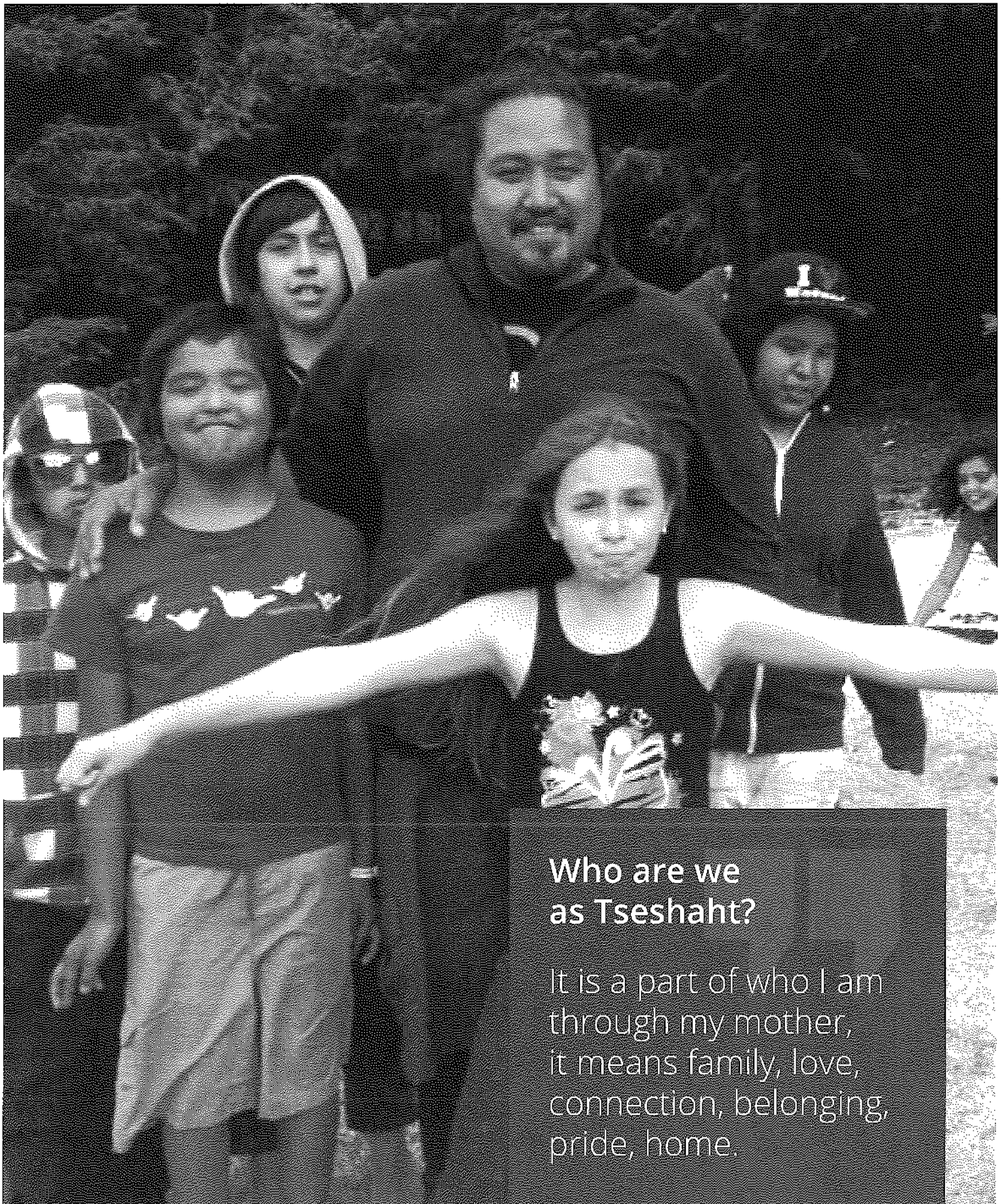
We are čišaaʔath (Tseshaht)

We are čišaaʔath, a vibrant, active Nation on the West Coast of Vancouver Island. Our territories extend from the Alberni Valley out to the Broken Group Islands. Our ancestors have lived on our lands since time immemorial and passed down their teachings and our inherited rights and responsibilities to our lands, waters, to each other and all living things.

čišaaʔath "the people of čišaa" a place known today as Benson Island, one of the Broken Group Islands in the Barkley Sound. čišaa translates to "a strong rank smell." Tseshaht were great whalers and the smell was from all of the whales that were successfully hunted. It took great skill along with great spiritual and physical preparations to be a successful whaler. Being great whalers was a reflection that our Nation was powerful, strong and had great wealth.

We are a part of the Nuu-chah-nulth Nation that spans the West Coast of Vancouver Island. Our language, although distinctly čišaaʔath is a part of the Barkley Sound dialect of the nuučaanuʔ language.





Who are we as Tseshaht?

It is a part of who I am
through my mother,
it means family, love,
connection, belonging,
pride, home.



As a thriving Tseshaht, we assert our ownership to our lands and waters with a powerfully unified voice. We move forward with one mind, heart and spirit expressing our pride by embracing knowledge in all ways, reclaiming our language and recognizing our connections to each other, our lands, our waters, all living things, our values and traditions.

- The vision and values shared with us during the Community Christmas Dinner activity
- The feedback and “one word” shared with us at the January 10, 2017 Tseshaht Annual General Meeting
- Feedback and discussions with elders and members during discussion circles, home visits, and

- The Vision and Values information provided in "Our Hopes and Dreams" survey



Tsehaht CCP



OUR VALUES AND PRINCIPLES

Throughout this process, sitting with our elders, our members, and our children themes conveying the core values of Tseshaht were expressed time and again.

The community, our elders and our youth tell us that Tseshaht are:

Proud

"[We] make our people proud wherever they are at. Whatever they do."

Family (looking after each other)

"We have always been family. Never forget who we are, where we come from and why we are here. Know how we are related, understand what people are going through."

Strong, unified and working together

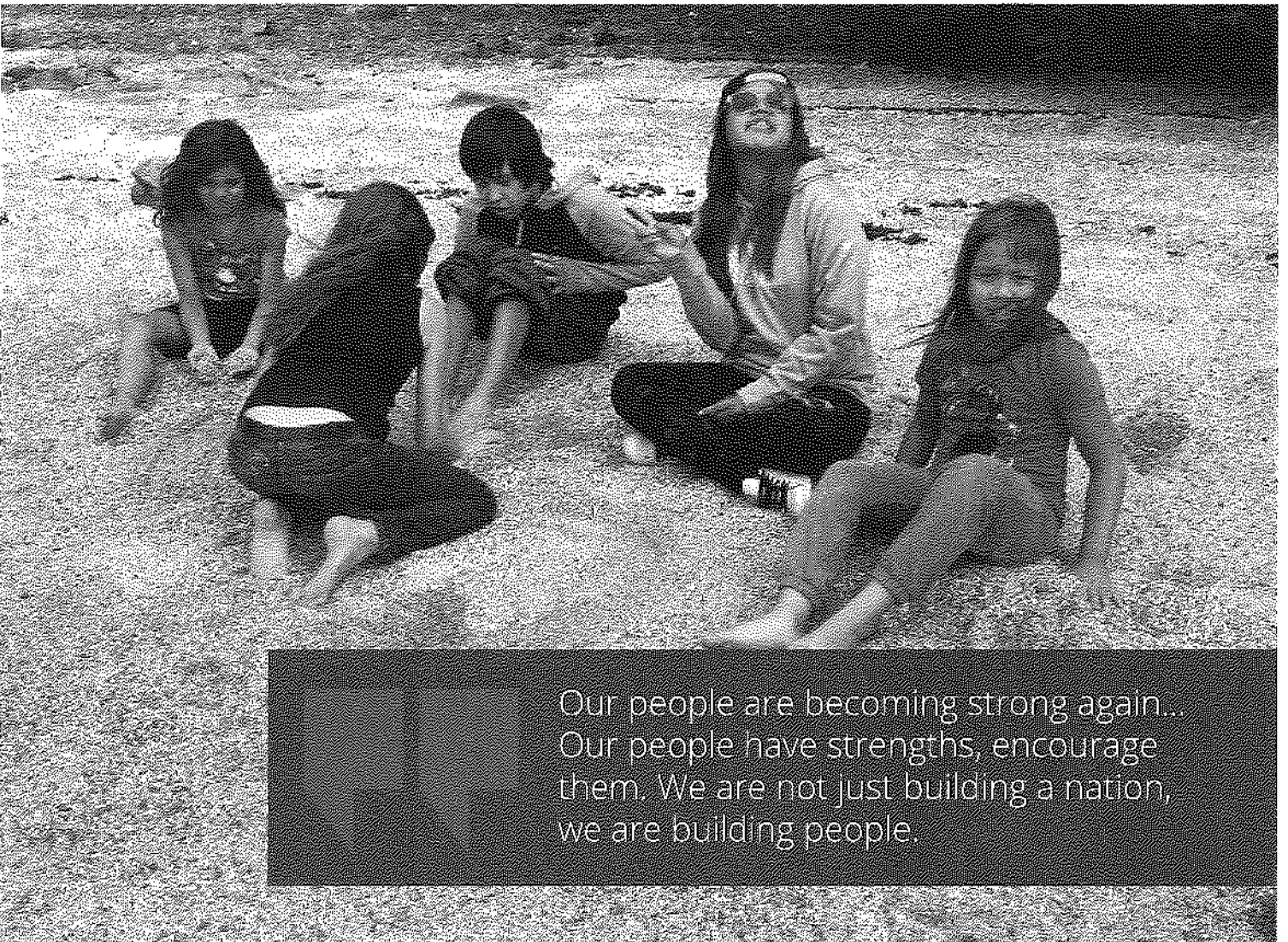
"We were strong because we worked in unity, we took care of each other."

