



# KITSELAS FIRST NATION COMPREHENSIVE COMMUNITY PLAN

CCP Workshop  
October 24-26, 2023

**KITSELAS**  
FIRST NATION  
COMPREHENSIVE  
COMMUNITY PLAN  
2019



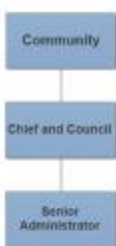
OUR VOICES, OUR VISION  
OUR PLAN, OUR FUTURE

# “Bringing everyone together – ‘walk together instead of walk alone” – Community Engagement Coordinator

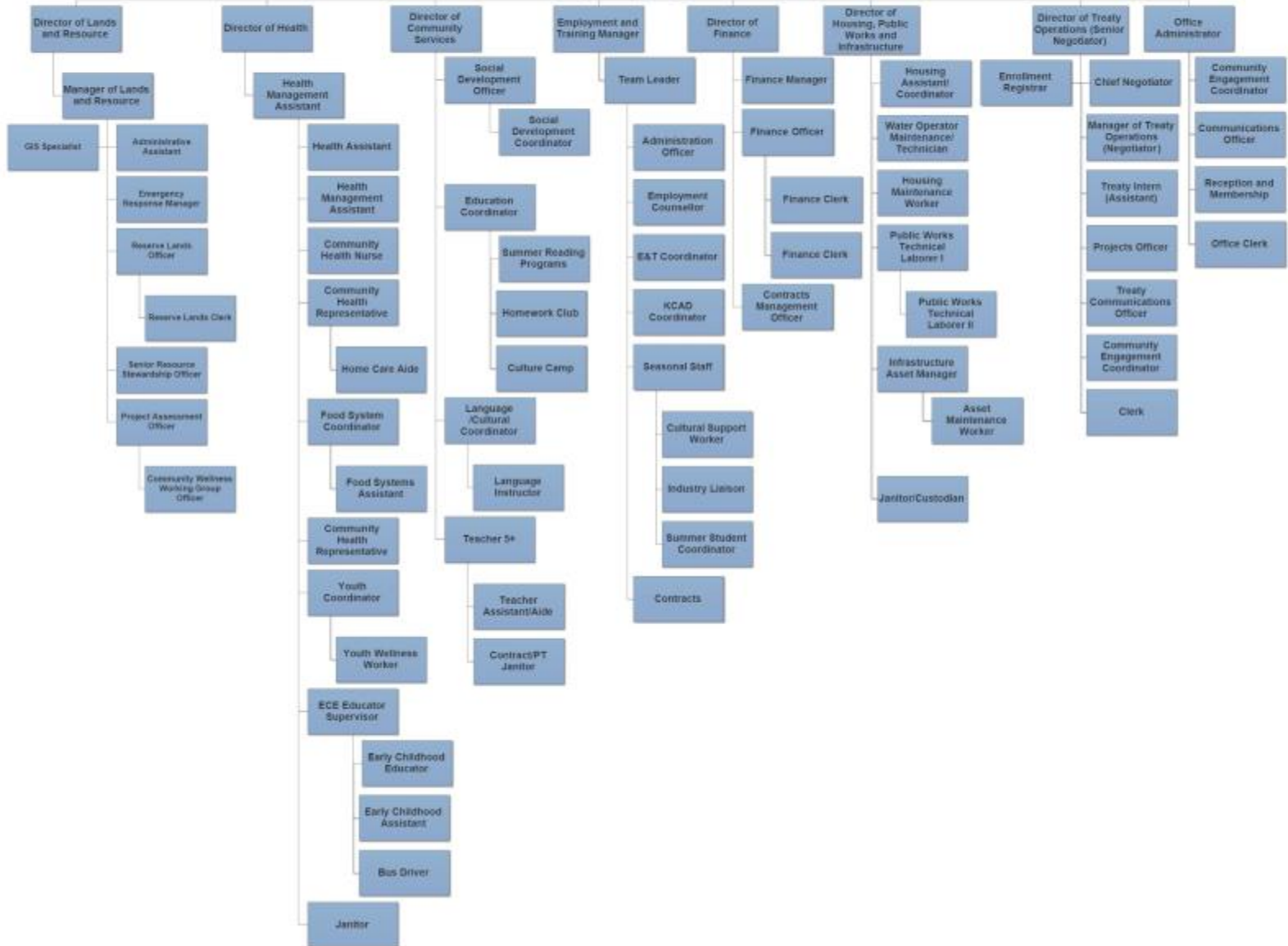




# Kitselas First Nation Organization Chart



**Note**  
 KBC Approved Temporary Organization Chart Until November 2019 - May 14, 2019  
 L&R Org Structure - July 9, 2019  
 E&T Org Structure - July 23, 2019  
 Community Service Org Structure - November 19, 2019  
 L&R Org Structure - February 20, 2020  
 Treaty Org Structure - November 24, 2020  
 Finance Org Structure - May 9, 2021  
 Treaty Org Structure - May 11, 2021  
 Health Org Structure - May 20, 2021  
 Admin Org Structure - May 30, 2021





# CCP ANNUAL REPORT CARD

Name \_\_\_\_\_ Position \_\_\_\_\_

Department \_\_\_\_\_

Date \_\_\_\_\_



## HOW ARE WE DOING?

### 2. Reflecting on this project/initiative, how do you think it relates to the collective community vision below?

"We are united in protecting our inherent rights and title as the Kitselas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community."

