



REACHING FOR OUR VISION 2020

A Comprehensive Community Plan for Our Nation



FIRST NATION FORT NELSON

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A COMPREHENSIVE COMMUNITY PLAN FOR OUR NATION

FORT NELSON FIRST NATION

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EXECUTIVE SUMMARY

Fort Nelson First Nation (FNFN) Comprehensive Community Plan (CCP) process was first initiated in 2001 when we developed our first *Reaching for Our Vision* (RFOV) plan. This was followed by a comprehensive update to the plan in 2014 to account for changing conditions within the community and beyond. Today, FNFN is at a critical moment in our community's history. Changing dynamics in the region related to industry and resource development have resulted in impacts and opportunities for all Treaty 8 communities. Growing importance within the community for revitalization and integration of our languages and culture into all of our affairs has come to the forefront as a key priority for the Nation moving forward. Finally, instituting transparent, collaborative, and grassroots-oriented governance and administration of community services will ensure good governance for the benefit of all members and their families. This 2020 RFOV update was developed to reflect changing and evolving needs and conditions within the community and beyond and to act as the primary guiding document for all of our Nation's affairs as articulated by our members and leadership.

Reaching for Our Vision 2020 is our plan to ensure our community is positioned to experience unprecedented cultural, economic and social development opportunities over the next twenty years. RFOV is a written record of the Nation's wants, needs and how members and leadership envision us moving forward towards our ultimate goal of being a unified, healthy, prosperous, culturally revitalized and autonomous Nation.

RFOV was developed through an extensive engagement process that involved FNFN members, leadership and guidance from our Elders. RFOV is our pathway towards reaching our full potential as a community by establishing clear community priorities and actions required to achieve them. This plan is a living document that will be periodically reviewed and updated every five years to ensure it remains consistent with our community's needs, values and ambitions.

Reaching for Our Vision 2020 (RFOV), our Comprehensive Community Plan (CCP), was made possible by the strong combined efforts of our members, leadership, and FNFN staff, who all greatly contributed to the planning process. Without the contributions of our community, this project would not have been possible. We would also like to acknowledge our Elders, who provided our RFOV planning team with guidance, knowledge, and visions that were essential to RFOV development. We would also like to thank all of the families who provided their knowledge, insight, guidance, and vision for the future. Your efforts were essential for this plan and are reflected in its vision, guiding principles, and direction.



FOREWORD: OUR UNIFIED VOICE

Our Unified Voice includes statements from members regarding our intrinsic connection with the land and role as its primary stewards. Our intrinsic relationship with land is a foundation for all aspects of our Nation as articulated below:

We, the people of the Fort Nelson First Nation, have relied on our traditional lands since time immemorial.

Our ancestors signed Treaty No. 8 with Canada in 1910 to guarantee our ability, and the ability of our children and grandchildren, to maintain our distinct way of life into the future, and to support the just, honourable, and peaceful sharing of lands and resources between Canada and our Nation.

Our authority, governance, and territory cannot be, and have never been, ceded or surrendered.

We have sacred inherent rights and responsibilities to defend and care for. We manage our lands, so that our children and their children, into the farthest future, are able to assert their rights and practice their ways of life freely. Our governance and ability to exercise these rights will not be undermined.

We have responsibilities inherited from our Elders that are enshrined in our Treaty to protect our people and our lands for the benefit of our community, now and into the future. We have the obligation to these responsibilities and to confront any forces that may challenge our ability to uphold them.

We are present on the land ensuring our cultural and environmental values are respected, practiced and defended.

We are stewards of the land and our teachings guide the ways we control, manage and protect our territory.

We are self-reliant with sophisticated experts in our own community and innovative approaches to working with outside government and industry.

We are knowledgeable as the experts of our lands and will govern the information that drives decision-making.

We will defend our Nation's rights, and the rights of each of our members, to access and enjoy the lands and resources that are our culture, our stories, our knowledge, our language, and our identity, without interference or disturbance.

We commit to challenging and confronting any obstacles that threaten to breakdown the strength of our Nation.

We have the ultimate say in what happens, and does not happen, in our territory.