Inclusive

"We need to welcome all parts of who people are, everyone has things to be proud of, be welcoming, give a welcoming feeling."

Connected (each other, family, lands and resources)

"Historically people were accepted. Welcome family as family. We are welcoming and allow to self identify as community. Everybody has something to offer the community, everybody has something to bring to the community, so let them and thank them."



Our people are becoming strong again...
Our people have strengths, encourage
them. We are not just building a nation,
we are building people.

Respectful

"Respect has to be total. Being one's self, consistently holding yourself and others with respect."

Kind, caring and generous

"To love people to be kind to be generous. That is what we were taught. People were kind and didn't have to be asked... be thoughtful, be kind."

Humble

"We were modest and humble: we are only one small part of creation. We have to maintain balance of how we fit into that bigger picture."

Welcoming, we include fun and humour

"Humour is a big part in what we do, how we learned, be playful and have fun with each other when you learn, have ice breakers, relax and try."

Serve others

"Really good leadership is providing for the people... to teach what you know and share your skills, share your knowledge, we help out each other."

Independent and self sufficient

"Our people are becoming strong again... Our people have strengths, encourage them. We are not just building a nation, we are building people."



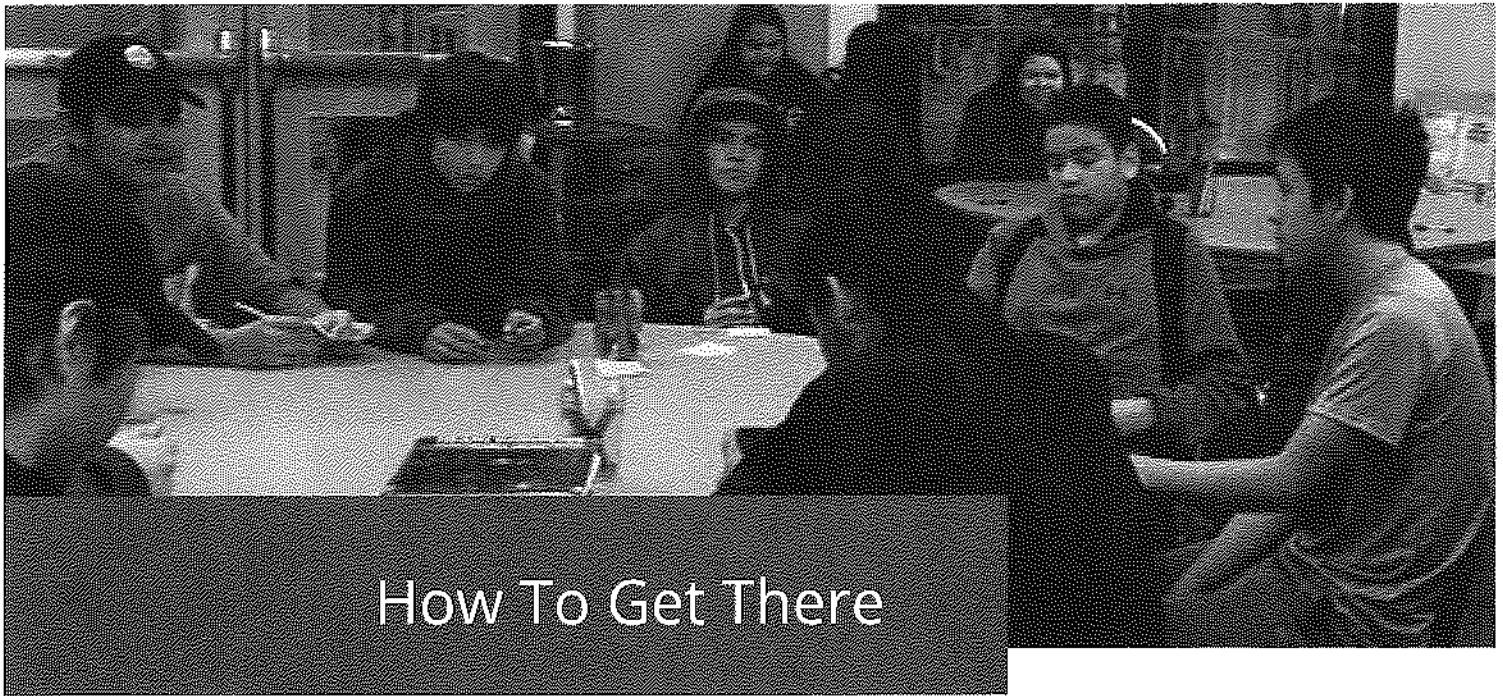
OUR MISSION STATEMENT

This is how we accomplish our Vision; it can guide our community and operations.

Many of the ideas, inputs, and words expressed by our community that helped to create the pathway forward.

As a strong unified and self-sufficient Tseshaht, we recognize that each of us can contribute to build our Nation and each other through being a connected community with respect for our lands, waters, and all living things.

By actively revitalizing our culture, language and traditions we will have strong governance and a thriving economy that provides opportunities, community safety, and well-being for all Tseshaht and future generations.



How To Get There

Through our community planning process, which encompassed dialogue circles, elders and home visits, surveys, community forums, and social media, a broad set of community Goals and Objectives were identified. These priorities and goals capture the future that our community desires in the areas of Health and Wellness, Community and Families, Children and Youth, Elders, Education, Culture and Language, Lands Development, Infrastructure and Governance.

Although the plan is broken up into categories we recognize and acknowledge that all of the areas outlined are interconnected and overlapping. It is recognized that our culture and language is at the root of everything we do; that our well-being is connected to our culture and the health of our environment; that our community holds up our governance and our governance holds up our community. These are just a few examples to illustrate that connections exists between all variables as Tseshahat and we acknowledge that this is also the case for this plan.

HEALTH AND WELL-BEING

Health and Well-being Prioritization Exercise

- 1st Priority Supporting Language Programming
- 2nd Priority Supporting Cultural Programming
- 3rd Priority Crisis Response
(Suicide, mental health, O.D., ETC)
- 4th Priority Good food box/
Access to Healthy Foods

“...start with healthy selves, and then we can help our families and then we can do community Economic Development.”

“Health and wellness; there have been so many losses due to addiction, suicide and unhealthy lifestyles so I would love to see more focus on this to really turn it all around.”

What the People Say - CCP Community Forum

“For Tseshahat Health and Well-being I wish that we could have:”

- Food education to look at labels and understand them and more education about nutrition
- Cultural and language history: to know who we are as Tseshahat
- Our own books with our Tseshahat point of view
- Self care workshops about inclusion, voice, equity, good governance, ombudsman/advocacy
- Alcohol and drug free or with boundaries
- Members in every nation trained with health promotion
- A holistic mind, body, spirit approach – wellness wheel

Our Goals and Objectives

1. Hold regular language and culture programming to connect with culture and language as healthy expression and connection to who we are and where we come from.

- Refer to Culture and Language goals and objectives on page 18

2. Our community is physically, mentally and spiritually healthy.

- a) Increase funding and capacity to support adequate and accessible health programs and services that meet the needs of our community
- b) Deliver workshops, education and support for drug and alcohol abuse, providing access to essential and life skills, healthy communication and parenting programs are taking place regularly in our community
- c) Our members have opportunities to explore health and well-being through Tseshaht culture, values, traditions and practices and traditional medicines
- d) Host regular trips as families and as a Nation into our territories in the Broken Group to connect with each other and our lands

3. We all have awareness about crisis response services and supports available in our community

- a) Tseshaht leadership, community and members are making crisis prevention a community priority and have a good crisis response strategy in place
- b) Everyone is clear and aware of the services and how they can access them during crisis response such as suicide, suicide attempts, overdose, mental health support needs
- c) Build supports and awareness about the issues within our community, providing opportunities and training for education and support

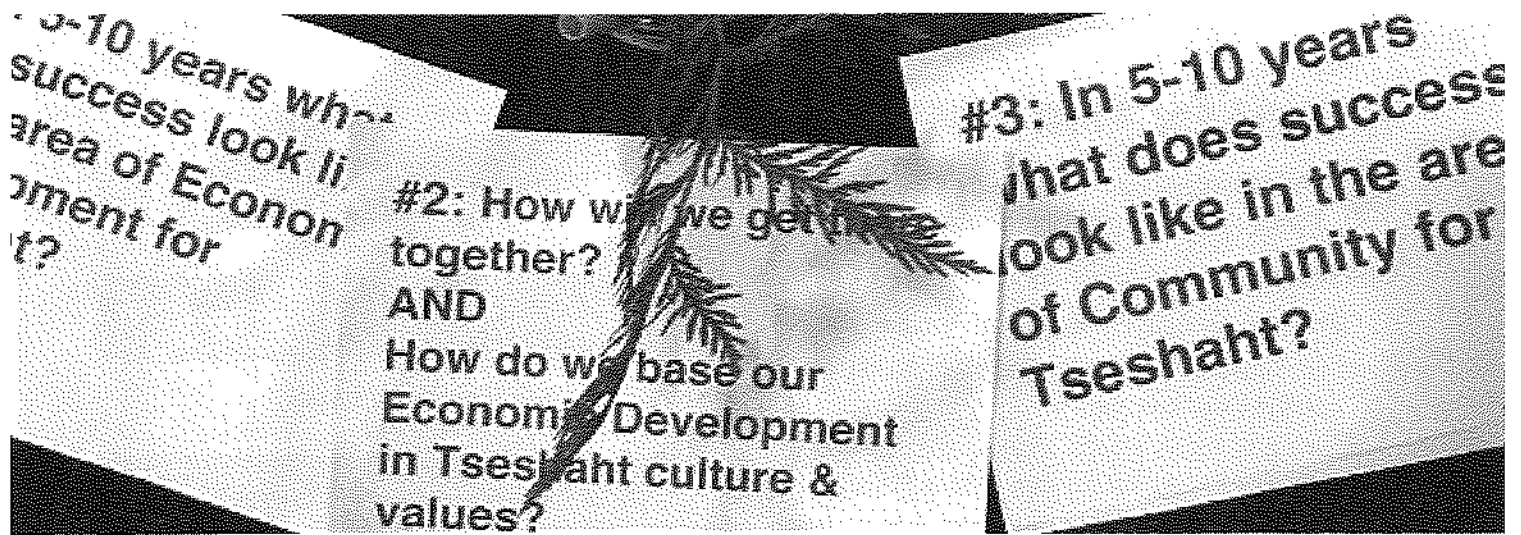
- d) Resources and strategic partnerships are being built to support prevention work, healing, healthy families, mental health supports in our community