Explain why this project/initiative does or does not meet the vision.

### 3. Choose one or more statements of the CCP community mission that this project/initiative achieves.

#### OUR MISSION IS TO

- |  |   |
|--|---|
| <input type="checkbox"/> 1 Preserve and celebrate our culture, traditions, language and the traditional land of our ancestors to maintain our legacy for future generations.   | <input type="checkbox"/> 5 Welcome future opportunities that support the cultural values and needs of the entire community.   |
| <input type="checkbox"/> 2 Be a strong, economically self determined Nation.   | <input type="checkbox"/> 6 Respect and take care of our Elders and celebrate them for connecting us to our history by sharing their knowledge of traditional ways, teachings, stories and feasts. |
| <input type="checkbox"/> 3 Be collaborative, fair and responsible in our leadership, fostering a culture of open, transparent communication and setting a positive example.  | <input type="checkbox"/> 7 Honour and invest in teaching our youth about our culture, language and traditional ways and work toward removing barriers to their future success.                    |
| <input type="checkbox"/> 4 Acknowledge the harmful effects of historical wrongdoings and trauma on the health of our people and work together to heal and create our own future and a safe, healthy and prosperous community for our people. |   |

Explain why the project/initiative met each mission statement checked above. Alternatively, if it did not meet any of the mission statements please explain why.

This Annual Report Card is to be completed by each Department head at the end of each year (by September 30th) as a reflection exercise to ensure Kitselas First Nation is working toward implementation of the 2021 Kitselas First Nation Comprehensive Community Plan (CCP). This reporting and monitoring form, known as the CCP Annual Report Card, will require you to review the CCP and identify how your work over the current year has aligned with the CCP in terms of the CCP vision, mission, goals, and/or recommendations. You may choose to complete all report cards at the end of the reporting period for that year (by the September 30th deadline) or fill out a report card as a project/initiative is completed. One report card should be completed per project/initiative. Note that projects/initiatives may fall under one or more areas of the CCP and may not be specific to the CCP topic area that best aligns with your work.

## OVERVIEW OF PROJECT/INITIATIVE

### 1. Describe a project/initiative your department worked on this year that aligns with the CCP.

Project/Initiative Name \_\_\_\_\_

Project Manager \_\_\_\_\_

Start Date \_\_\_\_\_ End Date \_\_\_\_\_ OR: \_\_\_\_\_ Anticipated Date of Completion \_\_\_\_\_

If not completed, what is the current status of the project/initiative?

- Ongoing (no end date)       Underway       On Hold

Please list any other departments or entities within/outside of Kitselas First Nation that you partnered with on this project/initiative:

Description of project/initiative:

### 4. Looking at the wheel above, taken from CCP, which category(ies) of the wheel does this project/initiative fall under?



- |   |   |
|---|---|
| <input type="checkbox"/> Economic Development | <input type="checkbox"/> Infrastructure Development |
| <input type="checkbox"/> Governance           | <input type="checkbox"/> Community Services         |
| <input type="checkbox"/> Land and Resources   | <input type="checkbox"/> Culture and Language       |
| <input type="checkbox"/> Health and Wellness  | <input type="checkbox"/> Employment and Training    |

# *Our Voices Our Vision Our Plan Our Future*

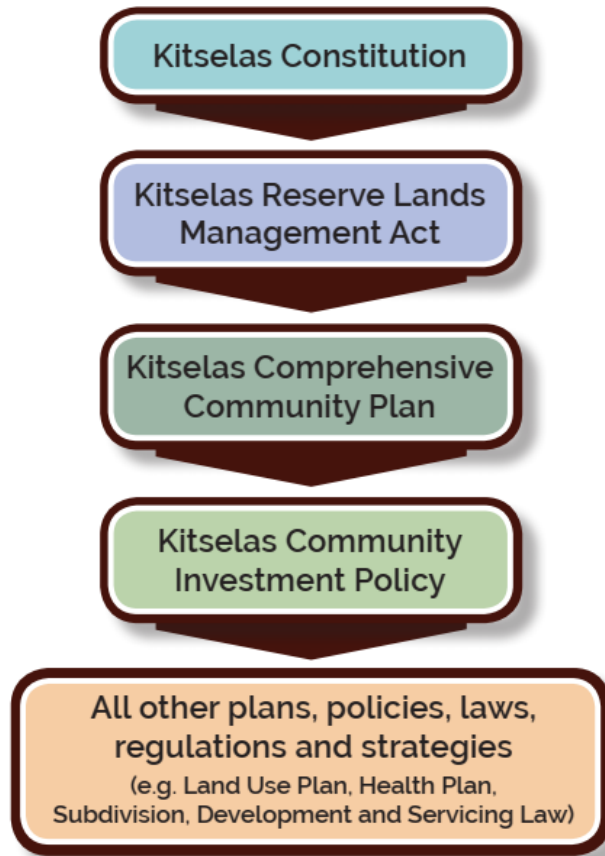


Nobody will look after us its our job to look after our people our community our future

