

# 2017 National Comprehensive Community Planning Workshop

*Co-hosted by*



**LONG PLAIN**  
FIRST NATION

*and*

**Indigenous Northern Affairs Canada**

*at the*

**Inn at the Forks, Winnipeg, MB  
February 21 to 23, 2017**



**CCP:** A Roadmap to Sustainability





**January 9, 2017**

Dear Community Planning Delegate:

**Re: Invitation to the 2017 National Comprehensive Community Planning (CCP) Workshop**

Through Comprehensive Community Planning (CCP), many First Nations across the country are using a cultural, holistic approach to develop and implement the visions and goals of their communities. You are invited to attend the first National CCP Workshop, to learn more about how to make this type of planning process work for your community.

Long Plain First Nation of Treaty One Territory, and Indigenous and Northern Affairs Canada (INAC), are co-hosting the workshop at the Inn at the Forks in Winnipeg, Manitoba, on February 21 to 23, 2017. The goal of the workshop is to bring people together to build a national CCP community of practice through First Nation to First Nation learning.

Many regional workshops have been held across the country in recent years in support of the Comprehensive Community Planning process. This National CCP Workshop will offer a variety of interactive sessions and events, such as:

- Presentations, small group activities, group discussions, and question and answer sessions with First Nation Community Planners from across the country already involved in CCP, to draw on their experiences and to share lessons learned;
- Workshop sessions with practical tools for getting started and moving forward with community engagement, planning and implementation;
- An evening of cultural entertainment, hosted by Long Plain First Nation; and,
- A Marketplace where a variety of associations and organizations will share their resources and tools with CCP planners.

As well, select learning sessions of the workshop will be streamed through Facebook Live. Further information can be found at the Facebook group called "*Comprehensive Community Planning*". We encourage you to consider joining this group to participate in pre-workshop and post-workshop CCP discussions, and to share the information with members of your home community, so that they can also participate (virtually) in this first ever National CCP learning event.



For your information, we have attached the following:

- Workshop Registration Form;
- Draft 2017 CCP Workshop Program;
- Travel and Accommodation Information and Guidelines.

Your eligible travel expenses will be covered up to \$1,000 for each invited and pre-registered delegate and in accordance with the Government of Canada Treasury Board Guidelines.

Please complete the attached registration form and e-mail it to the attention of Barb Hambleton at [info@ildii.ca](mailto:info@ildii.ca) or fax to (204) 940-1719 by January 20, 2017. Please direct all questions regarding registration and travel to Barb Hambleton at (204) 940-1700. All other workshop-related questions can be directed to [MBCommunityInitiatives@inac-ainc.gc.ca](mailto:MBCommunityInitiatives@inac-ainc.gc.ca).

We look forward to your participation in the 2017 National CCP Workshop.

Sincerely,

  
**Chief Dennis Meeches**  
Long Plain First Nation

**Penelope Epp**  
Manager, Governance  
Manitoba Region  
Indigenous and Northern Affairs Canada



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## Day One

### Tuesday, February 21, 2017

9:00 am	<b>Buffet Breakfast</b> (Main Ballroom)
9:00 am to 11:30 am	<b>Registration and Check-in</b>
11:30 am	<b>Workshop Welcome</b> – Chief Dennis Meeches (Long Plain First Nation) Grand Chief Jerry Daniels (Southern Chiefs Organization Inc.) Elder Ernie Daniels (Long Plain First Nation)
12:00 pm	<b>Buffet Lunch</b> (Main Ballroom)
1:00 pm	<b>Workshop Overview and Networking Activity</b> Jessie Hemphill, co-Facilitator (Gwa'sala-'nakwaxda'xw Nations) Bernice Thorassie, co-Facilitator (Sayisi Dene First Nation)
2:00 pm	<b>CCP 101</b> - Chris Derickson (Westbank First Nation)
3:00 pm	<b>Break</b>
3:30 pm	<b>Pecha Kucha Style CCP Presentations</b> – Cara Basil (Bonaparte Indian Band), Joey Tootoosis (Flying Dust FN), Catherine Beland (FN of Quebec and Labrador SDI)
4:00 pm	<b>Closing Circle</b>



## Day Two

**Wednesday, February 22, 2017**

8:00 am	<b>Buffet Breakfast</b> (Main Ballroom)
9:00 am	<b>Workshop Opening – Day 2</b>
9:30 am	<b>Community CCP Stories</b> - <i>Bernice Thorassie (Sayisi Dene First Nation)</i> - <i>Elaine Alec (Syilx and Secwepemc Nations)</i>
10:30 am	<b>Break</b>
	<b>Concurrent Sessions – Round One</b>
11:00 am	<ul style="list-style-type: none"><li>• 1A – Hands-On CCP Training (Main Ballroom)</li><li>• 1B – Growing the National CCP Community of Practice (Prairie Room)</li><li>• 1C – Community Engagement (River Room)</li></ul>
12:00 pm	<b>Buffet Lunch</b> (Main Ballroom)
1:00 pm	<b>Pecha Kucha Style CCP Presentations</b> – <i>Jasmine Collins (Glooscap FN)</i> , <i>Priscilla Graham &amp; Alice Sasines (Animbiigoo Zaagi igan Anishinaabek FN)</i> , <i>Bryan Jack (Taku River Tlingit FN)</i>
	<b>Concurrent Sessions – Round Two</b>
1:30 pm	<ul style="list-style-type: none"><li>• 2A – Hands-On CCP Training (Main Ballroom)</li><li>• 2B – Growing the National CCP Community of Practice (Prairie Room)</li><li>• 2C – Community Engagement (River Room)</li></ul>
2:30 pm	<b>Break</b>
3:00 pm	<b>Open Space Discussions</b>
4:00 pm	<b>Closing Circle</b>
4:30 pm	<b>One Hour Tour of the Forks</b> (Optional)
6:00 pm	<b>Long Plain First Nation Cultural Evening and Dinner</b> (Main Ballroom)

## Day Three

**Thursday, February 23, 2017**

8:00 am	<b>Buffet Breakfast</b> (Main Ballroom)
9:00 am	<b>Workshop Opening – Day 3</b>
9:30 am	<b>Keynote Speaker</b> – <i>Kevin Lamoureux, Associate Vice President of Indigenous Affairs for the University of Winnipeg</i>
10:30 am	<b>Break</b>
11:00 am	<b>Workshop Reflection Activity &amp; Regional Discussions</b>
12:30 pm	<b>Workshop Closing</b>



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## Meet the Co-Facilitators

### Jessie Hemphill



Jessie is from the Gwa'sala-'Nakwaxd'axw Nations, with Métis heritage as well. She is the lead facilitator for annual Comprehensive Community Planning workshops in British Columbia, and has led similar workshops across Canada. She has worked with more than twenty First Nations on their community plans, and has facilitated strategic planning sessions for a wide variety of First Nations and Indigenous organizations, federal and local government, and activist groups. She specializes in hands-on, interactive planning and workshops, conflict resolution, and communications.

Jessie also worked as the Communications Director for her nation and has been working as a planning and facilitation consultant for years. She was elected twice as a councillor for the District of Port Hardy, and is currently completing her Master of Community Planning in Nanaimo, B.C.

### Bernice Thorassie



Whot'zhe, my name is Bernice Thorassie, I am a member of Sayisi Dene Band, formally known as Churchill Indian Band.

It's a pleasure to be here presenting my experience with the SDFN CCP process. The CCP process was amazing, it gave me the opportunity to re-establish my language, and engage with various members of all ages. The process was endless hours of work, but it was worth my time and rewarding.

MaSiCho



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## Meet the Presenters

### Chris Derickson



Chris is a member of the Westbank First Nation. He has a law degree and Master of Business Administration, as well as many years of experience as an elected councillor for the Westbank First Nation. Chris also offers workshops and keynote speeches on the topic of indigenous community planning.

Chris has been working as a community planner for a decade, and has mentored many other indigenous planners across British Columbia and Canada. He specializes in all aspects of community planning as well as policy development, legal research, proposal writing, and strategic planning.

### Elaine Alec



Elaine Alec is a member of the Syilx (Okanagan) and Secwepemc (Shuswap) Nations from the Southern Interior of British Columbia. She was raised by her grandmother for the first six years of her life. Her grandmother spoke nothing but the nsyilxcen language. Elaine has worked for First Nations communities and nations and leadership throughout the province of British Columbia, as well as worked for both Provincial and Federal governments. She started her first company at the age of 21 and is now a partner of an Indigenous Planning Firm called Alderhill Planning Inc. Elaine has two children, 21 year old Kyle and 6 year old Phoenix. She specializes in community engagement and creating a foundation of healing in her planning and governance work.