4. Tseshaht are leading the way in building healthy lifestyles and healthy community for all generations.

- a) Encourage and provide opportunities and infrastructure for active healthy lifestyles for families and individuals (i.e. swimming, sports, expand fitness gym)
- b) Access to healthy foods through the community garden and health food box programs
- c) Offer nutrition based education and prevention workshops focusing on healthy and traditional foods
- d) Access to learning and safe discussions (i.e. men's and women's groups, parenting)
- e) Regularly hold each other up to celebrate individual successes

5. We have capacity, infrastructure and facilities to support healthy active lifestyles for all ages

- a) More access to the gym and coaches/mentors for youth sports and team activities
- b) Expansion of current fitness gym to accommodate growing usage and success
- c) More access and more frequent canoe and paddling programs for all membership
- d) Activities for our elders that also focus on being active, stretching and movement



COMMUNITY AND FAMILIES

Our Tseshah community spoke about togetherness; how generous and helpful our people are to each other and how activities used to include the whole family.

"We need community members getting together more often. Just some people coming together to just hear someone singing, that's their medicine. It's an opportunity in community to have food together and informally have people talk and be together. Bringing people together and then we talk about what is important."

Our Goals and Objectives

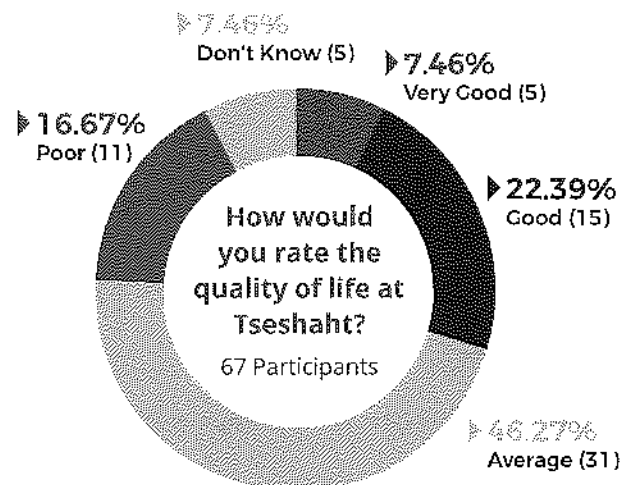
1. Families are active and having fun together

- a) Continue to hold community activities and build and grow current activities
- b) Space is available for recreation
- c) Spaces are available for community to gather
- d) Community garden is expanded

2. We have a strong, supportive, and interactive community

- a) Life skills, essential skill and health workshops available for all community members
- b) Members are empowered to help each other and take care of their families
- c) Recognize and celebrate community members' accomplishments and achievements in all areas

What the People Say - CCP Community Forum



- d) Create support for those with special needs, disability, and addictions

3. Our families know where they come from and who they are

- a) Host family gatherings for knowledge sharing
- b) Families are able to make regalia for themselves and make regalia for the community
- c) There are opportunities for families to go out into our territories, out the Broken Group Islands, to learn and to harvest (seafood, meat, plants, medicine).

CHILDREN AND YOUTH



"All things are connected, we all want to thrive in the community for our children"

Our Goals and Objectives

1. To have our children and youth empowered

- To support our children and youth to learn and practice our culture
- Bring children, youth, elders, and families together for trips, workshops, and activities
- Support volunteerism amongst our children and youth to take care of our community (lands and fisheries) and for adults/parents to volunteer their time to support children and youth activities
- Recognize and celebrate achievements and talents of our children and youth
- Create opportunity for youth to learn and be heard in respect to our Nation's current activities, issues, and decisions; involve youth in decision-making for our community

2. To have our children and youth healthy

- More recreational opportunities

What the People Say - CCP Survey

What activities would you like to see for children and youth?

Top 4 answers

1 Sports, fitness & outdoor activities

2 Cultural – dancing, singing, language, harvesting

3 Workshops on wellness, emotional health, employment & education options

4 Field trips

- Opportunities for growing self-esteem, planning, and leadership including workshops on: finances, healthy relationships, healthy communications, drugs and alcohol awareness, healthy eating, sexual health, and house maintenance
- Provide a space and programs specifically for our teenagers

ELDERS



"Our teachers were always gentle and patient"



"Elders are our sense of belonging and identity--they still have it"

Goals and Objectives

1. Honour our elders' wisdom and let it guide us

- Have elder representation on all committees and on council.
- Elder advisors available for Administration staff and to assist Nation's decisions are in line with our cultural and environmental values.
- Continue with the work of seating our **tyii hawil** led by our elders

2. Have elders, children and youth involved in structured programs together visiting and learning from each other

What the People Say - CCP Survey

What community activities would you like to see for elders?

Top 3 answers

1 Health & wellness

2 Opportunities to share knowledge and pass down to children and youth

3 Transportation

- Opportunities for elders to teach culture, history, language, medicines, and food preparation
- Elders, children, and youth host events together
- More presence of elders in our schools

3. To be inclusive of our elders and to ensure they are taken care of

- a) Have spaces for our elders in our community
- b) Provide ways that our elders can maintain independence including: transportation for appointments, to pick-up medicine or food, or go visiting (HandyDart, elders bus); a walking

path along the highway; services for house maintenance and upkeep

- c) Continue, and build on, activities for elders including: exercise, fish day, and lunches
- d) Better communication with elders about upcoming events and meeting through phone calls and house-to-house invitations

EDUCATION

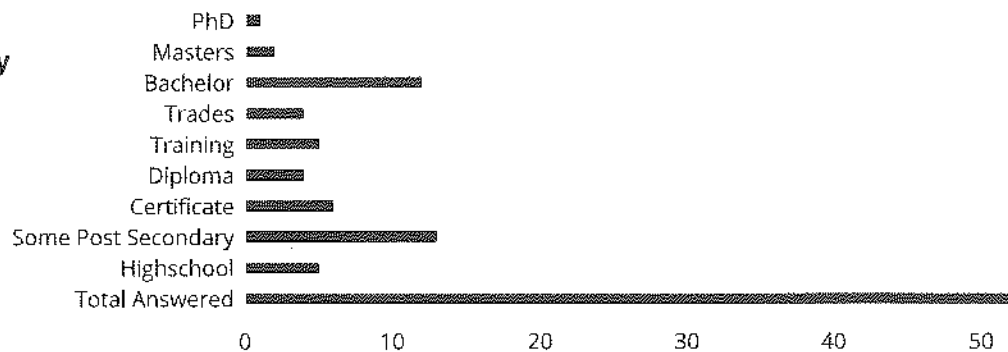


"We need a broader view of education, larger value for what people bring.

We need to welcome all parts of who people are, everyone has things to be proud of, be welcoming, give a welcoming feeling."

What the People Say CCP Survey

*Highest level of
school or education
completed?*



Our Goals and Objectives

1. Understand the skills, abilities, and gifts of our community

- a) Conduct a comprehensive community assessment identifying the abilities and education levels of our members

2. To empower our community to explore career opportunities and passions towards meaningful employment

- a) Provide employment and training support through the Nation (Employment and Training department)
- b) Deliver training, mentorship, and opportunities towards certifications that will assist youth and adults in getting jobs

3. Strengthen our community by building the skills of our members

- a) Provide proper training for our people so that they can be competitive in areas such as construction, fisheries, and health

- b) Offer opportunities for members to become educated and build their skills in all areas including Adult Basic Education, First Aid, health and wellness, chainsaw use, boat operation and maintenance, finances, and healthy communication

- c) Training for Chief and Council

4. To provide mentorship and good pathways for our children and youth to reach their goals

- a) Our youth successfully graduating high school with courses they need to go into trades or post secondary
- b) Expand Haahuupayak to Grade 12 and increased language and cultural programming at Alberni District Secondary School
- c) Have more Tseshaht attending and graduating from post secondary education through partnerships with institutions (e.g. NIC, etc.) to offer culturally relevant programs, university and college tours, and presentations from Tseshaht role models



CULTURE AND LANGUAGE

“Culture and Language are the most important, I want my grandchildren to be able to speak and understand”

Our Goals and Objectives

1. Develop spaces in our community for our culture to thrive

- a) Identify or create physical spaces for cultural activities to be hosted
- b) Identify and support cultural activities in our community
- c) Provide a designated space for our artifacts, photographs, documents, audio and video resources to be viewed and engaged with by our community

2. For our culture to be passed down and well known by all community members

- a) Explore different ways to bring our community and families together to learn and share cultural teachings
- b) Support activities and generate opportunities that teach our core values, history, place names, ceremonies, protocols, foods, songs and dances, and language
- c) Provide access to documents, audio, and video that will support individuals to strengthen their knowledge
- d) Develop tools and resources for learning about who we are as Tseshaht

What the People Say -

CCP Community Dialogue Circle

In Tseshaht Culture and Language what is going well?

