

CCP Workshop 2013

October 1-4, 2013



Co-hosted by
Little Shuswap
Lake Indian
Band and
AANDC

“This is why we’re here, making a difference for our communities.”
– Chief Felix Arnouse, Little Shuswap Lake Indian Band

This year’s annual Comprehensive Community Planning (CCP) workshop brought together over ___ people attended from ___ First Nations, ___ organizations and ___ federal government departments to share in the stories, successes, challenges and opportunities in CCP. The workshop was held at the Quaaout Lodge & Talking Rock Golf Resort, which provided a beautiful conference space and catering throughout the event. A major theme of this year’s Workshop was an emphasis on

First Nation to First Nation learning; participants had a chance to hear community-planning stories from community champions and leaders who have gone, or are going through, a CCP process. This sharing of knowledge is vital to move towards sustainability, healing, and the achievement of the goals and aspirations of First Nations. Additional breakout sessions were offered with discussions being led by community champions on topics such as

finding support, how to effectively engage with community members, how to integrate other planning processes and documents with CCP, CCP as a healing process, how to monitor & evaluate planning progress, and how to keep your plan alive. This report highlights some of the key messages in the Workshop and provides resources for anyone engaging in comprehensive community planning!

First Nation to First Nation Learning

Throughout the sessions, participants were encouraged to share their stories and perspectives, challenges and successes to foster an inclusive and shared learning environment, and to build on the success of the CCP Mentorship program.



What is comprehensive community planning?

What do the words *comprehensive*, *community* and *planning* mean to you and your community? CCP is a community driven process and can take on many different forms, depending on the needs of your community. Here are some of the definitions of CCP that were captured at this year's conference:

CCP is...

- A holistic process, involving everyone in the community
- A path for leadership to follow, based on the communities perspective
- Defining community priorities, goals and vision for the future
- Ensure safe, healthy, economically developed, successful communities

Why should you plan?

"If you don't have a plan, you'll follow someone else's!"

- Chris Derickson, West Bank First Nation
Planning can help in identifying and solving problems and challenges, and achieving the aspirations of your community. Planning can improve the relationship between the community and Council, leading to better decision-making and more cohesive communities, increasing community capacity and mobilizing the people to achieve their goals. Ultimately, your community needs to determine why they need to plan!



Engaging the Community and finding Support

"Community Planning is not about any one of us, it's about all of us."

- Gwen Phillips, Ktunaxa Nation

Finding support and effective Community Engagement is one of the most important aspects of getting started with Comprehensive Community Planning. It is also one of the most challenging parts of planning. Participants at the 2013 CCP workshop identified several tips to help in having a solid community engagement process.

Start with the direction of the Elders, such as an Elders Planning Steering Committee. Have a warm, comfortable and inviting space; this will help people feel at ease and they may be more likely or willing to respond. Identify a local planning champion to help spearhead the process. Use surveys or door-to-door visits to identify the engagement preferences of the community, such as what days and times to hold a session, length of session, etc. One of the biggest challenges

identified was removing the politics from CCP, and responding to cynicism about planning. Being aware of this, and developing House Rules for community engagement sessions can help in keeping things moving forward.

Tips for keeping meetings on track:

- Start with an Opening Prayer
- Have a Speakers List, with a time limit per speaker.
- De-personalize comments.
- General rule of Respect.
- Have a clear theme for each engagement session to provide focus.
- Create a "Parking Lot" for ideas and comments that aren't related to the theme, or require more time for discussion, to be brought up at another session.
- Encourage everyone to think of solutions
- Have prize giveaways!



“We don’t have a word for healthy; we have words for being whole, complete, and being a good person.” – Sandra Harris, Gitsxan Nation

Monitoring and Evaluation:

- Align scheduled progress reports and annual strategic plans with the goals and vision of CPP to help monitor and evaluate progress.
- Chief & Council need the best information available to effectively monitor and evaluate.

Integrating CCP with other Plans:

- Don’t discount all the previous planning that has been done! CPP shouldn’t upset previous planning that’s been done, but take advantage of it.
- Don’t reinvent values or duplicate research; refer to other planning documents for critical information that may already exist.
- Read other plans and become familiar with what they say.
- Use the CPP to define how other plans can be incorporated into it.