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## Meet the Presenters

### Elder Ernie Daniels



Ernie Daniels served as Chief for Long Plain First Nation from 1978 to 1984. On the national level he was the Vice Chief of the Assembly of First Nations. During his term as Chief and to the present he continues to speak on issues concerning land claims and the Treaties. In the late 1970s as Chief, he brought running water and indoor plumbing to the community. In the 1980s, he worked at uniting the Portage Bands to strengthen the land claims that they have in common. His work on land claims proved to be successful when he received a letter from Canada in 1982 acknowledging that Long Plain was owed a Treaty Land Entitlement (TLE) from 1876. Under his leadership the band received a portion of the TLE amounting to 45 acres which was converted to reserve status and is adjacent to Portage La Prairie. This land is viewed as one of the first urban reserves to be created in modern Canada. Ten years after his term as Chief, Long Plain would benefit from his work when it received sixteen million dollars in its 1994 TLE. Thirty three years later Long Plain would receive an additional twenty million dollars from his work. It was Ernie Daniels who first initiated Loss of Use as a claim for a TLE.



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## Meet the Key Note Speaker

### Kevin Lamoureux



Kevin Lamoureux is the Associate Vice President – Indigenous Affairs at the University of Winnipeg. He comes into this role having served as an award winning course Instructor for the U of W, the University of Manitoba, and several other post-secondary institutions. He is a well-known public speaker, a writer, and co-host of a popular podcast. Lamoureux served as co-Chair for the Provincial Task Force on Educational Outcomes for Children in Care in 2015 and his writing and reports have been featured in the Winnipeg Free Press, Grassroots News and many academic journals. He has been seen on local television (including APTN and the CBC news), heard around the world through his podcast (which is downloaded in over a dozen different countries), and he has given presentations around the globe (from Australia, to Thailand, parts of Europe, the United States and throughout Canada). Lamoureux was named Scholar in Residence and Divisional Day Speaker for the Seven Oaks School Division, Diversity Coach for Sunrise School Division, Divisional Day Speaker for St. James School Division, and works closely with education authorities across the country. He has consulted for government, justice, philanthropy, and throughout the private sector.

Kevin Lamoureux is working towards his PhD in the University of Manitoba's Wellness and Sustainability cohort. He works closely with schools throughout Manitoba in support of Aboriginal education and the inclusion of Aboriginal perspectives; enrichment and talent development, as well as working with troubled and disengaged students. He is the recent recipient of the Aboriginal Circle of Educators Honouring Our Ways award, the Robin H. Farquhar Award for Excellence in Contributing to Self-Governance as nominated by his colleagues, the University of Winnipeg's Merit Award, the International Center for Innovation in Education (ICIE) Young Scholar Award, and the University of New England's Merit award for outstanding academic performance. As the Associate Vice President of the University of Winnipeg, Lamoureux is working in partnership with many to nurture safe spaces for Indigenous learners and knowledge.



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## Meet the Presenters



### **Cara Basil**

Cara is the daughter of Elaine Basil and granddaughter of Tom and Irene Basil. She is proud to call Bonaparte, a small community in the Secwepemc Nation, home. For the past two years she has been honoured to represent her community as an elected councillor. An experience that has been eye-opening, to say the least, but has lead her into her position as Bonaparte's CCP communications coordinator. Currently still in the planning phase, Cara continues to assist her community on this journey forward. Last year Cara gratefully accepted an opportunity to become a CCP mentor through INAC's mentorship initiative.

### **Priscilla Graham**

Priscilla began working for her Community in 2008 as a Clerk and Program Coordinator. She has worked in AZA's Education, Health, and Finance Department. Her experience in the various departments of the First Nation has been beneficial in her most recent position as the Band Administrator.



During the past 8 years, while working for her community, she has also volunteered on various AZA Committees, such as their Policy, Health, Community Planning, and Housing Committees. She also served a 3 year term as as Band Councillor, focusing on Community Planning and Governance, during which time she assisted in the development of various Community Codes, Policies and Processes to enhance the First Nations Governance which was noted as a priority in AZA's own CCP.

Outside of her Community Representation, Priscilla is a member of the Board of Directors for the Governance Development Network, an Ontario based organization that focuses on providing an opportunity to First Nations to learn from and help each other with their Governance Initiatives.

Accomplishments: Assisted in development and implementation of AZA's CCP; Facilitated a CCP/Governance Presentation to GDN Communities; Facilitated a CCP Presentation for 2015 NADF CCP Conference; Developed AZA's Community Decision Process, Ratification Policy, Leadership Code, Election Code, Membership Code; and, Coordinates various Community Events and Engagement Sessions



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### Catherine Béland



Raised on the Nitassinan of the Ekuanitshinnuat in a loving family, Catherine holds two university degrees in Environmental Science. Over the years, she has collaborated with various indigenous environmental organizations and research teams, developing planning tools for climate change adaptation, watershed, and strategic management. She happily joined the First Nations of Quebec and Labrador Sustainable Development Institute in 2014. As Planning Coordinator, she works with four inspiring First Nations that are thoroughly engaged in their CCP process.

### Jasmine Collins



Kwe', Ni'n teluisi Jasmine Collins. Tleyawi Glooscap First Nation/Hello, my name is Jasmine Collins. I am from Glooscap First Nation. I am the granddaughter of the late Noel and Chief Rita Smith, who were renowned Mi'kmaq basket makers.

I currently attend Acadia University where I am completing my degree in Kinesiology. I have worked for Glooscap First Nation in the past as a summer student responsible for supervising the rest of the summer students as well as coordinating the day camp, lifeguarding at our community pool and working at our community variety store and gas bar.

I was hired as the CCP Coordinator in February 2016. My role as CCP Coordinator is to bring the community closer together to work towards a common goal - our future. I have been called the 'Glooscap Dream Collector', and I feel that it is my job to ensure that their voices are heard and shared.

I love working for my community and volunteer as an archery coach for youth in our community. I also love to play soccer and shoot archery as much as possible. I have attended the Mi'kmaq Summer Games this past summer as a traditional archer and received a silver medal. I also support our youth on their journey to the 2017 North American Indigenous Games (NAIG). My other passion is learning my traditional language, Mi'kmaw. I feel that this strengthens my bond with my community and culture.

I call Glooscap First Nation in the beautiful Annapolis Valley my home. I reside there with my partner Ryan. Living within my community allows me to connect daily with our people and natural surroundings.



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### Joseph Tootoosis



Joseph Tootoosis is a proud member of Canoe Lake Cree First Nation in northern Saskatchewan, and was born and raised in Saskatoon, SK. He graduated from the University of Saskatchewan in 2013 with a B.A. in Political Studies, and plans on returning to studies in law at the University of British Columbia this fall. Joseph has been working for Flying Dust First Nation as the Community Navigator/Planning Coordinator since fall 2015. Flying Dust First Nation was part of a group of First Nations in the Saskatchewan Region that engaged in a pilot project called the Community Development Initiative (CDI); in this process, Joseph was hired to lead the community engagement and planning process in Flying Dust, and plans on remaining involved as a mentor for Flying Dust and other communities. Flying Dust will complete their CCP and LUP this year; these two processes are helping plan for the needs of a young and growing demographic, as well as economic growth and an increase in land base through the Treaty Land Entitlement Framework.

### Alice Sasines



Alice Sasines is the Community Planner for Animbiigoo Zaagi'igan Anishinaabek, a First Nation who received a land base in 2008 and has a population of 360 members. The land base is located on Highway 11, within the Greenstone area, between Jellicoe and Geraldton. She was also a Band Councillor for one 3 year term and Representative of IFN Executive Administrative Committee.

Alice has eight years' experience in community planning. She is skilled at organizing and facilitating small to large meetings and workshops. She takes a holistic approach to community planning that encompasses planning, housing, environment, water protection, governance, emergency planning and project management. She is the Chairperson for the Community Planning Committee and the Housing Policy Committee. She also sits on various committees within the First Nation, a member of the Ontario Trillium Foundation Grant Review Team, and board member for Governance Development Network.

Accomplishments: Completion of CCP and Land Use Plan; Community Planning presentations and facilitation of conference; Recipient of Canadian Institute of Planners Award for Planning Excellence in Aboriginal Community Planning and Development.