Community dance practices and individual family dance practices

Potlatches and feasts being held in our community for namings

Haahuupayak school

3. Have Tseshaht of all ages speaking and understanding our Tseshaht language

- a) Increase language fluency
- b) Create more language learning resources for community and make resources available for community to access as hardcopy and online
- c) Use and encourage language at all our gatherings and host gatherings specifically for language use and learning
- d) Hold up, encourage, and support our elders who wish to teach and share our language and teachings
- e) Encourage and support families to use language in their homes

LANDS



"Land Use is important - we need to respect the land. If we misuse the land then we will pay."



"We take from the land but we should be giving something back - that is what I think of the economic part of it. We are making money from this area or territory and giving something back. I think viable strong business models in partnership with members could help out with that."

Our Tseshaht Community members want to see better management of our lands. Particularly, members expressed the need to update our land use plans and to expand the way we think of our lands for cultural and spiritual uses and harvesting as well as prioritizing lands for residential use and economic development projects, namely Sproat School and the Catalyst lands/poplar farm. Members also expressed the need to assert Tseshaht ownership and resolve overlaps as a key issue.

Our Goals and Objectives

1. We have a common vision for our lands that supports growth and benefits for membership: from access for harvesting, to tourism and economic development. We have a clear vision for land use and know lands are available to future generations to support growth:

- a) Promote development and partnerships that are in alignment with community needs and our Tseshaht environmental and cultural values
- b) Better utilize the lands we own for the benefit of our tribe and membership (Sproat Lake School & Catalyst Lands/Poplar farm)
- c) Support community to know all of the property that we own ensuring it benefits our members and future generations from sustainable tourism development, to accommodation and compensation for our unceded lands through consultation and our rights and title case
- d) Ensure strong structure and policy to support sustainable land development, taking care of the people and stewardship
- e) Review all previous studies and plans to see if they are valuable now

What the People Say - CCP Community Forum

"What Land uses and designations were most important?"

Land Use Priorities

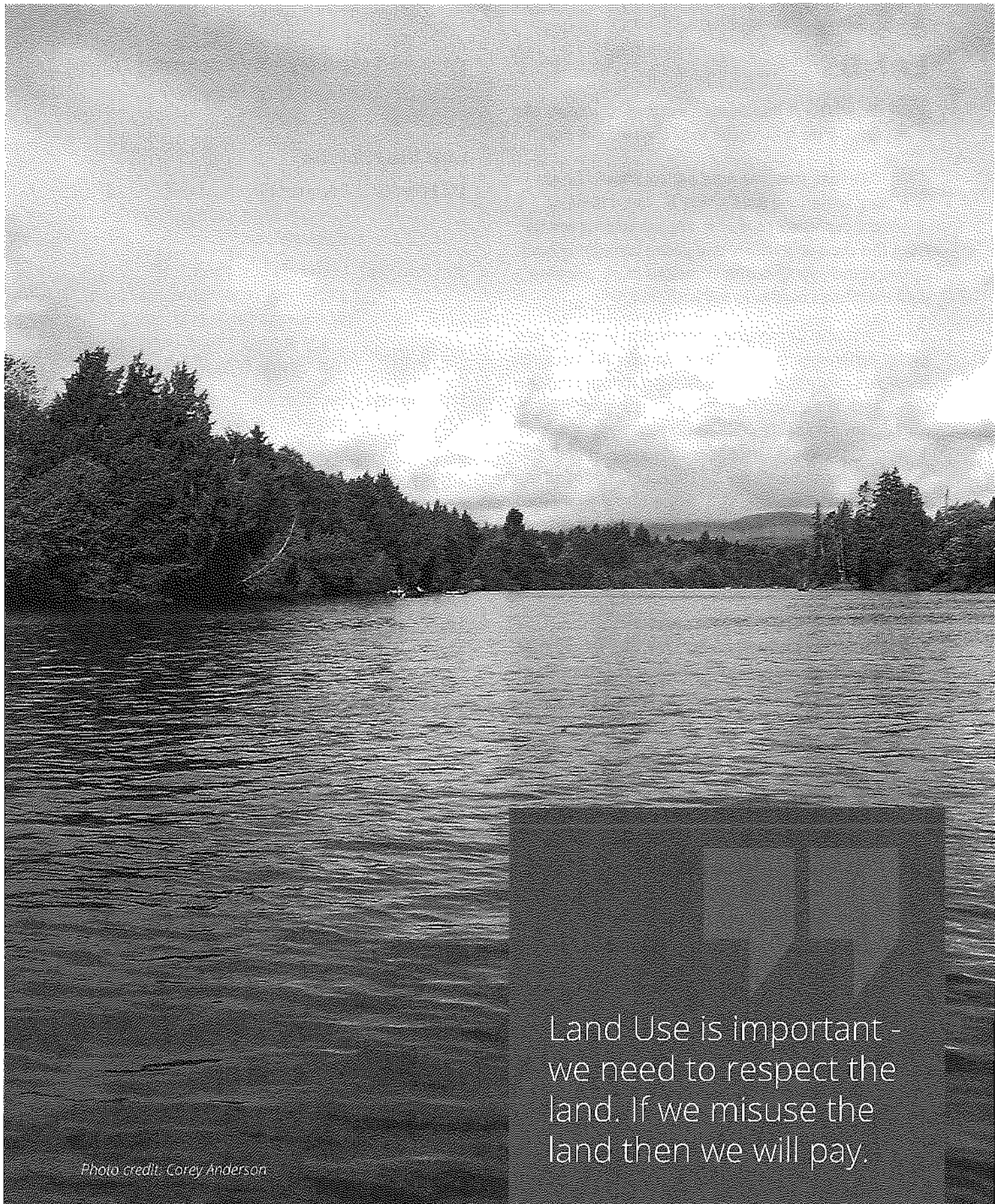
- 1st Priority:** Tourism development: campground, cultural centre/ marketplace
- 2nd Priority:** Cultural uses: food gathering, ceremonial practices, lumber for carving, grasses, berry picking, cedar bark harvesting
- 3rd Priority:** Facilities for: community gathering places, elders and health/well-being
- 4th Priority:** Commercial land uses: stores, developments, businesses, lands open to business

2. We practice ʔuuʔaaʔuk (taking care of) that balance resource use in the territory to ensure access for all future generations

- a) Ensure land policy and plans in place: updated policy, land use plan, land code and land management plan
- b) Develop common vision for our lands and resources consistent with Tseshaht core beliefs and traditions and traditional land uses: "respect life in all things on earth and protect life and everything's right to live"
- c) Opportunities to learn and show the way Tseshaht do things and the reason why we do things in harvesting and on the lands
- d) Educate our community members about our land and history, traditional plant names, words and place names

3. Tseshaht future generations know what we have, what we own, have access to their lands, culture and language

- a) Provide children and youth opportunities to learn about and be connected to our lands



Land Use is important -
we need to respect the
land. If we misuse the
land then we will pay.

Photo credit: Corey Anderson

- b) Teach children and youth about rights and title in our schools, inspire our youth to pursue careers that include the study and care of our lands, waters and resource
- c) Ensure opportunities for Tseshaht families to be out on our lands and waters
- d) We are mentoring, teaching, learning and sharing food gathering and harvesting activities on the land

4. Tseshaht members, leadership and staff understand the issues and the community's approach relating to rights and title

- a) Deliver education campaign with our members to support wider understanding of our Rights and Title case for the comprehensive and specific claims
- b) Support membership know the locations and traditional names for all of the areas that are a


part of our comprehensive and specific claims and why those areas are important to us as Tseshaht


- c) Share our history, amalgamation story and 'strength of claim' information with community regularly so that we can all be clear and vocal about our ownership

5. We have good land management and assert our broad territorial ownership reclaiming our unceded territories

- a) Install signs within our territory and maps available for visitors and all business with Tseshaht logo and Tseshaht territorial holdings
- b) Put more resources in place to support the Natural Resources Department to ensure a strong referral department and framework
- c) A Tseshaht Land Use Plan is developed with diligent input and engagement with Tseshaht membership and Ha'wiih

ECONOMIC DEVELOPMENT

 *"Economic development has got to be sustainable, can't be unsustainable and disrespectful to the land to make money... got to think about the fish, and the land"*

 *"Our people have strengths encourage them. We are not just building a Nation, we are building people. Give them the strength and confidence to be out and on maamahi (Non-Tseshaht) committees and forums... We need to recognize and encourage people's individual strengths"*

Our Goals and Objectives

1. Create wealth, revenue, and employment for greater community self-reliance

- a) Diversify Nation's businesses through partnerships with municipalities, organizations, and businesses
- b) Use our territory, purchased lands, existing buildings and businesses to build a Tseshaht economy
- c) Support community members who want to start their own businesses
- d) Ensure there are student jobs and job opportunities for youth

2. Develop businesses and projects that align with our cultural and environmental values, and are financially sustainable

What the People Say -

CCP Community Dialogue Circle

In 5-10 years what does success look like in the area of Economic Development for Tseshaht?

Top answer

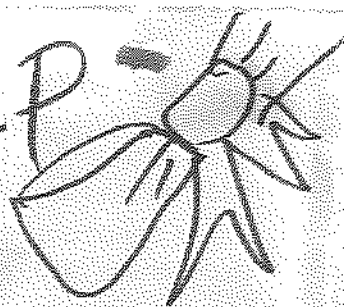
Cultural Tourism

- a) Hire an Economic Development officer and/or grant and proposal writer to achieve our goals
- b) Create an economic development board or body
- c) Review all of Tseshaht's current investments and projects
- d) Generate more meaningful job opportunities for Tseshaht members

3. Our history, connections, values, and economic focus is understood

- a) Represent ourselves in the larger community and be present at all local events
- b) Training and education for our members in cultural tourism and cultural interpretation
- c) Communicating economic development plans and procedures with community members

TSESHAHT CCP



① 25-50 years from now:

How do you see our Tseshaht Community

(what activities are we doing?)