“WE HAVE EVERYTHING WE NEED TO PROSPER AS A NATION. WE HAVE CAPITAL, WE HAVE THE LAND, AND MOST IMPORTANTLY, THE CULTURE AND STRONG PEOPLE. NOW IS THE TIME TO MOVE FORWARD TO CREATE LONG-TERM ECONOMIC AND CULTURAL RESILIENCE FOR OUR COMMUNITY.”

FNFN MEMBER VOICE

1.0 INTRODUCTION

In 2001, Reaching for Our Vision (RFOV) was developed as a Comprehensive Community Plan (CCP) document for Fort Nelson First Nation (FNFN). It was our Nation's first comprehensive community planning initiative intended to set long-term guidance for the growth and development of our community. RFOV was intended to function as a multi-purpose strategic document that reflects our community voice, ownership and pride, while articulating our community vision and path forward as a Nation.

In 2014, we conducted a comprehensive update to RFOV to ensure it maintained relevance and reflected our community concerns, needs and solutions at that time. In addition, the updated RFOV included the additional components to create:

- A pride document that strengthens the unity and identifies the common concerns and solutions across our families.
- A tool that supports our negotiations with Industry and Governments. RFOV represents community directions and voice to identify what the community wants and prioritizes.
- A guiding document for decision-makers of what members and families see as important to 'striking the balance' between protecting our Treaty Rights and land, industrial development, economic development and social development.

Since 2014, much has changed in our community and territory that needs to be accounted for in a fresh and current plan that reflects our changing priorities as a Nation. Regional industrial activities, primarily with oil and gas and forestry have presented economic challenges for our community and others, but at the same time illuminated the importance of creating a diverse and modern economy. Growing importance on the preservation of language and culture, evolving infrastructure and community facility needs and desire to continue moving forward as a self-sufficient and sovereign Nation are central themes that needed to be accounted for in a new RFOV plan. Recognition of changing times, needs and community priorities is the motivation for conducting another update to RFOV. In addition, Chief and Council and administration have committed to updating RFOV every five (5) years to ensure it maintains consistency with the evolving context of our community.



The RFOV 2020 plan is our current CCP intended to direct our Nation and provide long-term guidance. It was developed through an intensive community-based process in which members, leadership and staff contributed input on their vision for the future and principles, priorities and actions needed to achieve that vision. This new plan will be the primary document for Chief and Council, administration, and external partners to inform governance, service delivery, investment, and strategic initiatives for the community.

The RFOV 2020 identifies community priorities and action items that vary in complexity of implementation. There are 'quick wins' that require little resources for tangible change while others are more complex and may require careful consideration due to financial and policy implications. Through additional strategic planning, capital planning, annual budgeting, and funding solicitation, FNFN will look to implement RFOV as resources become available and conditions evolve within the community.

RFOV is our plan developed by the community for the community for seven generations.

1.1 RFOV STRUCTURE

The 2020 “Reaching For Our Vision” is a reflection of our Nation as it embarks on a new decade in a manner that looks ahead in order to prepare for pending obstacles and maximize benefit from current and future opportunities.

This document reflects the collective vision, priorities and needs of our members. It is multipurpose in its use and is intended to help inform decision-makers, and provide direction to our Leaders, staff, and our members.

RFOV will be an important tool for our Nation – it is a prideful and practical reminder to all of us as individuals, families, and as a community of our joint-responsibility to support each other to be strong, proud, healthy and self-reliant.

The document is broken down into the following sections:

1.0 Introduction

This first section describes what RFOV is and outlines the process undertaken to create it. A fundamental part of developing RFOV involves community engagement that took place through the planning process. The results of those engagement activities are summarized in this section.

2.0 Our Nation

Section two includes an overview of our community and history leading up to the development of this RFOV. This section also includes summaries of Treaty 8, our territory and lands and Land Use Vision of the Nation. It is important that both our members and people outside of our community understand what Treaty is. The Land Use Vision was developed during the past RFOV planning process to set an overarching framework to guide the management and use of our lands and territory.



3.0 Our People Today and Tomorrow

Section three also provides a snapshot of our Nation's most important asset, our people. It includes demographic information on our membership, including Elders, members residencies, population projections and estimated long-term housing needs. Demographic trends can be used to help plan proactively for needed programs, services and infrastructure in the future.

4.0 Our Vision and Guiding Principles

Section four includes the RFOV vision statement and guiding principles. The vision statement describes the ideal future state of our community and what we want to accomplish in the future. The guiding principles are general rules or guidelines to guide and inform how we conduct ourselves as a community in efforts to move forward to our vision.