## 2017 National Comprehensive Community Planning Workshop Report

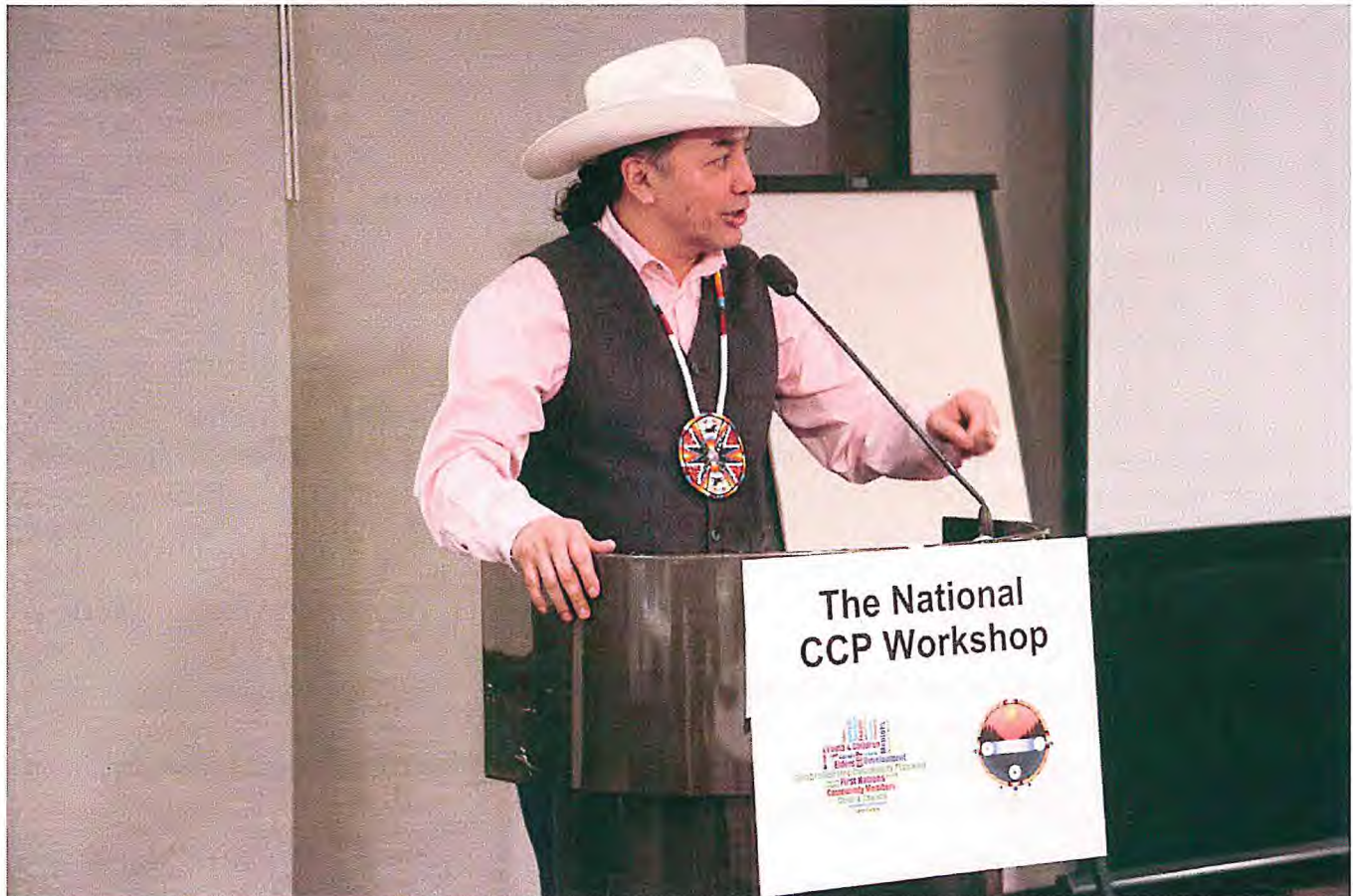
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**Tuesday, February 21, 2017**

**1:00 PM – Workshop Overview and Network Activity**

**Facilitators: Jessie Hemphill & Bernice Thorassie**

Chief Dennis Meeches of Long Plain and Grand Chief Jerry Daniels of the Southern Chiefs Organization started the overview of the workshop with opening remarks, introducing themselves and welcoming all to the workshop.



Jessie and Bernice continued to provide a background of CCP. It was announced that in BC, 11 CCP workshops have been held, and rotated with different First Nations. Jessie indicated that it was very appropriate that the Workshop was taking place at the Forks, which historically is a meeting place. She also suggested connecting through the CCP Facebook group to further social planning. The goals that were set up for the day amongst the group were: to work better, have a good mindset, meet some friends, learn the basics of CCP, hear stories of others that have done CCP's and to end the day feeling great.

## 2017 National Comprehensive Community Planning Workshop Report

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Jessie asked the group: What is your vision for your community? It was an activity to write down your response and when finished, you were to raise your hand. She called on people to share some of their answers. These were some of the examples people wrote down:

- ❖ *Empowerment*
- ❖ *Solidarity*
- ❖ *Safe*
- ❖ *Happiness*
- ❖ *Healthy*
- ❖ *Free*
- ❖ *Sustainable*
- ❖ *Prosperous*
- ❖ *Strong*
- ❖ *Vibrant*
- ❖ *Traditional*
- ❖ *Dynamic*
- ❖ *Spiritual*
- ❖ *Self-reliant*
- ❖ *Assertive*

Jessie reinforced that these were all things that can happen today. She advised that we should take our visions and translate it into our own lives and watch it ripple outwards. Our vision is something that we do, every moment of every day.

Jessie defined the workshop priorities as such:

- ❖ *Feel good*
- ❖ *Make new friends*
- ❖ *Share your knowledge and support with others*
- ❖ *Learn new information and skills*

Jessie spoke about the cup analogy and how we are not an empty cup. You do not need permission to take care of yourself.



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Icebreakers #1-#3 took place.



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**2:00 PM – CCP 101**

**Facilitator: Chris Derikson**

Chris Doerksen is from Westbank First Nation in the Okanagan. His mother is Cree. He has a law degree and an MBA. At a young age, he attended a community meeting where they discussed the community's long-term goals. This inspired him to become a CCP coordinator. He is conducting a 2-day workshop on CCP in spring 2017 and winter 2018 in B.C.

According to Chris, it is important to be able to define CCP for yourself. The most successful CCP's are conducted by people who are passionate about their community and have perspective on what change is required. It's a task that incorporates communities in the decision-making process for all things from economic development to infrastructure to health. It is best summarized as an initiative whose purpose is to get community's to "dream again".

There is some confusion between land-use plans and CCPs. The difference is that the latter is much more holistic, and focuses on social and governance issues that land-use plans ignore. Strategic plans have short-term, time sensitive goals (usually 1 to 5 years), while CCPs can take up to 15 to 20 years to fully implement.

CCPs, along with by-laws and treaties, govern how other plans affect their communities; other plans should be designed to align with those three things. CCPS exist to not only improve their communities, but also attract resources and economic partners, build trust with other communities and governmental bodies, improve council's relationships with the community, and develop community capacity.

One of the most important reasons for CCPs to exist is to re-discover pre-colonization planning practices that are part of indigenous peoples' history. Indigenous people have lived in Canada for approximately 12,000 years, trading from South America to the far north. This would have required robust planning practices.

CCP's are continuous; they don't stop from the point that the plan is printed and approved, but continue well afterwards. The first stage – pre-planning – is intended to assess a community's readiness and determines whether or not there is political support and capacity for a CCP; its purpose is to find people who want to be involved in the CCP, get funding aligned, and to get those involved to educate themselves on the history of the indigenous community, through research and interaction.

By the time you reach planning, you should be familiar with the different departments and facets of your community, as well as what social issues they face. In order to plan effectively, you need to have a genuine understanding of what your community faces, rather than what may be considered the "political reality".



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Throughout this whole process, you never stop engaging with the entire community. Surveys and SWOTs (Strengths, Weaknesses, Opportunities, and Threats) are Chris's recommendation for how to conduct conversations with your community and develop plans. Through these conversations, you identify your planning areas, set realistic goals and objectives, and come up with your community's vision and values.

Implementation can be handled various ways; it can be adopted through law (legally requiring that council follow and implement a CCP) or administratively (a director ensures that the plan trickles down through the community to all those involved).

Evaluation of the CCP requires you to come up with metrics early on that you can monitor to see how effective different aspects of your plan are. The revision process starts 2 to 3 years after the implementation of the plan.