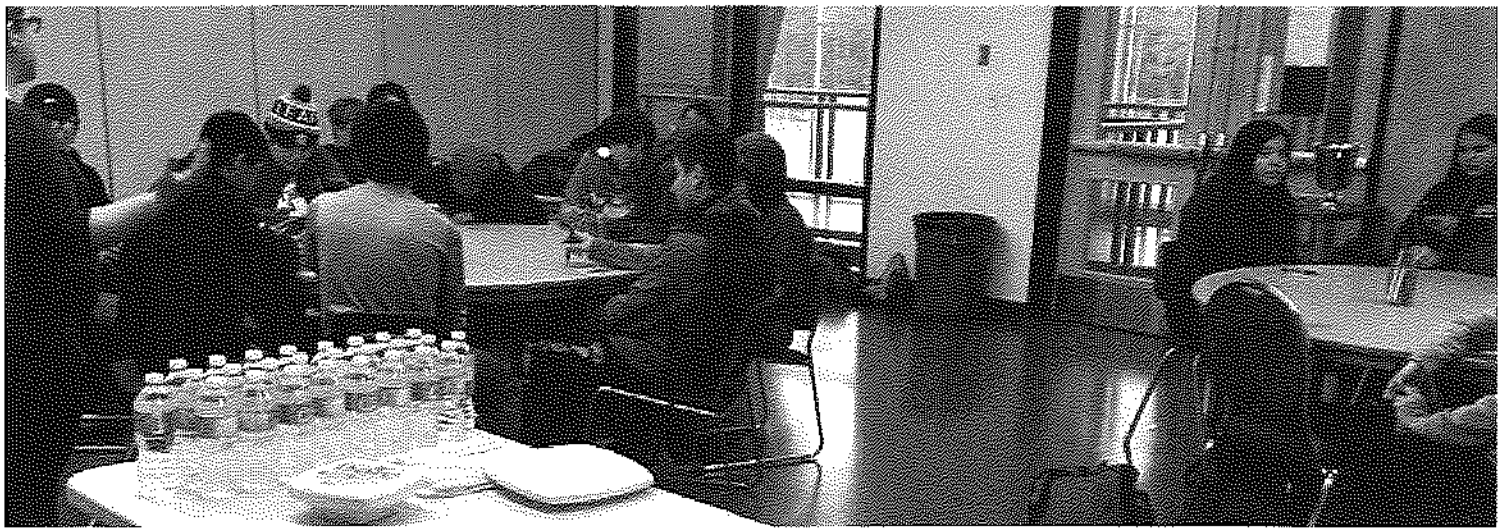
How do you see our lands?

How are we living?

② What do we want our Tseshaht Community to be remembered for by the next generations?

③ What are Tseshaht's traditions & principles to preserve & practice

Economic development has got to be sustainable, can't be unsustainable and disrespectful to the land to make money - got to think about the fish, and the land.



INFRASTRUCTURE

When we are talking about Infrastructure in this CCP we are talking about our facilities and the systems that serve our community such as: buildings, roads, water systems, sewer lines and power plants.

... *"We take care of what we have and make them really good. Like our facilities; make them the best operating, clean and the best."*

Our Goals and Objectives

Tseshah First Nation Infrastructure services not only the Tseshah First Nations membership but our facilities are used by many Nuuchahnulth nations, businesses and partners to host many functions, meetings and tournaments. Our role as good hosts on our lands requires resources and effort to upgrade, maintain and increase our infrastructure quality and capacity in the next 5 years.

1. Reinvigorate community and cultural infrastructure at the heart of our community [Squamish Hall]

***Additional capacity via a capacity building strategy may be a consideration to bring in/train community expertise for: communications/engagement, research, development and fundraising to successfully complete this and other projects.*

- a) Have good and up-to-date information to bring forward to membership that gives a clear picture of barriers and solutions
- b) Creation of a funding strategy in collaboration with staff, administration and community looking into diverse options and partnerships

What the People Say - CCP Community Forum

What land use categories are most important to YOU? (Prioritization was done using stickers)

Top 3 Priorities

- 1st Priority: Cultural Uses: Including food gathering, ceremonial, practices, lumber for carving, grasses, berry picking, cedar bark harvesting
Tourism Development: Campground, Cultural Centre/ Marketplace
- 2nd Priority: Upgraded/new facilities and spaces for community gathering places, elders/elders care and health/well-being
- 3rd Priority: Commercial land uses: stores, developments, Businesses, lands developed for member businesses

- c) Consider the need for additional capacity (special projects manager/grant writer/fundraiser) for projects ensuring accountability/follow through community engagement & involvement, as well as staff input and contributions
2. Following up and bring forward proposals on development of Sproat Lake School and Catalyst lands for tourism development and/or multi use spaces

- a) Decide if we convert property to Reserve (Federal Lands)
- b) Full assessment of Sproat School property and Catalyst lands
- c) Exploring options for: Sproat Lake School AND adjacent lands for Tseshaht infrastructure
- d) Based on assessments and detailed reporting of properties to membership decide to cut losses on all of the investments and plans that are not working/not progressing for the Tseshaht First Nation and membership and sell or liquidate assets to invest elsewhere for the community

3. Investing in/updating existing buildings and facilities and using existing infrastructure better and differently to serve community needs

- a) Upgrade the Tseshaht Longhouse to support more frequent use for community functions, gatherings, learning and teaching in addition to potential hosting of visitors, tourism and guest speakers
- b) Upgrade Maht Mahts to an excellent, efficient, state of the art facility that we can rely on for Tseshaht community functions and our leadership in hosting our Nuu-chah-nulth family functions, tournaments

4. Create a Tseshaht housing strategy

- a) Identify current and future housing needs that ensures membership has access to increased and better housing opportunities
- b) Tseshaht housing principles for contractors ensuring attention to quality construction
- c) Tseshaht housing has clear and easily assessable process to follow for membership: process, policy, steps in the process is available and accessible.
- d) Members receive increased and accessible housing department communications
- e) Ensure housing maintenance for elders is up to date (no mould, updating roofs and proper maintenance)

CAPITAL INFRASTRUCTURE ASSESSMENT:

Currently Tseshaht administrative resources go towards dealing with some of our biggest Infrastructure challenges such as:

1. Replacing old/existing waterlines that are leaking

- Working with McGill Engineering to install and mark shut off valves
- Creating strategies for many old existing water lines
- Opportunities for the tribe to leverage negotiations and opportunities for Tseshaht IF deal with ongoing requests from Hupacasath and ACRD for extension of their water and sewer lines

2. Flood impacts/erosion

- Ongoing annual flooding occurrences and issues of danger tree
- Assessment with AANDC response
- Need BCR on file to allow for right of ways to do work on reserve for BC Hydro, Shaw, and Telus

3. Danger tree assessment and removal

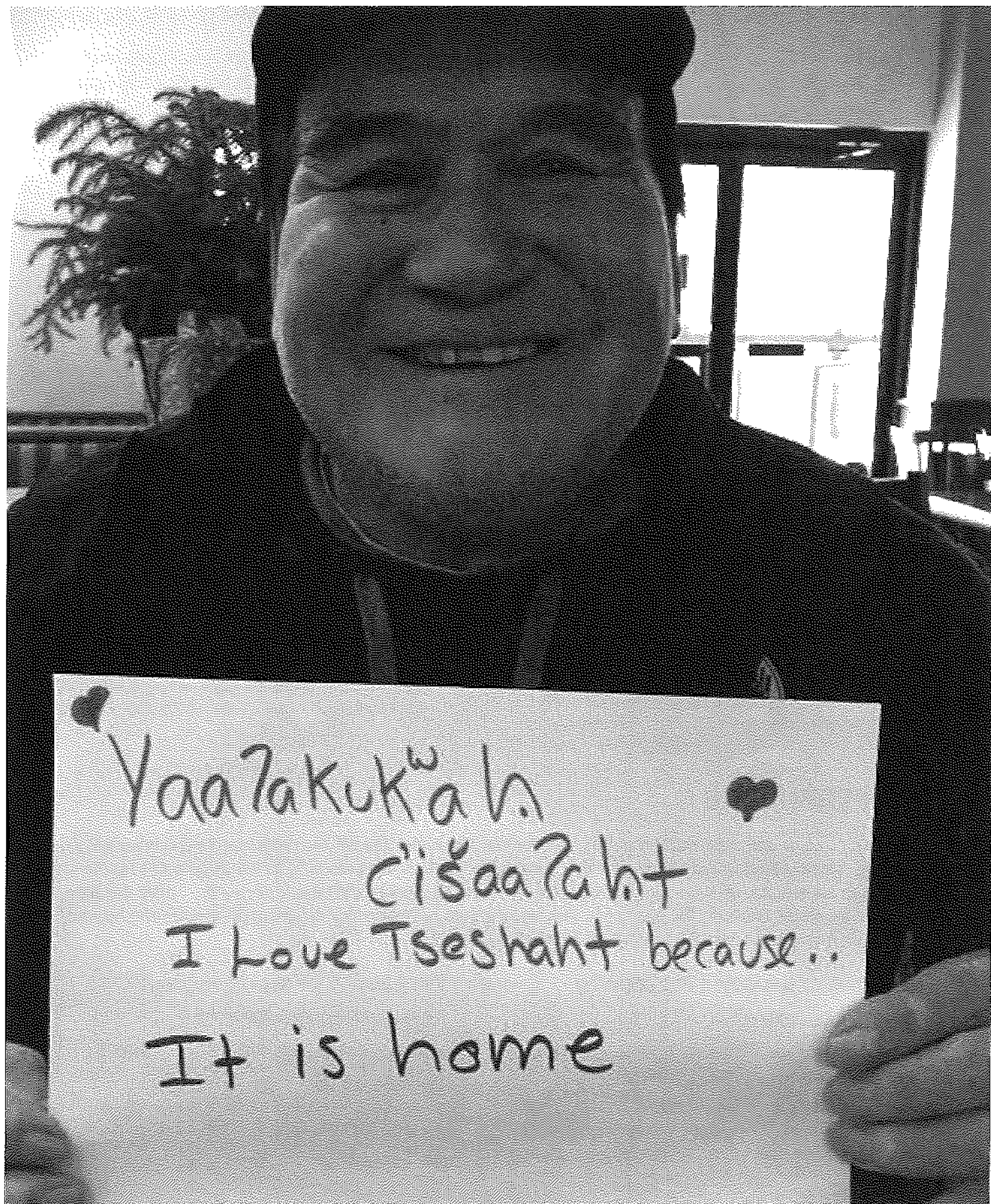
- Increasing danger trees
- Need BCR on file to allow for right of ways to do work on reserve for BC Hydro, Shaw, and Telus
- Expect more trees falling
- Embankment “Yaakwiimit” requires bank stabilization