5.0 Our Priorities for the Future

Section five details FNFN's main priorities for moving forward as a Nation. It is divided into four subsections representing the different CCP planning areas (see Section 1.2). Actions to realize each community priority are articulated in this section to be used for project planning, communication material and funding proposals.

6.0 Implementation and Review

Section six includes a proposed Implementation Plan that summarizes community actions within the Plan for Our Nation, including descriptions, resources needed, funding opportunities and timelines that will also inform more detailed future strategic planning initiatives. The Implementation Plan also includes a set of recommendations for ensuring the actions are moved forward into implementation.



7.0 Our Directory

RFOV is a practical guide for leadership and Administration, individuals and families. A directory is included so members can use as a reference guide.



1.2 WHAT IS A COMPREHENSIVE COMMUNITY PLAN?

RFOV is a type of planning document commonly referred to as a Comprehensive Community Plan (CCP). A CCP is an approach to community planning that brings together several key areas of priority for growth and development. A CCP is created through a process that engages community members in establishing the vision for our community. It involves developing goals, priorities, and planning for how to achieve our community's overarching vision. A CCP is community-based, community-driven and includes meaningful participation from membership throughout the process. Together, our community addresses a range of important planning themes, represented in Figure 1.

An updated RFOV will provide FNFN Chief and Council, staff, and members with direction on how central issues in our community should be addressed in ways that are consistent with where we are at as a community today and in the future. The clear articulation our community's vision, guiding principles, priorities and actions provides us with a blueprint to grow and forge ahead confidently as a Nation. Furthermore, as a community endorsed plan, RFOV can be

used to leverage funding and new partnerships with external entities, such as different levels of government, agencies, business and industrial proponents and other groups and individuals.

FNFN is committed to updating RFOV in a manner that captures the ideas and aspirations of our members, provides direction for today and the future, and serves as a tool to enact immediate and ongoing action. As a living document, RFOV will continue to be reviewed and updated periodically to ensure the direction of the plan maintains consistency with the evolving context and needs of FNFN.



Figure 1. Community Comprehensive Planning Wheel

“This plan is the foundational guiding document for our Nation, as told and described by our members, from youth to Elders.”

1.3 PLANNING PYRAMID

RFOV 2020 is intended to act as the primary guiding document for all of our community affairs. This includes informing future planning activities focused on specific areas, including land use, governance, economic development, health, wellness and language and culture.

Most importantly, RFOV will be the key informing document for ongoing strategic and department planning efforts we undertake in the future. This specific initiative will take the broader themes and priorities of RFOV and distill them into plans for FNFN’s administration to guide day-to-day and longer-term operations for our various departments, Community Education Authority, and other FNFN entities.