These are some of the things to avoid as a CCP coordinator: relying on consultants (their approaches are often too fixed), treating this as a short-term program or expediting it in some way, nepotism, failing to challenge your funding agents for more resources, and failing to tailor your CCP to your community (look for successful trends in other CCPs, but don't reproduce carbon copies of them).

Use CCPs as an opportunity to revitalize your community's culture and language. This can be achieved by incorporating traditions and lore in to the CCPs. Ensure that your CCPs are aligned with your community's treaty rights and principles of self-governance. It is important to find champions in the community to take the lead and get other community members engaged.



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### **3:30 PM – Pecha Kucha Style CCP Presentation**

#### **Facilitator: Cara Basil**

Cara is a counselor for Bonaparte who is conducting a CCP there. She chose to be a part of CCP because she wanted to motivate her community. 200 members live on reserve, and 800 live off reserve. There has been a long history of mistrust of government and council in the community. As such, many were initially hesitant to participate in the CCP. However, since getting started, it has made many people there feel heard and understood.

They are still in the planning phase. They are trying to find ways to attract more people. Surveys and community newsletters were used to pull people into meetings. Cara would also conduct at-home meetings with individual families, host events and plan meetings. The first year was trial-and-error, teaching Cara how to get people involved. Over 100 members now participate in the planning phase of the CCP in the Bonaparte Indian Band. Planning meetings occur in person, through Facebook, etc. Patience and trust in your community are key to developing a long-term CCP.

### **3:40 PM – Pecha Kucha Style CCP Presentation**

#### **Facilitator: Joey Tootosis**

Joey is from Flying Dust FN, NW Sask. He lived off-reserve most of his life. His passion is working with youth, who are the most active in the Flying Dust CCP process; he advises that you involve them as much as possible, as well as elders.

They started to lay out their goals in Flying Dust between 2006 and 2007. These included setting up a market garden (which is flourishing as of 2014), amending the voting rights of 6(2) status members, adopting a 4-year term for chiefs, adopting a new membership act to make band transfers easier, and setting up pow-wows, chapters of MADD, and grief sessions to help community members cope with tragedies on the reserve.

In pre-planning, they learned that it is unwise to rely on consultants – instead, you should involve as many people as possible within the community, and particularly focus on empowering youth through consultation and projects, as they will be leading the CCP for years to come. Celebrating accomplishments along the way is another key to motivating people to continue their good work. Since getting their CCP started, Flying Dust has established a casino, a grocery store, a traditional medicine vendor, a hockey rink, a walking path, and they have recently partnered with Habitat for Humanity to construct an elder's lodge. They have also started a website to discuss CCP news around Canada. Joey believes that the most significant thing that has come out of this CCP is the centralization of all Flying Dust's knowledge, traditions, and goals in to one place.



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### 3:55 PM – Pecha Kucha Style CCP Presentation

**Facilitator: Catherine Beland**

Catherine is developing a CCP pilot project for FNs in Quebec. 3 FNs in Quebec have completed CCPs; as a result, many other reserves have become interested. INAC's role (as she sees it) is to identify best practices and create opportunities for communities to grow. The lessons they learned in piloting their CCPs included:

- ❖ CCPs are a full-time job, and require multiple champions to get the ball rolling.
- ❖ Conduct workshops (especially with youth involved) and utilize the French and Algonquin languages to root these sessions in the community are also key.
- ❖ Recognize the through-lines in seemingly diverse ideas and that cooperation is more important than pursuing the ideas of any one individual.
- ❖ Develop a vision statement early on.
- ❖ Conduct your CCP with as little funding as you can manage, and relying more on each other than outside assistance.
- ❖ Identify community priorities when moving on to the implementation stage, so you can tackle the more pressing problems first.
- ❖ Planning ahead is key to developing a CCP, and research and expertise in the pre-planning stage are invaluable.
- ❖ Ensure your leadership and your planning team is on board with what you're doing at all stages of the process.
- ❖ Do not use template CCPs – diversify and tailor your CCP to your community.

### 4:05 PM – Pecha Kucha Style Presentation

**Facilitator: Sandra Harris**

In her Pecha Kucha, Sandra recommended a “community development” approach to planning, which involves sharing ideas among the communities and energizing leaders and champions, as well as training band leaders to provide guidance to youth and parents.

According to Sandra, communicating with members about how you will put your ideas in to action is as important as having ideas, or hearing other people's ideas. Diversifying meeting places and making sure every voice is heard is key to both coming up with the best ideas, as well as ebbing hostility and preventing certain individuals from controlling the conversation.

Sandra worked with four different companies, all of which had crowded housing and hidden homelessness as significant problems. To motivate people to get involved, they had to incorporate fun activities in to their planning sessions (e.g. a talent night, a mural night, etc.), as well spend a good deal of time answering questions about existing programs so as to maintain the community's confidence.

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### 4:15 PM – Closing Remarks

#### Facilitator: Jessie Hemphill

In her closing remarks, Jessie requested that people spend a few minutes reflecting on what struck a chord with them today. Of the reflections volunteered, some said the conference had taught them the value of patience, others said that it gave them the “right to dream” again, and others said it taught them to focus on solutions rather than competition or past grievances.





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**Wednesday, February 22, 2017**

**9:30 AM – Community CCP Stories (Main Ballroom)**

**Facilitator: Bernice Thorassie**

They began their CCP in 2013. It was new to their community. It is important to understand the history of their community. In 1956 fifty-eight homes were forced to relocate from Little Duck Lake to Churchill. In 1973 they again relocated, to Tadoule Lake. This was devastating. They underwent alcohol-related devastation and death.

In 2015, negotiations between Canada and Sayisi Dene First Nation were completed, providing for a compensation fund to Sayisi Dene, and land. The majority of the funds were put into a trust so the community can use the funds to grow. This is money directly from Ottawa. INAC funds are not enough to do what the community wants. The terms of the negotiation required Sayisi Dene to complete a CCP.

Sayisi Dene has completed their CCP. Jessie Hemphill and Elaine Alec helped introduce the CCP process to the community, and Bernice thought it would be interesting and liked the amount of engagement.

There is a lot of sadness, a lot of tears, amongst the elders and amongst the children during the CCP process. Bernice still recommends it as the best thing for First Nation communities.

In Little Duck Lake there is nothing now. Traditional values are very important. For two years in a row, in mid-September, they returned to Little Duck Lake with the children, and the elders. They went fishing, they learned about the plants, and they learned about their traditional medicine.

There was a settlement of Sayisi Dene's claim in 1999, and Manitoba apologized in 2001. Manitoba repatriated thirteen thousand acres of land to the reserve.

When they arrived in Tadoule Lake there was nothing there. They hauled wood for heat and melted ice for water. Now their community has water and sewer services.

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As part of the CCP process they wrote a Vision of Sayisi Dene. This vision noted the loss of a community elder and the impact of this loss on the community. Their CCP relied on engagement of the youth too. They learned ways to engage our community. They provide for their members needs when they meet. They offer food, child-minding, and a safe space for people who have gone through trauma. They welcome children in their meetings, they go to people's homes, and they do one-on-one sessions.

They listen, they open doors. They recognize their Elders, Hunters, and Youth, in their community as being important to the CCP. They held a logo contest. Shirlene Cheekie, one of their youth, created a unique logo. She was only twelve years old. They issued newsletters to engage off-reserve members too, and they used surveys.

They wanted to recognize their traditional values. There were two trips to Little Duck Lake. Members of the community of all ages attended. There was discussions and storytelling. They began to reclaim their language. They began planning and visioning in their language. This helped to overcome resistance from Elders. They considered their cultural teachings and values, about the caribou, about hunting, about traditional clothing, their gauntlets and slippers. They thought about food. Their culture doesn't use candies. They eat sweet berries, and jam. They thought about food preparation, and how they use goose, fish.

They have about 278 on-reserve members but they have off-reserve members in Thompson, Winnipeg, Vancouver, and in Ontario. They held off-reserve meetings in 2015 and 2016 to engage these people in the CCP. They held these off-reserve meetings in areas where these people are concentrated, to engage them.

They have finished their CCP. It has a vision. It was a three year process.





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### 11:00 AM - Introduction of the Concurrent Sessions – Discussion of CCP Mentorship Program

**Facilitator: Jessie Hemphill**

In 2011 in Penticton BC there was a workshop. Andrew Moore raised the issue of mentorship. It was proposed that a program to link brand new CCP coordinators with experienced mentors.