4. Roads - require ongoing maintenance and a lot of work

- Sinking • Existing line breaks
- Filling as we go • Relocating/locating shut offs
- Band design issues
- Insufficient funds - doesn't cover the work needed with the funds each year
- Hector Road Stabilization also rain and run off erosion losing land
- In 2016 some flood engineering took place

5. Transportation

- Transportation is a barrier for many members – no city bus services to market
- No safe walkway access on the road side from the Market to the Admin Building – One challenge is negotiating property easements across peoples yards for creation of a walkway



Yaaʔakuk^wah

Ciʔaaʔah

I Love Tseshaht because..

It is home

6. Cemetery

- Expansion completed requires perimeter/ fence install and re-soil/reseed
- Ongoing work requires a sensitive community discussion re: plot layout, who does it, a format designed?
- Community involvement, how it is and in efficient uses of space; issues arise of grave markers not always there, work to be done with recording and communication with membership and death certificates
- Determining whose role it is to designate plots?

OTHER CURRENT INFRASTRUCTURE CONCERNS AND ISSUES:

- Fisheries and public works compounds need to possibly be relocated
- Youth Centre: requires maintenance and a face lift to fix up
- On-going community parks maintenance: Papermill Dam Park, Haahuupayuk school, Youth Centre
- Haahuupayak School: continued advocacy for expansion
- Solid Waste Disposal (Garbage Service): How to deal with increased garbage production into the future? Tseshaht is currently over the budget for tipping fees with housing increases/seeing increase in solid waste (\$27K per year)
- Social housing rentals: high rental turnovers for rentals creates high costs to maintain all washers, dryers, fridges, locks etc.
- Docks at admin building needs better construction to create more usage and access
- City of Port Alberni sewage pipe and solid waste disposal issue on-going: issues of right of way for the sewage lagoon permitted by Tseshaht, on-going impact assessments re: fish etc.
- Water treatment and regular testing program – ongoing training for our own testing, better ability to gauge chlorination by the City so Tseshaht can chlorinate or treat safely
- Administration building not efficient, maintenance, heating, lighting and replacement costs are high, lack of storage
- Tseshaht Emergency Response: requires ongoing capacity building with community members and volunteerism, look at having a paid coordinator
- Internet – need upgrades on reserve for internet upgrades, requiring BCR being sent for access to Shaw and TELUS (*requests sent to C&C)
- Policy: Public Works currently has little to no policy, require policy development and support re: yard/lawn maintenance, driveways/snow removals, individual housing maintenance and repairs, elder's home maintenance and repairs

GOVERNANCE



"Our people are stuck without a chief. We are not like we used to be. The chief used to call meetings at his house. Adam would go see people. If he saw one of his people working he would go and help. They have to know everything, even a lady could sit in the seat. We need to call all our people to resolve the Tyee seat. Adam made Tseshaht the best. He knew who he was, his whole family would go around the reserve and clean it up... he was really helping the people."

GOVERNANCE (HA'WIIH & HEREDITARY)

Our Goals and Objectives

1. Our tyii and vacant hawii seats are filled and our house is in order
 - a) Bring together our hawiih and knowledgeable people identified by our elders and community to indicate the pathways forward to fill the vacant tyii and remaining seats

What the People Say - CCP Survey

What topics are most important to you?

20.59% SAID GOVERNANCE (HA'WIIH AND HEREDITARY)

20.59% SAID GOVERNANCE (CHIEF AND COUNCIL, POLITICAL STRUCTURE)

- b) Discussions are open and offer opportunities for learning and documenting (recordings, publications, posters, materials) Tseshaht teachings and traditions for the community and future generations

2. Our Ha'wiih are supported to learn and understand their role. We invest in healing and reinvigorating our traditional systems

- a) Fill knowledge gaps for our Ha'wiih and traditional governance to truly know our history and territories
- b) The names of our Ha'wiih, houses, traditional governance roles and responsibilities are displayed visually, prominently and accessibly in our community
- c) Support Ha'wiih to learn alongside our community. Knowledgeable elders and advisors will transfer knowledge of Tseshaht territories, history, values, teaching, and core beliefs
- d) The Ha'wiih can openly and safely ask for what they need to strongly step into their role

3. Our Ha'wiih are involved and present in our community events, functions and business. Our seated Ha'wiih provide input and are visible during important community business

- a) Our Ha'wiih welcome visitors into our territory at all functions within their ha'houlthii and beyond

- b) Our Ha'wiih are informed/invited to community discussions, community processes, business and functions through their speaker
- c) We (leadership, community, elders, Ha'wiih) work together to develop principles for a meaningful and active working relationship with our seated Ha'wiih and traditional governance
- d) Our elected Chief and Council meet regularly with our Ha'wiih to inform and discuss the business of the Nation and to receive input, ideas and considerations

4. Everyone knows our Ha'wiih and the houses that we belong to. All Tseshaht know about our hereditary governance structures, roles and responsibilities, amalgamation story

- a) We have regular knowledge sharing, presentations and discussions about traditional governance, our territories, our houses and Ha'wiih throughout our community
- b) The names of our Ha'wiih, houses, traditional governance roles and responsibilities is displayed prominently and is accessible for our community in our administrative offices and other Tseshaht places
- c) Posters, illustrations or other visual tools to learn about the Tseshaht hereditary governance system and amalgamation are created for our community

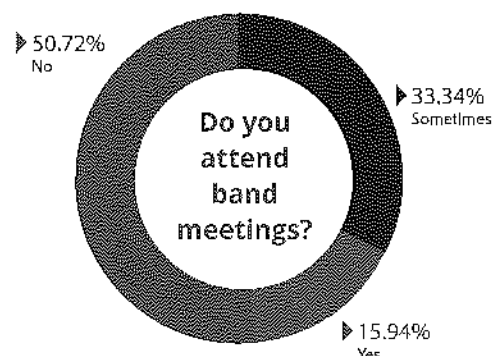
GOVERNANCE

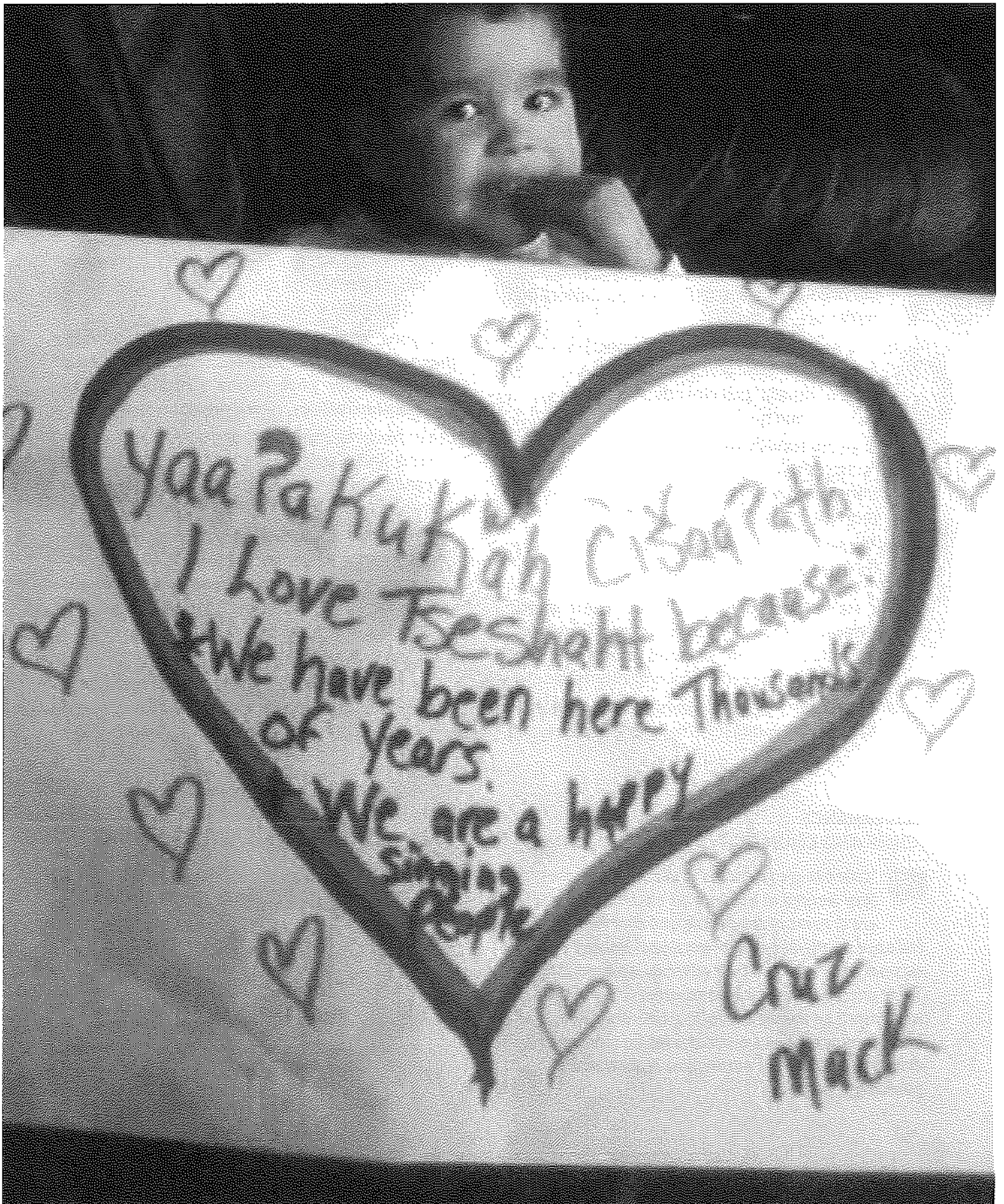
(CHIEF AND COUNCIL, POLITICAL STRUCTURE)