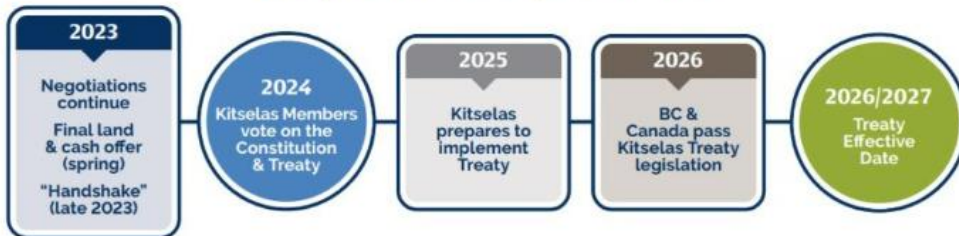
# our Kitselas CCp Video



# KITSELAS FIRST NATION Proposed Governance Framework



## Treaty Process & Anticipated Timeline



## Alignment with Other Documents

As an overarching governance document, the Kitselas Comprehensive Community Plan (CCP), 2021 provides high-level direction on our core values and priorities as a Nation. This Treaty Land Use Plan has been developed to align with the values and priorities of the Kitselas CCP.

The Kitselas Land Organizational Chart below illustrates the linkage of the Treaty Land Use Plan to other Kitselas governing documents. Plans that fall below the Kitselas Treaty Land Use Plan must align with the vision and goals of the Treaty Land Use Plan just as the Treaty Land Use Plan must align with the overarching governing documents positioned above it.



The community is at the top of the governance hierarchy with Chief & Council responsible for decision-making that reflects the best interests of Members today & in the future. 8



# OUTLINE of our process building the ccp

- Communications & Engagement Strategy
- Community Engagement Phases (x4)
- Vision
- Mission Statements
- Goals
- Project Timeline
- Council's Role
- Organizational implementation plan



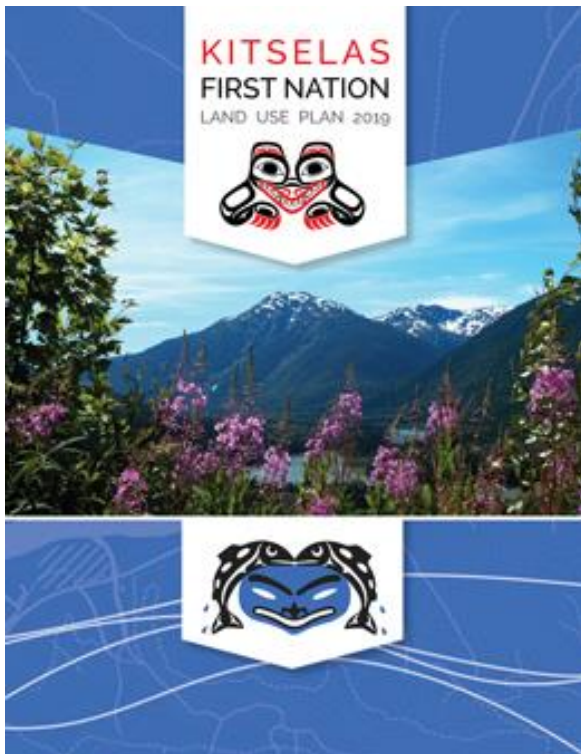
# Channels of Communication

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the distribution of materials, communications to promote the project engagement opportunities through a variety of communication channels, including, but not limited to the following:

- Off-Reserve Membership email list
- On-Reserve phone calls and emails
- Kitselas Website
- Kitselas Connect (newsletter)
- Kitselas FB page
- Posters
- On-Reserve door to door distribution





KITSELAS FIRST NATION 2019 LAND USE PLAN  
 Award Winner For: Inclusionary Planning  
 Year: 2021  
 By: Kitselas First Nation and Meraki Community Planning



APPLICATION			
Name of Person / Applicant:			
Address:			
Phone:			
Email:			
Proposed Development Concept:			
Address /Location of Proposed Development:			
Zoning / Land Use Designation:	Property Area:	m <sup>2</sup>	
Date Concept Presented to Chief and Council:	Day	Month	Year