INAC can help, and Collette (INAC, BC Region, Governance) has been supportive, and there are other regional managers in INAC who are supportive, but this is not a consulting relationship. This is a nation-to-nation relationship.

There is a comprehensive community planning organization. You should expect to need a budget of \$60,000 to \$150,000 to \$170,000 overall, depending on your community.



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### 11:00 AM - Concurrent Sessions, 1A Hands-On CCP Training (Main Ballroom)

**Facilitator: Sandra Harris**

Sandra's community has had a CCP for five years. They are at the end of the first plan. It talks about Strategic Planning, Community Needs Assessment, Child Welfare, Justice and Economic Development.

Over time they learn new things about their community, and their needs.

Here is a simple diagram of the planning process: It often begins with a 'NEED'. Who is interested and will look at this? Talk to the people, talk to staff, talk to band councilors. Use letters, Band Council Resolutions, proposals, budgets, and human resources. Use community engagement too.

Sandra instructed to talk to Elders in person and to bring food. She said that they are knowledge guardians and guides. For example, in their community they identified a shift in youth issues from cultural activities to sporting activities.

Use volunteers, both male and female. Use youth too, both male and female. They find their ideas are the most innovative and fun. She said that listening to people is important. They talk about jobs, education, sports, and cultural activities. Sometimes they don't listen to people.

Band staff is likely to know budgets, and know the context of issues. Talk to leadership too. They are the driving force of change in the communities. You need links they can provide. They can do the politics, and can go to court.

Use these tools: surveys, world cafes, meetings both formal and informal, Facebook and Facebook live. Talk about planning, economic development, health, and wellness.

Often, the place where things fall apart is in the implementation. Leadership can push back if they were not engaged because their work comes from that plan.

Question from the group: "Who should participate in making the CCP?"

Sandra: "Anyone can do it, but it is important that the community should not rely on consultants. The CCP is best undertaken by members of the community."



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Question from the group: "Why did it take so long to build the plan? Yours took five years."

Sandra: "How do you know you have done enough community engagement? That takes time, and you run the risk of doing too much. It's your CCP. Use best practices, like planning for at least one quick victory along with your long-term goals. These are called 'quick-starts'. It takes a while to understand the cultural context and to involve the culture and the traditions. It takes time to get it done properly, and it is best to do it right the first time."

Question from the group: "What happens when a chief and council change?"

Answered by the group: "The CCP is a community process, not a political process, so when chief and council change, the CCP is sustained."

Question from the group: "Who applies for funding? Who receives the funds? Does anyone have experience of someone other than a band councilor taking the lead?"

Sandra: "Often the land use planning people took the role of leading, and sometimes economic development people did as well. We spend a lot of time talking about existing services, because our people didn't know. And we spend a lot of time listening."

Question from the group: "How does the CCP accommodate changing priorities over time?"

Sandra: "Changing priorities is not necessarily negative. For example, the pool hall in our community was originally billed as a recreation center for kids, but it was used by adults. When we re-built it, we made certain it was re-built as a recreation center for use by kids."

Sandra: "Check in quarterly with those who manage. Check in with Youth, Elders, Women, Men, and do it frequently. Ask the question 'Are we doing what you intended?'"

A CCP is not set in stone. It needs to be maintained. It is a living document and it evolves. We do the 'Ask'. It is in three parts. First, 'What do you want?' Second, 'This is what we heard you say'. Third, edit and present a draft plan, and ask 'What are you going to do with this now?'

Checking in is a great thing. People change their minds. It took fifty years to get through the Residential School issue. It is going to take a hundred years to get through this.

Story from the group: "We had a dream. We wanted a hydro station, but there were no funds to build it. Now, we are the only first nation to have a micro-hydro station run without diesel energy. It uses only vegetable oil. We have to keep our dream moving. It is going to revive a community."

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Question from the group: "What are the best methods to engage in pre-planning?"

Sandra: "Use short surveys (not long ones). Use workshops, and ask people how they want to be engaged. In my community we learned that not many people want to attend workshops in the summer. Bring in speakers, use Facebook, email and text messaging."

Question from the group: "How did you collect data?"

Sandra: "We used paper, but then compiled it in excel."

Statement from Sandra: "I have learned that we might start out with one idea but it grows, and so do our dreams, and as the community sees you deliver, they will trust you more. We come from consensus decision-making. INAC doesn't. People like them want this right to vote on something but that is not how we work. We build relationships and then build consensus. That was a challenge we discovered as we went along."

Question from the group: "I would like to hear more about getting a good vision statement."

Statement from the group in support of the question: "I come from a health background. Back in the '80s the first transfer agreement was signed and the First Nation took over the health funding and we had to learn how to plan our health dollars. We used surveys, phone calls, but we didn't have internet then. Then we needed to adjust our plan. We had a consultant who produced a huge binder that never got open or updated."

Sandra: "A vision statement asks 'Where is your community in five years? Where is it in twenty years?' A vision statement is one of the most important parts of the process."

Question from the group: "How do you train people? How do you deal with difficult people?"

Answer from the group: "We translate our work into our local language, and then translate it back into English or to French. All community members need to see themselves in the vision statement."

Question from the group (member from Shamattawa): "How do communities deal with the social problems like alcohol, and suicide?"

Sandra: "All communities, not just Shamattawa, deal with this problem. We all spend time talking to only the people we like, but we need to meet everyone. We should not just meet the people we are comfortable with. We need to make peace, make connections, find ways, and find healing. In my community we asked the Elders, and we asked the Youth. We connect with the land. Probably the hardest thing you will do is to connect with those unhealthy people to move forward with them."

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**11:00 AM – Concurrent Sessions, 1B Growing the National CCP Community of Practice**

**Facilitators: Elaine Alec & Kyle Alec**

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Kyle is currently conducting CCP renewal for his band. He's the Union of BC Chiefs Indian Rep. He's a youth facilitator and a DJ for youth dances. His people skills come in part from being a bar manager. In part because he wanted to spend time with his mother, he went to a lot of meetings and regional events, and became inspired to get involved with CCP.

In the talking circle, Bernice talked about how she used "shovel ready" programs to jumpstart CCP's in several places – a construction term used to describe projects that can start ASAP with sufficient funding and enough advance planning and engineering – allowing for the creation of health food stores, dance halls, and community centers incorporating elder's rooms and playrooms.

Technology is a key component of keeping communities connected – Jessie is the main administrator for the CCP Facebook Page, on which they have been uploading videos, Facebook Live events, job descriptions for positions related to CCPs, work plans, funding deadlines, and newsletters.

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Challenges that various CCP coordinators have faced include finding consistent champions who are willing to stick things out long-term, as well as connecting to people in communities that have difficult histories.

Long-term planning is key to thwarting a number of these issues; in Joey's case, when Flying Dust was developing their community garden, they needed to research in advance how to lay the foundation for their garden, what kind of soil to use, etc.

Conversations within communities are the most effective ways to pre-plan your CCP; ideas such as quick starts are spread that way. Relying on and developing a good rapport with other communities is just as effective as doing the same with INAC, and you should never underestimate the learning resources you already have at your disposal. Communities connecting with and checking in with one another is absolutely key.

Elaine has acknowledged that when she started CCP, she knew nothing about planning, and thought that she was going to have to rely significantly on consultants, who wanted to control her community's projects. It transpired that so much can be achieved simply by talking with INAC and other community members. You can jumpstart your own newsletters, put on your own events, implement your own social media platforms alone, etc.

Getting mentors and chiefs together to share information and talk with INAC reps about the necessity of CCPs is also quite important. CCP has proven to be a solution to a number of high-level discussions in the region, about policy, legislation, land use, reconciliation, etc. Regardless of whether or not your CCP is on track, you should always maintain communication with contacts in government and other communities. Those bonds are key to developing new means of approaching community developments and strengthening First Nations altogether.



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### 11:00 AM - Concurrent Sessions, 1C Community Engagement

#### Facilitator: Dana Moraes

Dana started off the session with a networking activity. She pulled out a nickel and asked the group to write down as many words describing the nickel as they could in 1 minute. The point of the activity was demonstrate that it is important to work as a team, that everyone has something useful to contribute, and that more gets done with many people as opposed to one.

Dana talked about different strategies and examples in how to coordinate community engagement within the membership. She advised to take into account the size of community when planning, to plan for those off the reserve to ensure that they are included as well.