"Late George gave the band choices of what they wanted to do and was clear that these are dreams of the people and that this is the opportunity to bring forward your wishes... he was never intimidated by a question we brought. There was openness and transparency: the budget was posted on the walls, staffing questions were addressed and he was open to what people wanted. At that time they sent out regular reports and a quarterly report."

What the People Say - CCP Survey







"Evaluation isn't a bad thing, it can be a tool, and help us know what has to be different. We need to be effectively looking at change for our nation and who is delivering that change. We need strength to deliver change – take input from the community, guidance on traditions, elders advisors then put it to the members how we carry it forward."

Our Goals and Objectives

1. Our Chief and Council are present for the people: Tseshaht has improved communication between our leadership and members, members feel welcomed to participate and contribute, listened to and respected

- a) Chief and Council "sit with the people" bringing people together with community engagement as the way business is done
- b) Increase capacity for communications with Tseshaht staff and a Tseshaht communications position is created
- c) Develop internal and external communications strategy
- d) Change our Band Meetings to meet the needs of our people and increase participation
- e) Support the presence and participation of youth in regular band business
- f) Provide safe ways for people to participate at meetings

2. Tseshaht leadership is governed by elected members who know who we are as Tseshaht

- a) Chief and Council learn, share, and celebrate Tseshaht history, culture, values and teachings
- b) Illustrations/documents of Tseshaht houses and traditional governance are displayed within our offices, admin buildings and meetings rooms
- c) Support language learning and using language in our regular band business such as 'word of the day' for our meetings
- d) Opportunities for our leadership and youth for mentorship, personal development and skill development from workshops, training and opportunities to sit and learn from the knowledgeable people in our community

3. Tseshaht community receives fairness, equity, and transparency through: clear policies, clear committee mandates, regular reporting, consistent communication and strong governance reflecting Tseshaht values and community needs

- a) Regular reporting from staff and committees to membership at band meetings
- b) Develop principles for how we do 'good' business with our community
- c) Create strong governance documents and frameworks including: completing our custom election code, updating membership code, exploring a Tseshaht constitution and land act

4. Tseshaht are recognized as rightful owners of our Tseshaht Ha'houlthii

- a) Consistent and strong external presence in all political arenas
- b) Evaluate and discuss Tseshaht's external relationships to strengthen Tseshaht's position and increase benefits to our community
- c) Ensure the acknowledgement of Ha'houlthii in any and all business on Tseshaht lands
- d) Review our current Tseshaht Referral process
- e) Develop a strong Tseshaht consultation protocol/process

5. Tseshaht leadership is moving our community forward into self-governance and self-sufficiency

- a) Strategic planning for Chief and Council and Administration based on the priority needs and interests of Tseshaht members – as outlined in the updated Comprehensive Community Plan
- b) Ensure that we are energy sufficient and sustainable
- c) Be financially secure and independent; evaluating and identifying sources of revenue
- d) Resolve Tseshaht territorial overlap issues and taking control of our territory asserting our ownership strongly at every opportunity

6. Complete information is readily available and accessible for leadership staff and membership to make good informed decisions moving forward

- a) We have good thorough documentation, information, and file management
- b) Implement file management and information storage and tracking system
- c) Opportunities for membership to access ALL available information: motions, past files, digital history of information, records of decision, band motions, policy, etc.

Our Process Towards CCP

COMMUNITY ENGAGEMENT

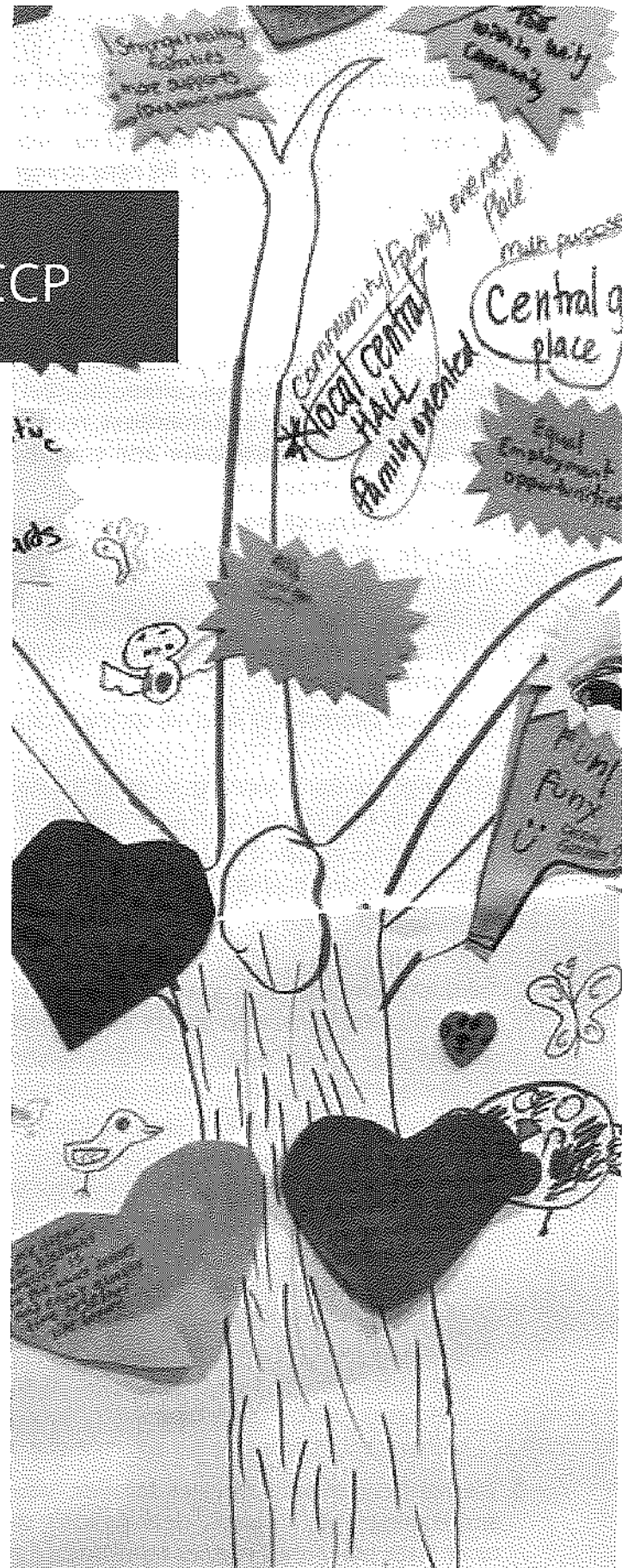
Our approach was rooted in community engagement and was community driven. Engagement included community members, on and off reserve members, children, youth, elders, staff, and leadership. By sitting with our people, we learned about meaningful connection, our interconnections to each other, our lands, waters and traditions and who we are as a Tseshah Community. Through all of the engagement approaches approximately 257 Tseshah members were engaged with through the planning process.

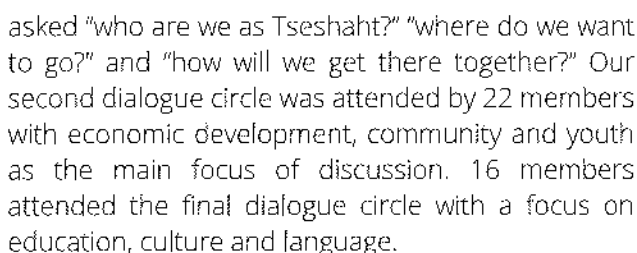
Already Scheduled Events (Christmas Dinner, Annual General Meeting, Family Day)

We attended a couple significant community events where we were able to connect with community and receive their input. At our Christmas Dinner we set up a game where participants would have to pick a cup and inside the cup was a question they had to answer along with candy or a prize. Here we engaged with members from ages 5 to 65 and were able to get input from approximately 80 people. At the AGM we made a presentation to the community about the CCP and also received input at our information table about "one priority for Tseshah?" At the Family Day event we asked members "what are your hopes and dreams for Tseshah Families and for Tseshah children?" participants filled out their answers on cut out paper leaves or flowers and added these to a paper tree.

Community Dialogue Circles

We conducted three dialogue circles prior to our regular monthly Band Meetings the planning team helped to facilitate these discussions. At our first dialogue circle 32 members participated and were





community? How can we fix the things that make you unhappy or concerned?" The second workshop took place at the High School. Over the lunch period 21 Tseshaht youth came and discussed "What is your big dream for Tseshaht? What are some of the things in our Tseshaht community that concern you? And, what are some of your solutions or ideas that could address some of your concerns?"