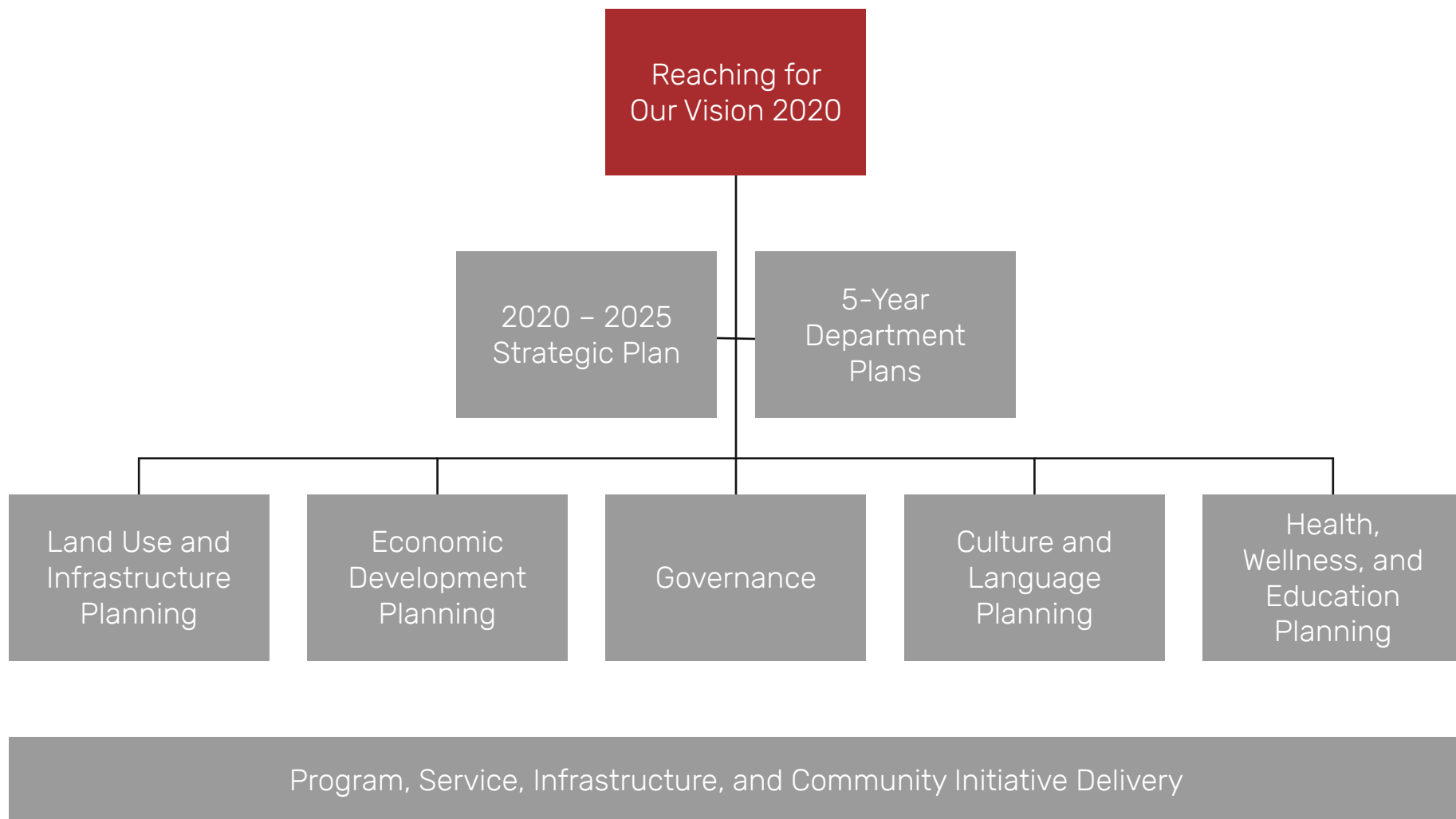


Figure 2. Planning Pyramid

1.4 PLANNING PROCESS

RFOV 2020 was developed through five phases from November 2019 to June 2020. The planning process involved multiple rounds of engagement with our members and leadership to ensure the plan was grassroots driven and an accurate reflection of our community's collective vision and needs.

The process phases and related summaries of each phase are provided below:

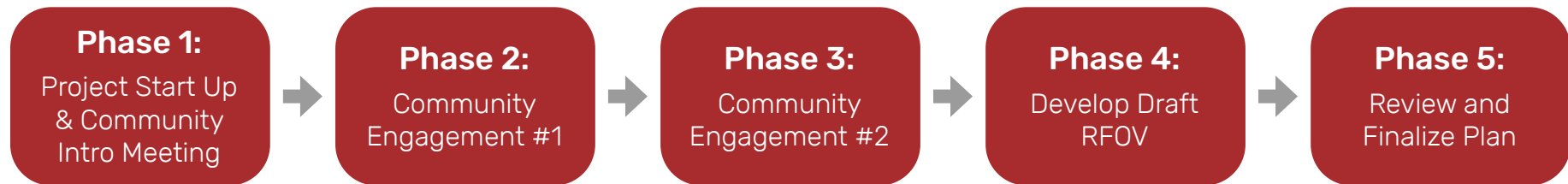


Figure 3. Planning Process

Phase 1 – November 2019

Phase 1 focused on initiating the project in the community, building awareness of future project activities, and gaining initial input from a broader envisioning perspective from leadership, staff and members. A project start-up meeting was held with Chief and Council and the Executive Management Team to review and confirm the RFOV update's purpose and overarching goals, establishing what Chief and Council's priorities were for the project, and confirming the project deliverables. An additional Executive Management Team meeting was held to discuss the Strategic Plan component of the broader CCP update project.