She suggested focusing in on urban centers to engage members. They are highly publicized and a walking billboard for those wanting to know more about CCP. She suggested that the coordinators report back to the community so that everyone's voice is being captured and heard with this process. It's beneficial to use easy to understand language so that it's not limiting to the older members of the community. Dana recommended keeping a phone list of the members, so that they can be reached easily.

Tim Daniels from the Long Plain First Nation shared an idea that they use in their community. It's their radio station and there's a show that the Chief has on a weekly basis. He indicated that radio stations are a great way to get a message out to members of the community and to share weekly updates in regards to CCP coordination.

#### Dana's ideas for community engagement strategies:

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- ❖ Games (ex: early bird bingo)
- ❖ Surveys to gauge interest
- ❖ Hiring communications staff in the community to upload information to social & digital media
- ❖ Feasts complete with door prizes
- ❖ Create an advisory committee to help with CCP planning
- ❖ Quick start projects

Some things to note that Dana suggested with the list above:

The games must provide prizes like co-op gift cards. It needs to be things that people will use and find valuable to them. They need to be motivated to want to contribute.

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The surveys must contain questions that are suitable for all categories of individuals: youth, adult and elders. She suggests using Stats Can as a resource, in addition to taking advantage of tools such as Fluid Surveys or Survey Monkey to assist with the preparations. It was noted that posting the survey and results on Facebook would be beneficial as a lot of youth and adult members have access and can easily fill them out. The quick start projects could be an idea with the youth. Have a group of them together and pose the question "If you had a million dollars, what would you do with it in your community?" Then ask "If you had \$10,000, what would you do?" And finally, "If you had no money, what can you do?" Dana went on to explain that these three questions would gain different answers. For instance, some of the ideas that would come up when answering the no money question, would be to host a community cleanup day or event. Or developing a map of the community and asking the membership to place stickers where they would like to see a stop sign or street lights and so forth.



For community meetings, she advises that you need to set times and be respectful. It's important to establish structure and routine as well as having the opportunity to keep it light and fun. Therefore keeping the meetings on task for an hour and then taking a break to eat and enjoy company. She also said not to forget about elders and youth. So for instance, offering to give rides to the elders to ensure they can make the meeting, as well as finding babysitters for the youth to ensure the adults are at the meeting as well. She suggests going where the people are (ex: bingo halls, casinos, etc...) and also to stream the events for those that cannot make it.

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### 1:00 PM – Pecha Kucha Style Presentations (Main Ballroom)

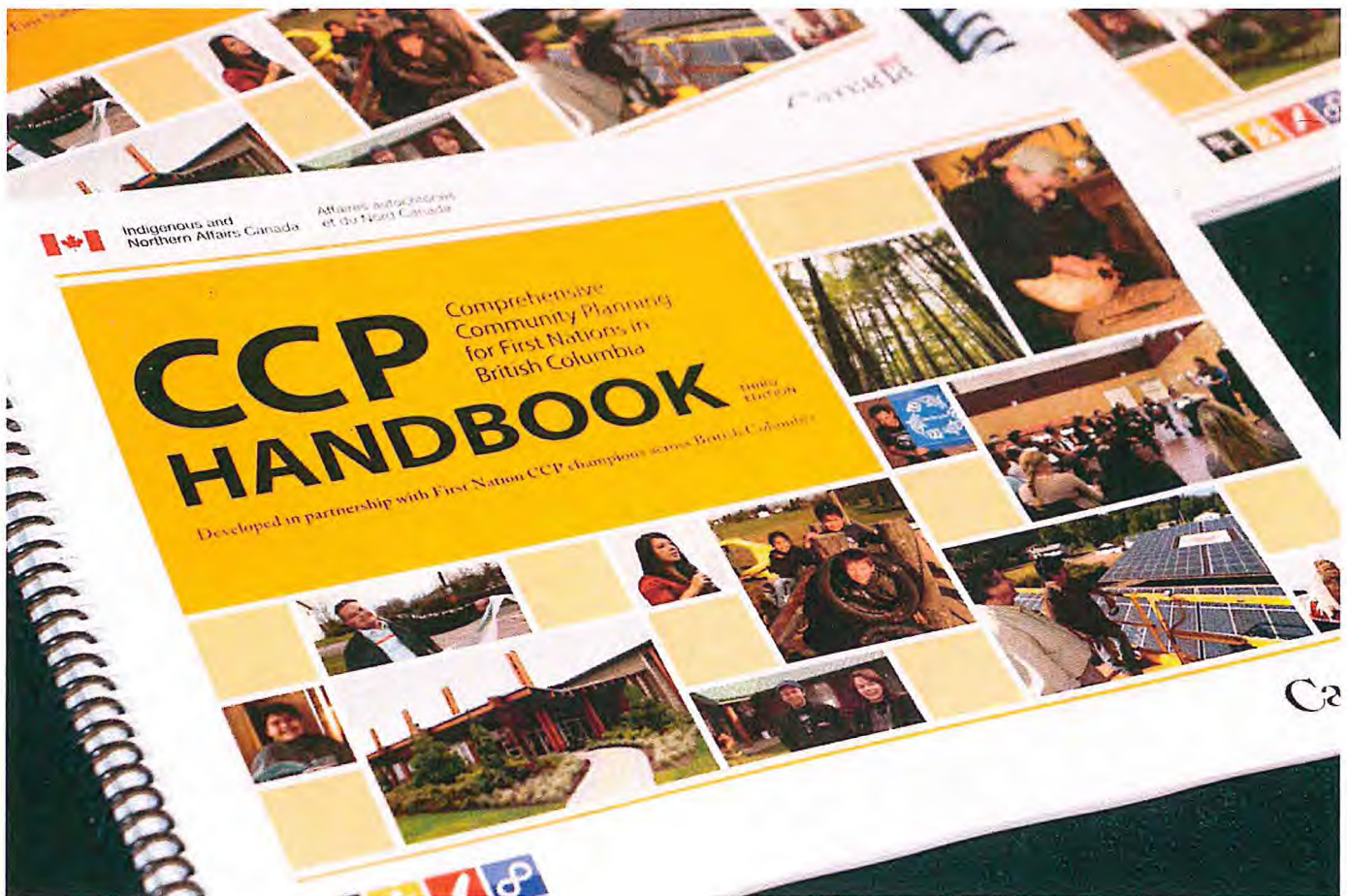
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#### Facilitator: Jasmine Collins

Jasmine is from Glooscap First Nation. This is her first time speaking in public. She comes from Nova Scotia, in the beautiful Annapolis Valley. She grew up in a small community of 70 people. Their full membership is about 400 people.

As she grew up, she was never directly involved. She didn't interact with her community. She was disconnected. This is a common feeling amongst First Nations people.

She wanted a secure future, with voices heard, and she wanted to grow together. She moved, she became involved, and she became empowered. She worked at a gas bar, and her boss said to her 'here is a job that sounds just like you'. So she interviewed for CCP coordinator. She was nervous of the unknown.



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She started her journey on the CCP in February 2016. It was extremely emotional and empowering. She had help from Sydney Peters, and Amanda Peters at a workshop in Moncton NB. The workshop prepared her for her work back home to explain CCP to her community.

She learned that every chance she had, she should talk about CCP. She should use social media because they have many members living off community. The Elders learned she was willing to listen to them. It was an emotional journey. They designed a logo that Jasmine shows. It says Glooscap, Family, Future, Together. The logo signifies that the community is working together to secure a future for their members.

Their community finds it hard to attend events. She really put herself out there. Some people welcomed her. Some people made her feel uncertain. She felt it necessary to involve all ages. She arranged for child-minding. She engaged youth to do this. She set up door-prizes, and engaged people for cleanup.

She found that having the support of chief and council, and band staff is important. With their support, she has team cohesion.

She was invited to a CCP workshop in Cranbrook. She sees many of them here today from that workshop.

Their resources are limited. She is glad to meet you all on your many journeys. Without these opportunities she wouldn't do as well. They don't know everything and that's okay. They will know where to go to find help. All in all CCP has played a huge part in her life. It is what her people needed to grow. Jasmine says to pour your heart into every day, and believe in your community.



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### 1:25 PM – Pecha Kucha Style CCP Presentation

#### Facilitator: Bryan Jack

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Taku River Tlingit First Nation is creating a holistic CCP designed to approach governance, health, education, infrastructure, economic development, environmental resources, rights and treaties, etc., all as one issue.

TRTFN's CCP has been structured like a salmon run, as salmon fishing has been an important part of their culture for as long as anyone can remember. Pre-planning is the journey up-river to, implementation is when they reach the ocean, and the return downriver is the situational assessment.