This is to certify that Chief and Council:  Approve  Deny your concept plan for:  
 Description of proposed activities (attach additional pages as needed):

DECISION
<p>The proposed activity(ies), as indicated on page 1:</p> <p><input type="checkbox"/> Is/are aligned with the Kitselas First Nation Comprehensive Community Plan.</p> <p><input type="checkbox"/> Is/are aligned with the Kitselas First Nation Land Use Plan.</p> <p><input type="checkbox"/> Is/are not aligned (or only partially aligned) with the Kitselas First Nation Comprehensive Community Plan.</p> <p><input type="checkbox"/> Is/are not aligned (or only partially aligned) with the Kitselas First Nation Land Use Plan.</p> <p>Potential Applicant is <input type="checkbox"/> Authorized <input type="checkbox"/> Not Authorized</p> <p>to proceed with the Development Permitting Application Process as identified in the Kitselas Subdivision, Development and Servicing Law No. 01-2020.</p> <p>Council comments or notes:</p>

# COMMUNITY ENGAGEMENT PHASE 1

- **Phase 1 – The Vision: Did we get it right?**
  - Focus on evaluating vision, mission and goals developed from input
  - Topic tours (each, survey, photo/art contest and off-Reserve session)



“We are united in protecting our inherent rights and title as the Kitselas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community.”

# COMMUNITY ENGAGEMENT PHASE 2

- **Phase 2 – Creating Tangible Actions**

- Developed tangible actions that aligned with our vision and goals developed in Phase 1
  - Several engagement opportunities
  - Targeted youth, elder, community ccp planning team & staff engagement sessions
- Once all input was gathered, we analyzed and summarized & drafted the CCP

## OUR COLLECTIVE COMMUNITY VISION

NA GWILDM MALSĠ 'M - (POSSESSIVE) / FORESEE-PROPHESY / OUR

"We are united in protecting our inherent rights and title as the Kitselas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community."

## OUR MISSION IS TO

- 1 Preserve and celebrate our culture, traditions, language and the traditional lands of our ancestors to maintain our legacy for future generations;
- 2 Be a strong, economically self-determined Nation;
- 3 Be collaborative, fair and responsible in our leadership, fostering a culture of open, transparent communication and setting a positive example;
- 4 Acknowledge the harmful effects of historical wrongdoings and trauma on the health of our people and work together to heal and create our own future and a safe, healthy and prosperous community for our people;
- 5 Welcome future opportunities that support the cultural values and needs of the entire community;
- 6 Respect and take care of our Elders and celebrate them for connecting us to our history by sharing their knowledge of traditional ways, teachings, stories and feasts; and
- 7 Honour and invest in teaching our youth about our culture, language and traditional ways and work toward removing barriers to their future success.



# COMMUNITY ENGAGEMENT PHASE 3



- **Phase 3 – The Draft CCP**
  - Prepared the Draft CCP
    - Based on technical input, staff, Chief and Council direction and community input/feedback
  - Drafted ccp for community review & comment through several engagement opportunities youth, elders & community
  - Revisions will be completed
  - Developed Graphic design for our CCP

KITSELAS



FIRST NATION

# COMPREHENSIVE COMMUNITY PLAN



Our vision: "We are united in protecting our inherent rights and title as the KitseLas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community."



# COMMUNITY ENGAGEMENT PHASE 4

## Phase 4 – Community Celebration

CCP adopted by Chief and Council in October 2021. We are Living and Breathing our plan and making our goals and dreams come true 1 step at a time



**KITSELAS FIRST NATION**

COMPREHENSIVE COMMUNITY PLAN 2021

### OUR COLLECTIVE COMMUNITY VISION:

*"We are united in protecting our inherent rights and title as the KitseLas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community"*

### OUR MISSION IS TO:

1. Preserve and celebrate our culture, traditions, language and the traditional lands of our ancestors to maintain our legacy for future generations;
2. Be a strong, economically self-determined Nation;
3. Be collaborative, fair and responsible in our leadership, fostering a culture of open, transparent communication and setting a positive example;
4. Acknowledge the harmful effects of historical wrongdoings and trauma on the health of our people and work together to heal and create our own future and a safe, healthy and prosperous community for our people;
5. Welcome future opportunities that support the cultural values and needs of the entire community;
6. Respect and take care of our Elders and celebrate them for connecting us to our history by sharing their knowledge of traditional ways, teachings, stories and feasts; and
7. Honour and invest in teaching our youth about our culture, language and traditional ways and work toward removing barriers to their future success.



OUR VOICES,  
OUR VISION,  
OUR PLAN,  
OUR FUTURE

### Employment and Training Goals

1. To provide all Members the opportunity to connect to meaningful employment.
2. To provide Members with a safe space for self-assessment.
3. To partner with Members to develop their workplace essential skills.
4. To provide work experience and fill capacity gaps by building project management skills and working on KitseLas projects.