In addition to meeting with leadership and staff, the project team met with members of the community to introduce the project, administered a community survey (hardcopy and online) and to gather initial input through open discussion.

Phase 2 – January 2020

Phase 2 involved several meetings with Chief and Council, staff, members and Elders over a period of 4 days. This intensive phase of engagement was focused on identifying the Nation's short- and long-term priorities for the various planning areas addressed by the RFOV. This phase included a Chief and Council workshop, Elders lunch and community bingo night meeting. In addition, the project team met with all of FNFN's departments, Education Authority and economic development corporation Board of Directors to conduct reviews of each department and entity's current operations and desired strategic objectives.

The initial community survey (hardcopy and online) was administered to the community again during this phase to enable members an additional opportunity to complete it and submit input.

Phase 3 – February 2020

Phase 3 focused on reviewing and expanding on key themes heard from earlier engagement phases, initial direction for the RFOV update, and enabling members, leadership and staff an additional opportunity to provide feedback prior to a draft RFOV document being developed. Individual meetings were held at FNFN with Chief and Council, youth and Elders, and the broader community. An additional off-reserve meeting was held in Fort St. John to provide members living off-reserve an in-person opportunity to participate in the project.



Phase 4 – March to May 2020

Prior to developing an updated draft RFOV, community surveys (hardcopy and online) were administered that solicited input on the initial direction for the CCP. One survey targeted on-reserve members, while another survey was focused on off-reserve members and their experiences and needs. After completion of the survey, a draft RFOV document was developed and reviewed with Chief and Council to identify any necessary revisions and additions.

Phase 5 – June 2020

Phase 5 involved the final review and completion of RFOV. A draft RFOV plan was reviewed by Chief and Council and staff for comments and to identify needed revisions. A final review meeting was held with Chief and Council and the executive management team prior to completing the final document.





A group of people are seen from behind, hiking through a forest. They are looking out over a valley with mountains in the distance. The scene is captured in a vintage, slightly faded color style. The text is overlaid on a semi-transparent white band across the top of the image.

*“LAND PROVIDES FOR US, ALWAYS,
LETS MAKE SURE WE PROTECT IT.”*

FNNF MEMBER VOICE

2.0 OUR NATION

2.1 WE ARE THE PEOPLE OF THE LAND

We are “the People of the Land” and we have occupied the lands of our traditional territory in the Northeast of British Columbia for tens of thousands of years.

Our connection with the land and the resources of our territory goes back many generations. We were, and still are, hunters and gatherers and we moved around the territory with the seasons, and with the animals that sustained our way of life and our livelihood. We were historically known as the Fort Nelson Slavey Band.

Our people came from different areas of the territory. Fort Nelson, where we are now, is not our original home. The Old Fort, on the banks of the Fort Nelson River, was just where we came to trade our furs, and to purchase goods, at the Hudson Bay Post. We came from different areas of the territory: Nelson Forks, Francois, Deer River, Snake River, Kotcho, Fontas, Kahntah and Moose Lake. Some of our relatives even came from as far away as Alberta and the NWT and they were adopted into our Nation by our Elders.

Our reserve was not established until the early 60’s, (50 years after signing our Treaty) at which time most of us were moved to “Mile 295”. At that time, some of our families remained, and continue to live, where their families lived for generations; and these places are Moose Lake, Fontas and Kahntah.

We have 811 members and 10 individual reserves. Our total reserve land base is 9556.5 hectares in area. IR #2 is the largest and is located at Mile 295 off the Alaska Highway and is the main reserve and home to 40 percent of our population.

We have reserves at Fontas, Kahntah, Snake River, Moose Lake, Francois and Maxhamish Lake. Our people speak the Dene and Cree languages. There are about 160 houses on IR#2. Facilities include an administration office, justice department, Chalo school, daycare/headstart, lands office, adult learning centre, health centre, cultural arbor and capital works.

Many generations of our men, women and children
have lived and thrived in this area.

We have a commitment, and an obligation, to care for and protect our rights, our lands, our waters, our animals and the whole ecosystem for future generations; but at the same time, we must create economic certainty for our people and balancing those interests are a daily challenge. Chief Jimmie Badine and Headman Tommy Whitehead signed our adhesion to Treaty No. 8 on August 15, 1910 at the Old Fort. In the Spirit of our Treaty of peace, sharing and co-existence, we welcome others to our Territory with the expectation that they will respect our lands, our ways and the intent of our Treaty.