Engagement principles for CCP meetings were laid out at the beginning of the pre-planning process. These include: acknowledging one another, speaking from our hearts, sharing the results of our endeavors, creating a safe and supportive atmosphere, working in harmony, inclusiveness and diversification, transparency of governance, respecting tradition and lore, and planning every step of the CCP with as much care and detail as possible.

According to Bryan, lack of patience has been an issue that TRTFN has tackled ever since starting CCP; people get frustrated when they don't see immediate results. But he has sagely pointed out that, as First Nations people did not get into this situation overnight, it will take more than a day or two to get them out of it.

Through CCP, TRTFN has developed a governance structure that is broken in two Crow Clan and two Wolf Clan directors, along with a "spoker". There is a standing meeting each month in which governance assembles to discuss administrative issues (although they often meet more frequently). The governance structure also incorporates CCP coordinators, planning teams, and consultants, as well as knowledge coordinators (typically elders).

TRTFN incorporated a planning review process into its constitution in 1993 wherein they conduct frequent, complex situational assessments of their Band. It takes into account social, economic, and land-related issues. This has given them a leg-up in terms of ensuring that their CCP is on the right track and has been critical to its success.

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### 1:30 PM – Concurrent Session, 2A Hands-On CCP Training

**Facilitator: Jessie Hemphill**

A Round of Introductions (Name and Community) and Questions

Question from the group: “I am very new. I have questions about engagement. How do I do it properly? I am excited, but I don’t want to be too excited when I go back to my community. How should I inform members what a CCP is and why we are doing it?”

Jessie Hemphill: “Regarding community engagement, there is training for facilitation. Use common sense and intuition, because we are all human. Connect with your own identity and your own places. Use smaller meetings, in comfortable places. Play music. Think about all the things you love about being with people. You will always have people complain that they weren’t engaged. Don’t go for big numbers, go for good quality engagement. Even if you are meeting with only one person, engage with that person. So, if it is just one person, go with that. How the invitation comes is also important. You can use phone calls, one-pagers with good communication. Go to where people are already meeting like Elder’s lunches or basketball games. You should hold members accountable, as much as leadership. You can say to them: ‘You were at the meetings, and you were in support of the CCP, and you had the opportunity to speak.’ Hold a CCP Launch. Share information, have a meal, get people ready for what is coming. Get another community who has done CCP to present at your meetings. Most importantly, ask people how they want to be engaged.”





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Question from the group: “When I talk to elders, councilors, etc. what are common setbacks, and worst practices or challenges?”

Jessie Hemphill: “One of the setbacks commonly encountered is poor community engagement. Don’t confuse big numbers with good communication. When you meet setbacks, call someone and ask for help. Use mentorship. Also, respect fiscal year funding, and don’t lapse funds. Plan your budget out. Be prepared to set a budget, because that is what INAC is limited to. Another common setback is ‘burned out coordinators’. Having a planning team helps. Recognize that summers are slow. Change of leadership can also be a challenge. The more community members involved the more stable the process is. Use ‘quick-starts’ to keep momentum going. For example – changing street names into local languages is a low cost, easily successful example of a project.

Question from the group: “How do we do CCP in an Inuit context? In the context of small hamlets?”

Jessie Hemphill: “Remember to ask people what they want. Make it relevant for your community. Use your self-governing status to create the framework for your CCP. Remember also that municipalities have ‘Official Community Plans’ (OCPs). These can span 20 years or so. They are not the same as a CCP. They are prescribed by law, and are not community driven. Remember that CCPs are commonly undertaken before a big change in a community. Remember that crowdfunding on a local level to support local initiatives can help. Nothing is impossible. Remember the value of community planning to keep a community alive. It doesn’t have to be an office meeting. You can do it out on the land.”

Chris Derickson: Survey Story

“Our planning meetings were open to the community. We had 35 meetings, but couldn’t reach everyone. So we hired two community youth to go to every house. This was a first in community history. We made it a contest and we offered prizes for participation. We offered a bonus to the youth we hired if they performed well. We knew that if we used youth to ask the questions we would get better response rates from the community.”

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### 1:30 PM - 2B Growing the National CCP Community of Practice

**Facilitators: Elaine Alec & Kyle Alec**

Topics of discussion:

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- ❖ Membership initiative
  - ❖ How could we support each other
  - ❖ Community members, connecting with each other
  - ❖ Junior and Senior mentors
  - ❖ Mentoring other communities
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Questions for the group:

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- ❖ What support would I like to have?
  - ❖ How do we move forward?
  - ❖ What issues do we want to address?
  - ❖ How best do we stay connected?
- 

“We need support mechanisms that are sustainable and completely independent of INAC funding. The role of CCP is resonating within communities. We’ve practiced planning for thousands of years. It has its root.”

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She suggested forming a Community of Practice and said that it’s not about the program but instead a group who is interested in making the difference and who want to move it further.

Elaine talked about CCP and how it’s community driven and should include everyone in the planning process. It should be respectful of the understanding of territory in each province. She also mentioned that it’s important that we get to share what’s worked best for us and how to expand CCP on a national level. Elaine mentioned that it’s important there be leadership involvement as it acts as a political voice to push Government.

Elaine shared her experience with the INAC BC region and how helpful the community initiatives team has been in her planning and mentoring. She indicated that the team worked hard to pull money from other directorates such as Infrastructure so that CCP’s could get funding. She shared that CCPs were built on support and it was important to push the message forward.

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She shared that networking is a powerful tool to help move the process forward. Some of the ways in which to do so are: Facebook, Skype, Twitter, and Instagram. These tools are excellent ways to help keep the community together and keep the lines of communication open.

She asked the question to the group: How do we create a space that honours our cultures, languages and protocols? Elaine shared that she formed a task force and it grew from there.

The process of sharing is innate to Indigenous people. It was noted that sharing our culture and language ties us to land stories which then tie us to history. Planning is an evolving process. It does not end.

Elaine discussed that there needs to be a turn in the Governance system. She explained that in traditional governance systems, the Chiefs were taught to listen. It was noted that we need to bring all voices together. Chief and Council must allow it and not have the meetings translate into their own agendas. The communities have to create their visions so that it can revitalize and restore what's been done and what's coming. We cannot have cookie cutter visions, it cannot be a consultants vision. It has to be our own visions.



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### 1:30 PM – Concurrent Sessions, 2C Community Engagement

**Facilitator: Dana Moraes**

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Dana had the group play “Minute to Win It”, in which you write as many words about a nickel in 60 seconds as you can. She then went around the room and asked each individual what descriptive word they used, accumulating a list of them as she went. This activity, according to her, is the same way you develop a CCP – you use it to hear everyone’s voice.

She went around the room and asked what each individual hoped to get out of the conference. Some of these included new ideas, new tools for effective engagement, insight, confirmation of solidarity, guidance, direction, enhancement of existing skills, skills on how to bypass challenging situations, ways of generating interest, advice on how to move forward after finishing CCP, understanding of the value of CCP, strategies for CCP’s, communication protocols, implementation strategies, jump-off points, how to get silent majorities to come to meetings, how to get naysayers to be on board, and motivation techniques.

Dana has recently finished her CCP and is initiating a film project of said CCP as a means to distribute her ideas to others. It will be available on a USB drive, and will include planning techniques and stories from elders. Nobody knew what CCP was when they first started, and only 20 people came to their meetings in the beginning. Through community engagement strategies, they’ve increased that number to 150, providing a plethora of diverse ideas and opinions.

Community meetings are a good jump-off point for engagement. Dana’s CCP was launched at a major public event, at which they got people to fill out a prize survey that gauged knowledge and determined incentives to get people involved. This same survey is conducted every year at the same event. Having CCP mentors and experts speak at a community event is another way to kick things off. Film projects have also been successful; getting the community involved in the film’s production gets everybody interested in attending and seeing what the film has to say.

School workshops for youth are another effective way to generate interest. The same workshops are then brought to the elders to get diverse opinions. Then it is brought to the larger community. Handing out newsletters and brochures at these sorts of public events can be helpful as well. Immediate incentives such as door prizes, gift cards, etc. are effective engagement tools. Cash prizes are good, as well, especially in remote communities; Bernice found success this way. Themes for each monthly event (based on holidays) can improve engagement. Ultimately, food and fun are the best lures for community members.



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Telling people why CCPs matter is as important as telling them what it is. A great way to achieve this is by talking about success stories, especially those success stories that required minimal or no consultation. Don't keep children away from the meetings; entertain them with arts or crafts, but make sure that they hear the conversations being had between adults and elders.