### Culture and Language Goals

1. To protect our culturally significant areas and preserve them for future generations.
2. To further develop KitseLas Canyon as the cultural centre of the community.
3. To preserve and celebrate our culture through intergenerational learning, cultural awareness, tourism and practice of traditional ways.
4. To preserve, celebrate and practice the Sm'álgayax language within the community.

### Community Services Goals

1. To increase high school and post-secondary graduation numbers among KitseLas youth.
2. To provide youth with the necessary leadership skills to be actively engaged in KitseLas community matters.
3. To ensure all Members have access to higher education and career training programs.
4. To ensure there are a variety of recreational activities offered for KitseLas youth year round.

### Infrastructure Development Goals

1. To support the development of enough homes and a mix of housing type on Reserve to house all Members that want to live here.
2. To create a central gathering place within the Community Heart to celebrate our culture, plan activities, learn together and host events.
3. To ensure there is a KitseLas Youth Centre and Elders Centre that provides a safe, accessible gathering space that meets the needs of our vulnerable populations.
4. To maintain, expand or replace KitseLas-owned infrastructure to maintain a healthier and more enjoyable community.

### Economic Development Goals

1. To utilize the fee simple lands acquired by the Nation to generate revenue for KitseLas.
2. To work toward a self-sustaining, self-determined, diversified KitseLas economy.
3. To develop and maintain strong working relationships with other governments, businesses and organizations within the traditional territory.
4. To continue to work with KitseLas Development Limited Partnership on ventures that benefit KitseLas First Nation and its Members.

### Governance Goals

1. To incorporate transparency, teamwork and accountability as the pillars of KitseLas First Nation's governance model and make decisions that are best for KitseLas First Nation.
2. To follow, implement and periodically review and update KitseLas Laws, Plans and Policies.
3. To clearly communicate KitseLas First Nation's rights, views, values and priorities to other government bodies and external parties.
4. To ensure decision-making considers and balances the economic, social, environmental and cultural needs of KitseLas First Nation.

### Lands and Resources Goals

1. To put the KitseLas Land Use Plan into action and use it as a guide for land-based decision-making on Reserve.
2. To manage environmentally sensitive lands and precious natural resources responsibly so that they may be used by future generations.
3. To protect the lands, waters and natural resources on Reserve and in the Traditional Territory.
4. To play a more active role in other stewardship areas on Reserve and throughout the Traditional Territory.