Remembering our past, will honour and support our Elders,
our youth and our community as a whole.

Let belief, truth and respect for our culture, and for each other,
be the strength of our future.





2.2 TREATY 8

Our people held title by aboriginal right to specific territories within this region. The Crown recognized the territorial and jurisdictional rights of our people within the boundaries of Treaty No. 8, as demonstrated by the Crown entering into treaty with the Fort Nelson Slavey on August 15, 1910, in the form of an adhesion to Treaty No. 8, signed on the banks of the Fort Nelson River at the Old Fort Nelson.

We, the people of the Fort Nelson First Nation, assert our aboriginal rights to ownership and jurisdiction in our territory and our rights are confirmed by The Royal Proclamation of 1763, The Constitution Act (1867), Treaty No. 8 of 1899, Sections 15, 25 and 35 of the Constitution Act (1982) and Articles 33 and 35 of the United Nations Declaration on the Rights of indigenous Peoples. We have rights and privileges under the provisions of said Treaty including, amongst others, access to and benefit of the resources within our traditional territory of said Treaty “for as long as the sun shines, the grass grows and the rivers flow”.

– Excerpt from the *Fort Nelson First Nation
Membership Code*

Treaty 8 covers approximately 840,000 square kilometres in what is now northwestern Saskatchewan, northern Alberta, northeastern British Columbia, and the southernmost portion of the Northwest Territories. Within Treaty 8 Territory, FNFN members can practice their constitutionally protected Treaty Rights unimpeded.

MAP showing the Territory ceded under and the Indian tribes therein.

Department of Indian Affairs
1900.
MAP showing the Territory ceded under treaty No. 8, and the Indian tribes therein.
Scale. 100 miles to an Inch.



Figure 4. Map of the Territory Under Treaty 8

2.3 OUR TREATY 8 RIGHTS AND RESPONSIBILITIES

We are Treaty people. In 1910, our ancestors signed an adhesion to Treaty 8, a Nation-to-Nation treaty with Canada signed in the spirit of peace and sharing. Our Treaty affirms Fort Nelson First Nation's rights, responsibilities, and commitment to protect our traditional lands and ways of life.

Treaty 8 guarantees that we are free to live our lives as we always have and to be undisturbed by newcomers. It never determined our relationship to our lands. Instead, it expresses our inherent rights and obligations to our lands, to protect this environment for our generation and generations to come. Our lands and the lives they support are pillars to our identities, cultures, teachings, health, and self-reliance. Although we agreed to share our lands and peacefully coexistence with newcomers, we believed this Treaty would allow us to continue to hunt, trap, fish, manage, protect, and care for our lands and land-based economies as our ancestors did before us. Treaty 8 was not a surrender of lands or responsibilities. It was signed in the spirit of peace and sharing, with respect to our own understandings of and connections to the lands of our traditional territory.

Our ancestors agreed to share our lands so that we may live in peace with settlers. With their foresight, they knew that

future generations would be cared for if the land was cared for by our people and newcomers. Our Treaty requires that the Canadian governments and incoming settlers respect our people, our rights, and the land and waters that we have agreed to share. However, peace can only come if the Treaty relationship is honoured through mutual respect and understanding that we are each left to paddle our own canoe toward a common future.

We have a commitment and an obligation to protect our rights, lands, animals, waters, and people for future generations. Part of protecting and respecting our treaty rights is by managing our environment and resources our way.

Remembering our own treaty history both honours and strengthens past, present, and future generations of community members. Many things have changed in 100 years, and at times the spirit of the Treaty has been forgotten by Canada, BC and its citizens. Yet, our understanding of our histories, our relationships, and our Treaty remain and will remain, "as long as the sun shines, the grass grows and the rivers flow".