Elders

The elders were initially engaged at one of their regular Elders' lunches held at the Administration office. At this lunch the CCP and process was introduced and elders were told of the plan to do house-to-house visits and asked to let us know if they would like someone from the team to come sit with them. A total of 11 elders participated in home or face-to-face visits where discussion was guided by the Hopes and Dreams survey questions.

Hopes and Dreams Survey

The Tseshaht Hopes and Dreams survey was conducted from March 8th, 2017 to March 31st,



2017. The survey was hand delivered to all of the houses on the reserve, mailed out to members living off reserve and out of town members, and house-to-house visits with elders were conducted using the survey to guide the discussion. The survey was also available online and distributed through social media. A total of 71 surveys were completed.

Communication

We had regular contributions to the Nation's monthly Band Bulletin. We created a "Our Best Past, Our Best Future: Tseshaht CCP Project" Facebook page and posted frequently on other Tseshaht Facebook pages including "Tseshaht Fishday Group," "What Concerns You Tseshaht," and the Administration Office's "Tseshaht First Nation" page. We used these mediums to promote upcoming events or engagement opportunities as well as reported back to the community the input we had received from community.

Campaigns

We carried out a "yaa?akuk'wah čisaa?ath, I love Tseshaht" campaign before Valentines Day with hearts for people to write on in the Administration office, at the Family Day event, and online.

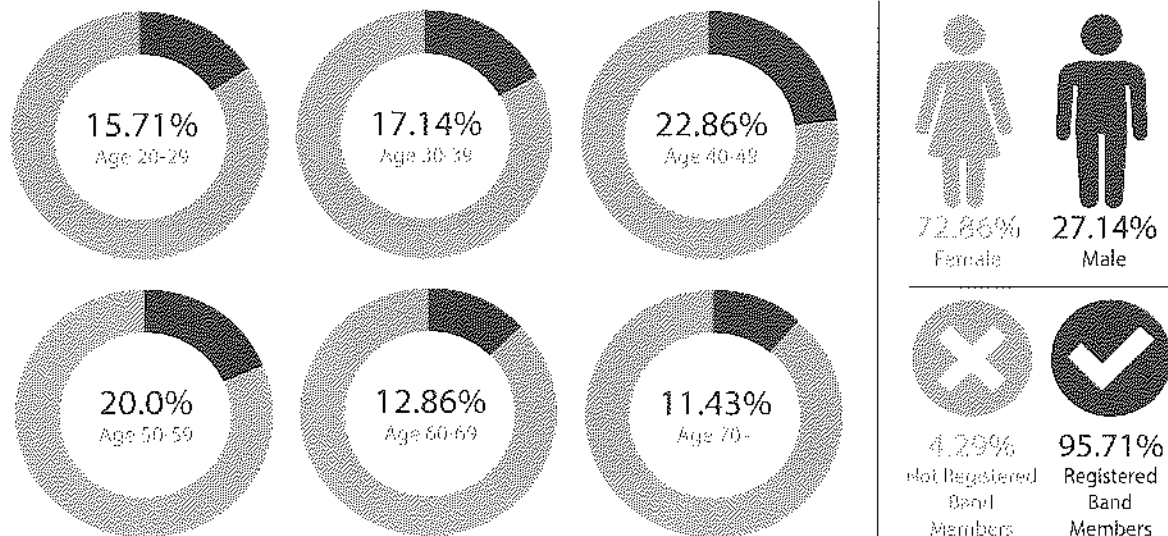
Tseshaht CCP Planning Team

Our CCP Planning Team consisted of 5 to 7 representatives from different segments of our community bringing with them different experience and gifts. Our team contributed to guiding what the Tseshaht CCP should include, how community engagement should take place, and helped promote events. The team was essential in grounding and directing the entire process.

Survey - More Information

Tseshah Hopes and Dreams survey results were managed by a program called Survey Monkey. Below is additional information about our members that filled out the survey.

Survey Results



61.43%

LIVE ON
TSESHAHT RESERVE

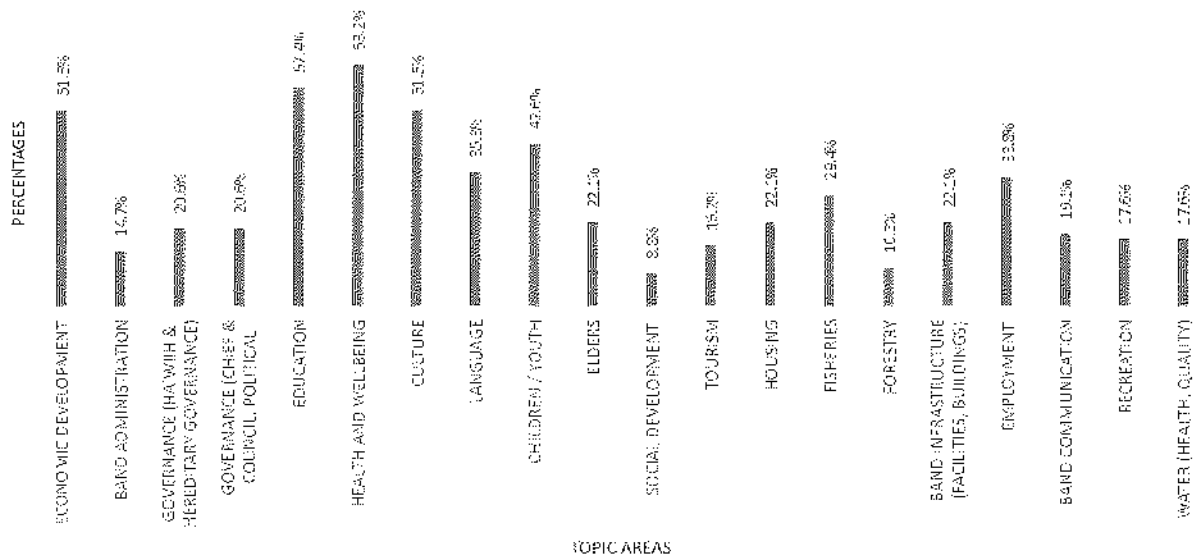
38.54%

DO NOT LIVE ON
TSESHAHT RESERVE

69.23%

OF THOSE WHO DO NOT LIVE
ON RESERVE WOULD LIKE TO

WHAT TOPIC AREAS ARE MOST IMPORTANT TO YOU?





Tseshiht: Where we come from

CREATION STORY OF TSESHAHT

As Told in 1922 by Sayaačapis, Tseshiht elder

Qʷiyiīč ʔukʷiit yaqwiisimtii čisaaʔath,
ʔuḥckʷii ʔiiqḥuk Saayaačapis 1922 ʔuyi

Tseshiht oral history identifies Č'isaa as the place that Kapkimiis, a Supernatural Being important in Tseshiht traditions, created the first Tseshiht man and woman, founders of the Tseshiht Nation. Portions of the lengthy story are presented here:

We, the Tseshiht learned things from the Day Chief (Kapkimiis) who created us at Hawkin's island (former name of Benson Island). A girl was awakened to see two people – one an old man and the other a shaman. The old man stood on a wide board and cut the front of his thighs. The shaman scraped up the blood into his hand and blew into it, transforming it into a boy. You shall be named Naasiya'atu ("Day Down"), they told the boy and you shall be known as Naasayilhm ("Sky Day"), they told the girl. Naasiya'atu was given a war club with blood along the edge and was told to keep it on the beach so the tribe would never die. The two grew up together and had children. Thus many were descended from the two. There came to be many people.

Kapkimiis made a river for the two and stocked it with sockeye salmon. Angered by quarreling between Naasiya'atu and Naasayilhm, Kapkimiis punished them by destroying the banks of the river, causing clumps of the earth and rock to drift around until they became fixed in place, creating what is today known as the Broken Group Islands.

Source: Parks panel at Benson Island from Darrell Ross



Photo credit: Corey Anderson

TSESHAHT AMALGAMATION

Tseshaht hahuuli expanded over time, as territory was added through marriage and alliances, warfare, and the incorporation of affiliated groups. Starting in the 1700's the Tseshaht absorbed the formerly independent Nations of the **Maktl'li?ath** (maktl-ee-ahtah), **Naš?as?ath** (Nash-as-ahtah), **Hach`aa?ath** (Haa-chaa-ahtah), and **Hikwuulh?ath** (Hee-quoolth-ahtah). Following long standing Nuu-chah-nulth custom, any group which was absorbed by another,

either through peaceful means or warfare, lost control of their traditional territory, to a dominate group. Tseshaht territory increased greatly, eventually including the hahuuli of the assimilated groups, in the Broken Group Islands, central Barkley Sound, much of Alberni Inlet, and the Alberni Valley.

Source: Our Whaling Book from Darrell Ross



Photo credit: Corey Anderson

Looking Forward: Next Steps

This CCP truly is a reflection of: “Our Best Past, Our Best Future.” We welcome all of Tseshahat to take strong steps to continue this spirit of connection, dialogue and collective wisdom that moves our community forward together in a good way.

The successful implementation of this plan depends upon everyone from: community members, staff and administration and our leadership (elected and hereditary), our youth and our elders continuing to contribute good energy and championing it forward.

The CCP developed here is intended to be a draft with the overall vision, goals, and objectives identified with several important next steps before the CCP becomes finalized.

These are our suggested next steps towards the completion of this plan for our community:

- Review draft vision, values, and mission statements with community and receive community approval
- Review the goals outlined in this draft plan with community and prioritize into short, medium, and long-term
- Further develop action items as a part of the implementation planning stage
- Develop guidelines for implementation
- Develop a monitoring and evaluation strategy with reporting steps
- Recommendations for an annual review/reporting at our annual Tseshahat AGM or quarterly