# KITSELAS FIRST NATION

## COMPREHENSIVE COMMUNITY PLAN 2021 RECOMMENDATIONS

High Recommendations Start between now and 2024	Department Lead	Complete ✓	Medium-High Recommendations Start between 2024 and 2027	Department Lead	Complete ✓	Ongoing Recommendations Continued until determined otherwise	Department Lead	Complete ✓
Explore the opportunity to visit a day care in Gitksan.	Health Services		Review and update the KitseLas Canyon Business Plan and continue developing the KitseLas Canyon Park for Members and visitors.	Gitksan Stewardship Society		Continue to develop and offer language and culture camps to current Members (especially youth) to our language and culture through activities that focus on sharing traditional knowledge and values, while building relationships between youth, Elders and the land.	Community Services	
Investigate opportunities to enhance safety and security in KitseLas housing areas.	Housing, Public Works and Infrastructure		Develop a Land Use Plan for the Traditional Territory and ensure recognition of traditional lands of Hereditary Chiefs and Nations.	Land and Resources		Ensure protection of fish and wildlife and fish/wildlife habitat/ecosystems in the Traditional Territory.	Land and Resource	
Develop a Terms of Reference for a round table economic development discussion group involving representation from CSDLP, Membership, Employment and Training, Chief and Council.	Administration		Develop an Asset Management Plan to track and manage KitseLas' existing assets and infrastructure, and to lay out the priorities for future infrastructure development and repairs.	Housing, Public Works and Infrastructure		Continue working with the Northern First Nations Alliance to secure funding for and liability for more programs and facilities for mental health and addictions.	Health Services	
Implement the Council Governance Policy (2020) including sharing Council meeting minutes (in video), annual budgets and reports.	Administration		Start a community bus program for grocery shopping, medical appointments and other key services.	Health Services		Continue to develop and implement programs and services to a healthy life and career skills.	Employment and Training	
Develop stronger linkages between KitseLas departments.	Administration		Install heritage signage on Reserve and within our Traditional Territory.	Housing, Public Works and Infrastructure		Work closely with School District 80 to identify gaps, and challenges with the education system to better support the needs of KitseLas First Nation students from K-12.	Community Services	
Ensure the Band Manager position is filled, and that this person is supported and empowered in their role.	Administration		Review and update the Resource Stewardship Policy.	Land and Resources		Educate about the Treaty Process and ensure community engagement is included.	Administration	
Secure funding, design and build a community centre / multi-gym in Gitksan.	Housing, Public Works and Infrastructure		Investigate opportunities/feasibility of implementing the fish wheel in local community needs.	Land and Resources		Continue to develop and implement opportunities for pre-arrival programming to seasonal Members in traditional ways of teaching and preparing food.	Health Services	
Develop a Culture and Language Plan for the Nation.	Community Services		Create a mentorship program for developing future leaders.	Employment and Training		Develop more services and programs that meet the health needs of KitseLas (including a support program for Elders to help them with everyday tasks).	Health Services	
Plan and construct a convenience store at Gitksan.	KitseLas Development Limited Partnership		Create a Poverty Reduction Strategy to enhance the quality of life for Members of villages.	Administration		Provide entrepreneurial support for community members with business ideas and goals.	Employment and Training	
			Conduct a feasibility study for a gas station at Gitksan.	KitseLas Development Limited Partnership		Continue to conduct land tours on Reserve for Members and request to include tours within the traditional territory.	Land and Resources	
<b>Medium Recommendations Start between 2027 and 2032</b>	<b>Department Lead</b>	<b>Complete ✓</b>	<b>Low Recommendations Start after 2032</b>	<b>Department Lead</b>	<b>Complete ✓</b>	<b>Continue to investigate partnerships with local/regional major employers that could hire KitseLas Members.</b>	<b>Employment and Training</b>	<b>Complete ✓</b>
Implement a succession plan and training for KitseLas jobs, including center management positions.	Administration		Create an education and orientation strategy that focuses on strategic partnerships (eg. with developers, private business) aimed at developing KitseLas lands.	KitseLas Development Limited Partnership		Make awareness for Staff/Council and external parties of KitseLas laws, policies and values.	Administration	
Review the 2021 KitseLas Five Year Economic and Human Resources Development Plan and develop an updated new long-term economic development strategy for Nation.	Administration		Explore the feasibility of increasing energy efficiency and using alternative energy systems like solar, wind, geothermal. (Ongoing)	KitseLas Development Limited Partnership		Raise awareness about the KitseLas First Nation Communications and Engagement Plan (2020) and ensure all departments are following it. Review and update the Plan as needed.	Administration	
			Create a central library/museum of language resources. (Ongoing)	Administration		Advocate for new homes that are comfortable and safe for a diversity of residents, including Elders and residents with mobility limitations.	Housing, Public Works and Infrastructure	
						Provide job training for youth with industry or other partners, funding for training etc. for Members can be shared with industry.	Employment and Training	

This poster represents a snapshot of the complete 2021 KitseLas First Nation CCR. Please consult the full version for further, relevant detail.



# GOVERNANCE

Goal: To ensure decision-making considers and balances the economic, social, environmental and cultural needs of Kitselas First Nation.

How will we meet our goal:  
Develop stronger linkages between Kitselas departments.

**46 Staff a few missing in the photo**





# LAND & RESOURCES

Goal: To protect the lands, waters and natural resources on Reserve and in the Traditional Territory.

How will we meet our goal:

Ensure protection of fish and wildlife and fish/wildlife habitat/ecosystems in the Traditional Territory.

Wai-Wah Environmental





# HEALTH & WELLNESS

## Goal

To provide access to treatments and recovery options for families dealing with mental health, physical health and/or substance use issues.

## How will we meet our goal:

Continue working with the Northern First Nations Alliance to secure funding for and lobby for more programs and facilities for mental health and addictions.

Who's NFNA? 4 Nations that includes 9 communities

## *Eby's support for detox proposal a ray of hope for northwest*

1. Medically Supervised Detox-northern health taking on this area
2. Mobile Substance Abuse Withdrawal Outreach Services
3. Land-Based Trauma Informed Recovery & Treatment Centre





# HEALTH & WELLNESS

## Goal

To work toward greater self-sufficiency by fishing and growing/gathering our food.

How will we meet our goal:

Continue to develop and implement a year-long program to reconnect Members to traditional ways of securing and preparing food.





# INFRASTRUCTURE DEVELOPMENT

Goal: To support the development of enough homes and a mix of housing type on Reserve to house all Members that want to live here.

How: Advocate for new homes that are comfortable and safe for all, including Elders and residents with mobility limitations. \*\*\*\*Now

Building 40 units in Gitaus\*\*\*

Goal: To create a central gathering place in the Community Heart to celebrate our culture, plan activities, learn together and host events.

How: Secure funding, design, and build a community centre / multiplex on Gitaus \*\*\*\* -> 1000 person

\*\*New Community Rec Centre being built by April 2024\*\*\*



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# COMMUNITY SERVICES

1. To increase high school and post-secondary graduation numbers among Kitselas youth.
2. To ensure all Members have access to educational and career training programs.
3. To ensure there are a variety of recreational Activities offered for Kitselas youth all year round.