As per Treaty 8, our rights and responsibilities include:

- 1.** School/Education
- 2.** Doctors
- 3.** Hospitals/Medicines
- 4.** Hunting, Fishing, Trapping and Gathering Rights Retained
- 5.** Mineral and Water Rights Retained
- 6.** Sub-Surface Rights Retained
- 7.** Land acquired by Queen was only 6" Surface Rights
- 8.** Exempt from Taxation
- 9.** Land Purchased from Farm did not include forests
- 10.** Rations Provided
- 11.** Legal Representation
- 12.** Policing
- 13.** Exempt from War Participation
- 14.** No Indigenous persons shall hang by rope
- 15.** Bullets Supplied
- 16.** Rights to Barter
- 17.** Canvas for Tents
- 18.** Cattle/Horses Provided
- 19.** Farm and Haying Equipment
- 20.** Gardening Tools/Seed
- 21.** In case of hunger, all gates shall be opened

(Source: Reaching for Our Vision 2014)

2.4 LAND USE VISION OF OUR NATION

We are the Dene and Cree people of southern denendeh, now known as the Fort Nelson First Nation. We are stewards of the land and we honour our Treaty rights and responsibilities for our future generations. We also recognize the need to balance economic security with respect for our traditions, culture and connection to the land, waters and creatures that sustain us.

The purpose of our Land Use Vision is to ensure that our Treaty is upheld and the voices of our people are heard, respected and remembered.

This Vision for managing our land includes two key elements:

1. That our territory is protected and nurtured as a place where future generations will live and return to live as strong, healthy, proud and self-reliant Dene and Cree people.
2. That resource development on our lands will not compromise the health of our land or people and must provide proportionate and meaningful economic benefits to our Nation and families.

Our lands have fuelled, and continue to fuel, industries that have impacted our people, and in some ways, we have all benefited. Still, pressure from outside forces threatens the stability and continuity of our way of life. We will not be compelled by industry or government, including our own, to agree to the destruction of our territory.

Our Land Use Vision is not only about the protection of natural areas; it also recognizes past and present economic conditions that have impacted our territory and our people. In the past, development has damaged our territory, affecting our health as a people and our economic stability. This cannot and will not happen again. Our territory will not be disrespected, and our people will not be impoverished for the economic gain of industry and outside governments.

We envision a sustainable and adaptable land-based economy where we hold a central role in enhancing the overall health and well-being of our land and our Nation as a whole.

Without vision and action today, our newest generation may witness the last of our traditional land use and ways of being. We set this vision and will take action so we can thrive as healthy Dene and Cree people in our territory long into the future.

We have listened to collective voices and honour our members' contributions from the past 15 years. Out of respect for those contributions, we share with you "Our Voice – Our Vision".





3.0 OUR PEOPLE TODAY AND TOMORROW

3.1 DEMOGRAPHICS

Member Population

Today, FNFN is made up of 811 members. Most members (62%) are currently living off-reserve which represents a major change from 2014, when more than half (53%) of Fort Nelson First Nation members were living on-reserve.

Figure 5 illustrates the shift in population of members living on-reserve to living off-reserve. Between 2014 and 2019, the number of members living off-reserve increased by 15%. The significant change in where members have chosen to live is likely in response to changes in the employment market in our territory. Since there has been a downturn in economic activities in the greater northern British Columbian region, job opportunities have dwindled, causing people to move in search of new employment opportunities.

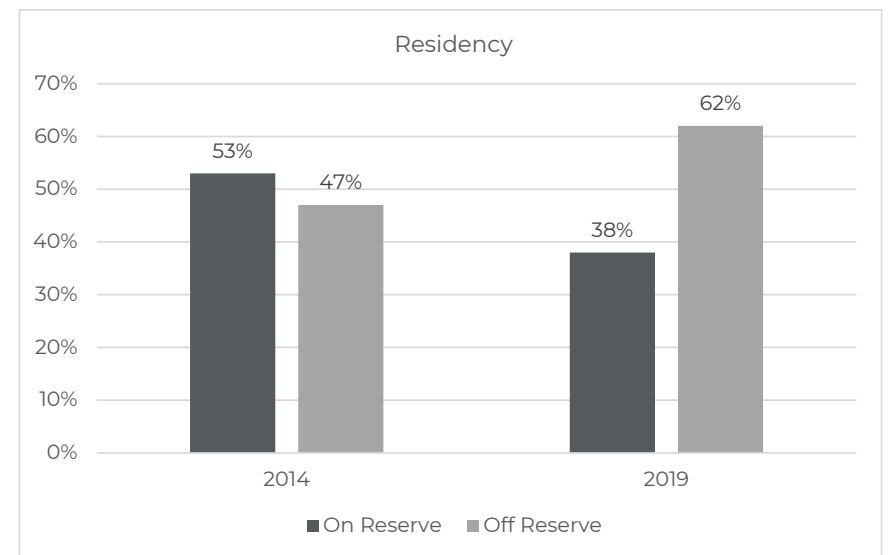


Figure 5. Percentage of population living on-reserve and off-reserve (2014 and 2019).