Indigenous planning as a healing process:

- Get out of the office, talk to people.
- Involve youth; get them to draw, photograph or film how they’d like to see their community change; could break down old tensions and lead to unique projects
- Identify different groups in your community that can meet (e.g. men, women, youth, elders, etc.). Different groups have different needs, e.g. some groups may need their meetings planned. Other groups may only need space and food, and they can set their own agenda.
- Encourage family meetings with self-reporting note takers to edit out sensitive information; give gift certificates as incentives.



Resources:

CCP Mentorship Program

The CCP Mentorship Program is a great opportunity for Nations to learn from one another, to share experiences and expertise from previous and ongoing planning experiences, and to provide various levels of support for one another. Has your community been through an exciting planning process? Are you currently going through a planning process? Consider joining the Mentorship program to either become or to seek a mentor! See the contact information at the end of this report for info on how to join.

UBC Practicum Students

Students in the recently launched Indigenous Community Planning stream at UBC are learning about planning on First Nations communities. They can offer support to your community through a 6-8 month practicum, an internship, or other directed study! Contact jeff.cook@ubc.ca for more info!



*“SWOT until you drop!”
-Chris Derickson, West Bank First Nation.*

SWOT Analysis (Strength, Weakness, Opportunities, Threats) is a useful tool to help you analyze and assess various aspects of your planning process (capacity, approach, etc.).



The Planning Process:

There are four main stages in the planning process:

- Pre-planning
- Planning
- Implementation
- Monitoring and Evaluation

Each stage feeds into and relies on each of the other stages. You will visit each stage many times throughout a CCP process!

Implementing Your Plan

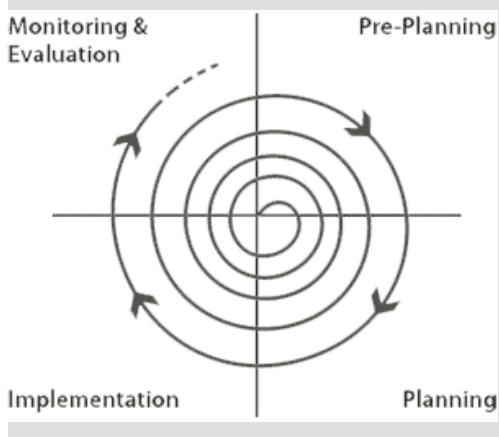
“Embedded in our language are key messages and critical lessons; use them in your CPP process for cultural revitalization. Bring sacredness into the CPP.”

- Gwen Phillips, Ktunaxa Nation

Implementation is another important aspect, and challenge, to a CCP. Once a plan has been completed, what happens after? A CCP will not only help identify the goals and objectives of the community, but also to prioritize those and create a timeline for the Nations' governance to follow. The CPP can also be an adaptive, living document. When you know more about your community and what your community's needs are, it can change as needed.

Through planning, First Nations can rebuild trust through good governance and good decision-making processes, making the ongoing implementation of plans a smoother. It's important to set long-term goals, however try not to plan farther ahead than what your community wants or needs; if you outpace the community they can lose trust in the process!

Finally, the planning process can build capacity and skills in the community, rather than relying on outside consultants. Community members then can take charge of the implementation! Instead of simply trying to extinguish negativity, the CPP can focus on sharing and envisioning positive things, and celebrating achievements!



Little Shuswap Lake



Thank you for your participation in the 2013 CCP workshop, we hope to see you again next year!

Special thanks to the Little Shuswap Lake Indian Band for hosting this year's conference, to all of our workshop facilitators and community storytellers, and to the staff of the Quaaout Lodge & Talking Rock Golf Resort.

Further Information:

To access the presentations, reports, and other materials from the 2013 and previous CCP Workshops, please go to:

www.fnbc.info/ccp

CONTACT US

If you would like to know more about the CCP workshop, to enquire about the CCP Mentorship program, would like to see information posted to the website or have something to share Bronwen Geddes or

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