**To incorporate transparency, teamwork & accountability as the pillars of Kitselas First Nation's governance model and to make decisions that are best for Kitselas First Nation.**







# Employment & Training

Goal: Employment placement – Provide all members the opportunity to connect to meaningful employment by Bridging community members to social and economic opportunities in the Territory

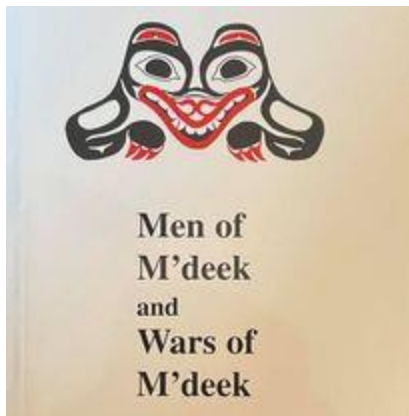
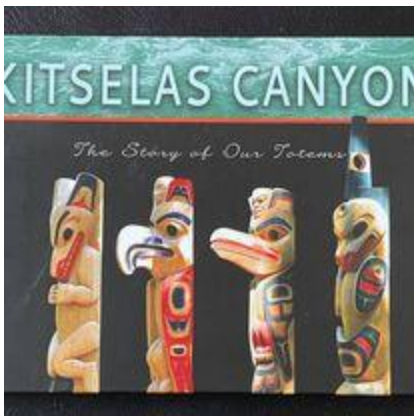
How: Continue to investigate partnerships with local/regional major employers that could hire Kitselas Members.





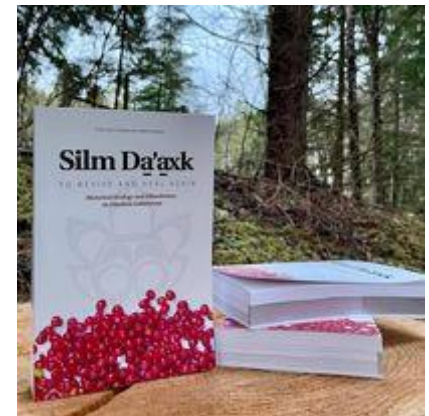
# CULTURE & LANGUAGE

1. To further develop Kitselas Canyon as the cultural centre of the community.
2. To preserve and celebrate our culture through intergenerational learning, cultural awareness, tourism and practice.



## National Historic Site of Canada

Kitselas, British Columbia





# ECONOMIC DEVELOPMENT

1. To utilize our lands to generate revenue for Kitselas.
2. To ensure all Members capable of working are out in the workforce.
3. To develop and maintain strong working relationships with other governments, businesses and organizations within the traditional territory.



## GITSELASU AIRPORT LANDS

### OVERVIEW

**Civic Address:**  
933 Highway 37, Terrace, BC

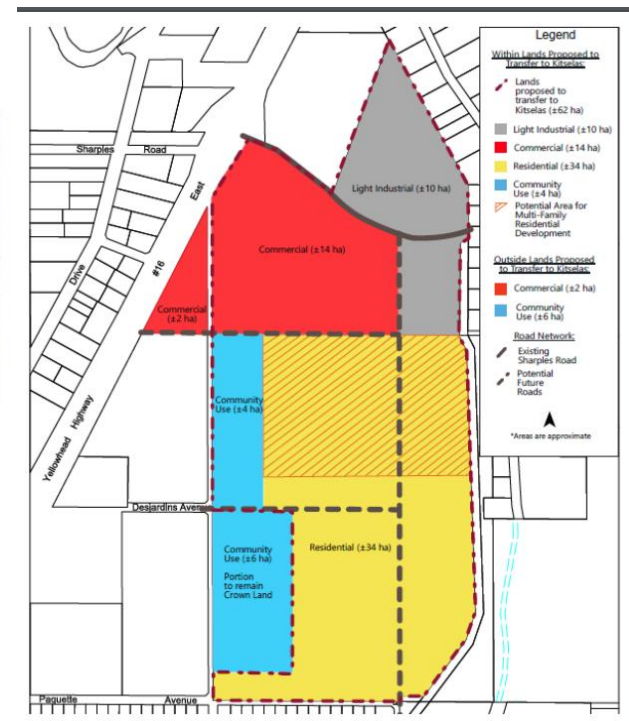
**Parcel Size:**  
~23 hectares (57 acres)

**Ownership / Transfer Status:**  
Crown Land / Transfer requested (not Treaty Land)

**Jurisdiction:**  
City of Terrace

**Official Community Plan:**  
Airport Commercial

**Zoning:**  
Groundside Commercial (GSC)



Energy is Oxygen & First Nations are the Power  
for Clean Energy Resources Providers across Canada  
To provide the light of our future! Too Power On.....