Dana's recommendation is that if no one is attending your CCP meetings, go where the people are – sports tournaments, festivals, ceremonies, heritage centers, etc. BingoBanker.com is an app that creates bingo cards, allowing you to host bingo games as a means of gathering people together. It allows you to theme your bingos to address different areas of discussion such as implementation, housing, environmental sustainability, etc.

Inviting people personally to meetings can provide a personal touch, putting friendly pressure on people to attend, or can provide you with an understanding of why people can't attend, allowing you to tailor your approach to their needs. Serving meals is key to ensuring good attendance, not simply because of the lure of food, but also because of the lure of allowing people to eat with ease after work and feed their children.

Asking people to bring a young person with them (or a friend) is something you can incentivize. Tailoring your conversations and events to different demographics is always key. Insinuating your CCP into traditional skill workshops can also be an effective way of maintaining interest. Quick start projects are simple projects that you put in to place immediately following community recommendation (one example of this includes getting business advisors in to teach women how to start small businesses).





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Dana suggests posing the question to people: What would you do in your community with a million dollars? This gets people to start developing long-term ideas about major capital projects or major land-use projects. Quick start projects achieve buy-in, because they demonstrate that change can be accomplished, providing tangible proof. Another question posed is: What would you do in your community with no money? This can lead to constructive ideas about projects that require minimal funding but nevertheless improve quality of life on reserves.

Community clean-up is an effective way of getting people together. Wellness Games (one example is one modeled after Fear Factor) is another way of getting people engaged: the buy-in is the fun, while you can intermittently go in to break-out sessions to have meaningful conversations about CCP.





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### 3:00 PM - Open Space Discussions

- ❖ Creating Safe Space
- ❖ Visioning
- ❖ Lateral Violence & Conflict
- ❖ Planning for the Hunt/Salmon Cycle
- ❖ What role should INAC play, what tools should be developed, and what things should INAC stay away from?

### Planning for the Hunt

Spokesperson: "Let's take note of the kinds of sustenance our communities use."

Group:

- ❖ Bison
- ❖ Fish (Salmon, Sturgeon)
- ❖ Moose
- ❖ Caribou
- ❖ Deer
- ❖ Elk
- ❖ Ducks
- ❖ Ptarmigan
- ❖ Beaver
- ❖ Muskrat
- ❖ Lynx

Spokesperson: "How did the various nations plan for these hunts?"

Group: "We met to discuss where to go. We discussed what the season and weather would be."

Spokesperson: "Are there societies that led these hunts? Are there indigenous teachings that guide the hunt? Who teaches us these things now?"

Group: "Hunters and (with laughter) biologists."

Group: "This is a Blackfoot story. There was a time when there was no food. Bird Woman heard a sound, and she went to it. She found a stone shaped like a buffalo. She took it back to her community, and there was food."

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Group: "When the strawberries come in to blossom, we know it is time to harvest salmon. We get our clues from nature to know what to do."

Spokesperson: "What are some of the things that happen in the camp?"

Group: "Women stay in camp to process meat usually. But sometimes women go to hunt. Nowadays, women do go to hunt often."

Group: "Gathering fiddlehead ferns was a family event. We would search for them in low-lying areas or near riverbanks. Whole clans will go and pick them. They return and clean them. This is a social event. They are eaten fresh, and they are sold."

Spokesperson: "Are there beliefs pertaining to foods? I mean often we return something to the animal..."

Group:

- ❖ Our hunters cut off the dewlap and return it to the moose.
- ❖ We give tobacco before a moose hunt
- ❖ When someone catches the first salmon, they have to feed it to someone else.
- ❖ Waste is discouraged. We must use things properly. I saw two moose carcasses recently, with only the heads taken. We must be mindful of conservation.
- ❖ Think of seven generations.
- ❖ You can even use roadkill (laughter)
- ❖ We must always share





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### What Role Should INAC Play?

- ❖ Someone expressed that it was hard to follow through with reporting requirements with all the sensitive issues going on in the community. It was also brought up that without submitting the reports, the funds for programming would be halted.
- ❖ Suggestions centered on changing from flex funding to block as well as having flexible funding arrangements.
- ❖ It was noted that CCP needs to be flexible
- ❖ INAC needs to recognize space, flexibility, and time in communities
- ❖ Atlantic Region – no host or list of mentors
- ❖ Needs area of capacity development, mentorship is the way to go
- ❖ The cost of mentorship is expensive and INAC needs to make it more affordable
- ❖ CCP handbook is really resourceful and helpful to the CCP coordinators
- ❖ There needs to be more relevant training to support the coordinators such as: lateral violence, conflict management/resolution etc....





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### 3:30 PM – Creating a Safe Space

Some advice on how to conduct CCP meetings in a manner that respects community members:

- ❖ It's important to remember that you never know what someone has endured, or what may trigger them. Meetings can be trial-and-error in this regard; you need to refine your ability to listen and to identify trends among people who are triggered by certain issues. You need to give the impression that those who are violent and abusive will not be given a venue in which they will be encouraged.
- ❖ You need to gain the ability to control the room and prevent it from being taken over by people who are used to dominating the conversation, whether through intimidation or sheer volume. You can't ignore them – you must acknowledge them – but you can control whether or not they control the flow of ideas.
- ❖ Family dinners can be used to get people in an environment where they won't necessarily feel that they're being persecuted or bullied by others. People can be more open in the presence of family. Getting volunteers (champions) to step out of their comfort zones and interact with people who are normally not comfortable in group settings can break down barriers and get a more open line of dialogue going.
- ❖ Using a speaking tool (feather, staff, etc.) can be an effective way of narrowing the conversation. Incorporating in to your agenda a time for individual talking points can also be effective. Using a familiar, relatively small space is another good idea; a community member doesn't have to struggle to be heard, and they'll be more comfortable to speak in familiar surroundings.





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**Thursday, February 23, 2017**

### **11:00 AM – Manitoba Sharing Circle**

The group started off with introductions then proceeded to complete a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis. In addition to the SWOT, the group was also to draft their regional vision statement for CCP.

**Strengths** – Our unity, communication, willingness to get engaged, our mentors and youth creating cultural awareness, the sheer volume of people, and the diversity of demographics (culture, age, life experience, etc.). We have always done some form of planning traditions to connect to the planning process and now we have opportunity to have INAC funding.

**Weaknesses** – Remoteness, lack of knowledge, lack of cultural education for youths, lack of indigenous representation among educators, lack of long-term planning, lack of internet service, misunderstanding of the history of community planning as an integral part of indigenous culture, lack of celebration of achievements, people feeling limited in their ability to contribute, lack of employment or training in relevant job skills, lack of infrastructure to facilitate education, the fact that youth must get educated outside of the community, and an inability to provide cultural understanding to youth because of lack of educating parents, a wide variety of specific needs depending on the community. Set budgets, Chief and Council isn't always participating; run the meetings, don't include others and their input

**Opportunities** – Getting support from INAC to fund CCPs, successful templates being used in other Manitoba bands (ex. Sayisi Dene), and role models in the form of B.C. community planners.

**Threats** – Lack of time, lack of hope, diversity of needs in different parts of Manitoba, funding and budgetary restrictions, cliques in the community that insulate us against change, Chief and Council assuming complete control of the planning process, and consultants who take over development projects.

**\*\*\*Note:** *The group didn't have enough time to finish the assignment and build on opportunities and threats.*

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### Provincial Vision Statements:

- ❖ Easy access for all
- ❖ Addressing century old problems
- ❖ Emerge together as FN's in MB so that we're all one voice, no differences.
- ❖ Stand as one
- ❖ One voice, one community, one goal
- ❖ A group of people with the intention to live a good life and equitable accessibility for all.
- ❖ By remembering the past, we heal the future
- ❖ Building on our strengths
- ❖ Atlantic Region – A clear road map to dreams identified by all Atlantic Regions that creates healthy, successful Atlantic indigenous communities.
- ❖ Ontario - Community Based, Community Driven
- ❖ Manitoba – By remembering the past, we will heal our future, building on our strengths through culture, identity, and language.
- ❖ Quebec – Re-Connecting people to their identity and their community so they are stronger, prouder, and freer.
- ❖ Alberta – Working together to promote indigenous community planning that results in diverse and stable communities.
- ❖ Saskatchewan – To build, support and promote history, community, trust and understanding of language and culture for Saskatchewan First Nation communities.