# KITSELAS FIRST NATION COUNCIL STRATEGIC FRAMEWORK 2021 - 2025

OUR VOICES, OUR VISION  
OUR PLAN, OUR FUTURE

The Council Strategic Framework guides our organization by providing planned direction and setting our vision, mission, core values, goals and strategic priorities for the future. It is a roadmap for Chief and Council and aligns with the Nation's Comprehensive Community Plan (CCP), the people's Plan.

Specific departmental priorities and projects shall be developed each year based on the priority areas and objectives of the Strategic Framework. Some of these priorities shall be derived directly from the CCP, specifically those ranked as the highest priorities within the CCP Implementation Plan.

### The Strategic Framework shall be:

- Comprehensively assessed and updated every four years to ensure its ongoing relevancy.
- Reviewed at the beginning of each Council term to ensure Chief and Council understand their responsibilities.
- Included in annual reporting.

### Our Vision

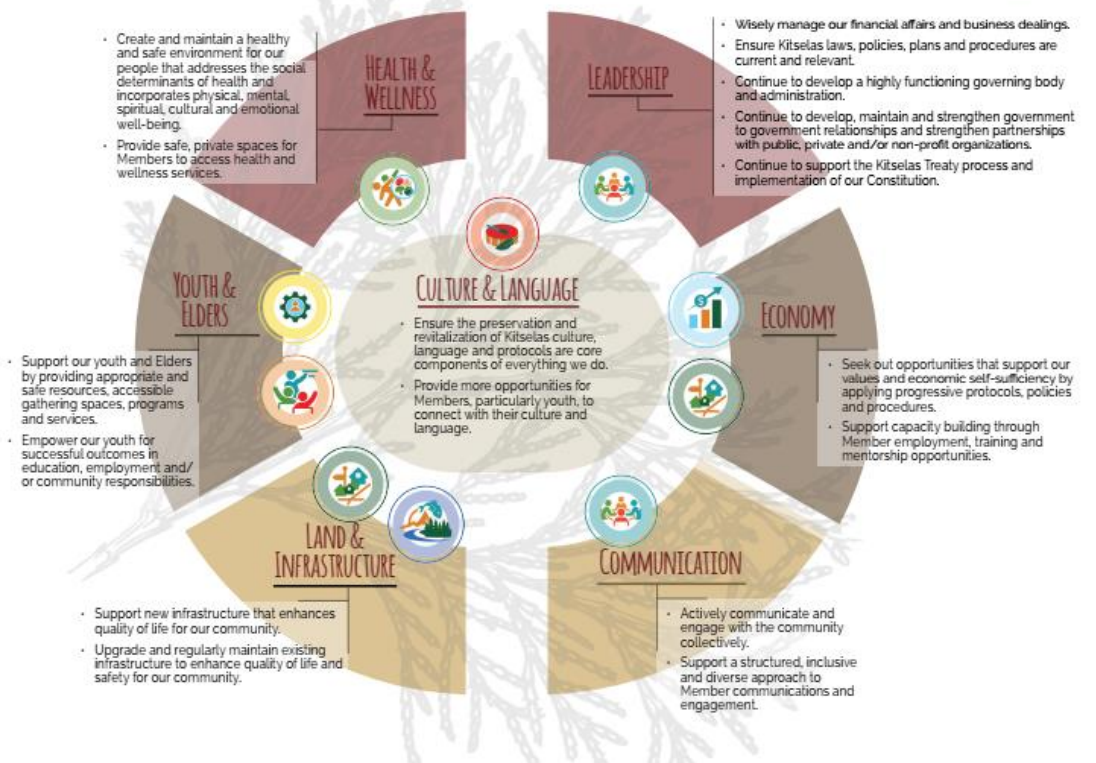
"We are united in protecting our inherent rights and title as the KitseLas First Nation on the path to being an inclusive, economically self-sufficient, self-governed community that prioritizes the health and wellness of our people."

### Our Mission

- Support cultural awareness and sensitivity across the organization to honour and preserve our shared and unique life experiences.
- Support enhanced accountability, productivity and sense of purpose by clearly identifying roles and responsibilities.
- Be collaborative and fair in our leadership, fostering open, transparent communication and setting a positive, solution-focused example.
- Work together to heal from historical trauma and address inherent racism to create a safe and healthy, prosperous Nation.

### Our Core Values

- Strength**  
Our resilience comes from our commitment to and compassion for one another, learning from our past, acting in the present and planning our future.
- Integrity**  
We role model integrity by being honest, fair, respectful and transparent in our decision-making.
- Pride**  
We are proud of our culture and heritage, sharing and celebrating our cultural teachings to build a stronger future for our people.
- Accountability**  
We can be trusted to deliver on our commitments and lead by example, taking responsibility for our actions.
- Respect**  
We accept each other for our differences and work collaboratively as a team to meet our shared vision, drawing on the strengths and experiences of each other for better solutions.



# Contact Information



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*Coordinator*

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*250-922-5867*



# QUESTIONS OR COMMENTS