“We are a young and growing Nation with over half of our member population being 35 years old or younger.”

Age Distribution

Figure 6 (below) shows that more than half (53%) of our population is under the age of 35 years old while the remaining 47% are over the age of 35 years. Figure 7 (right) shows that between 2014 and 2019 the age distribution has remained relatively constant, with a 1% change in the two age categories. With just over half of our population being under 35 years old, a significant part of our membership is made up of young people, families and people coming into the age of starting families.

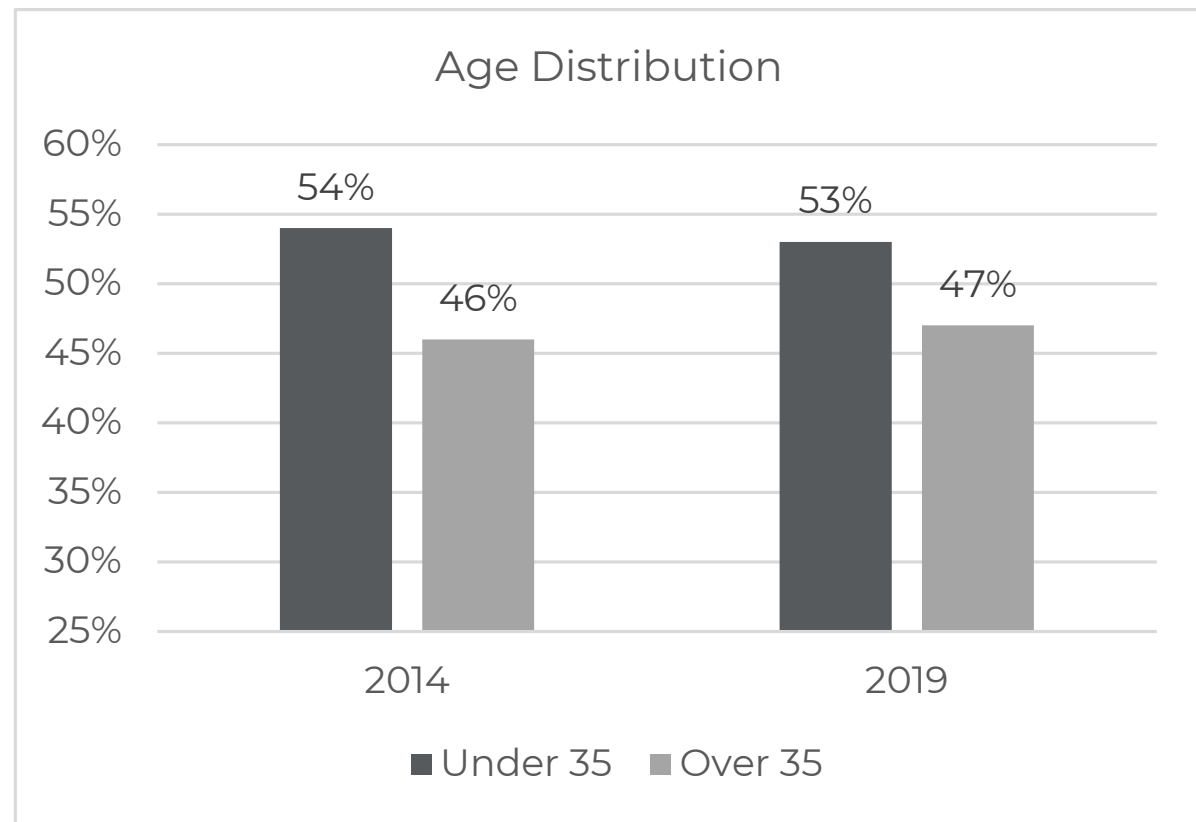


Figure 6. Fort Nelson First Nation Age Distribution: Under 35 and Over 35 (2014 and 2019)

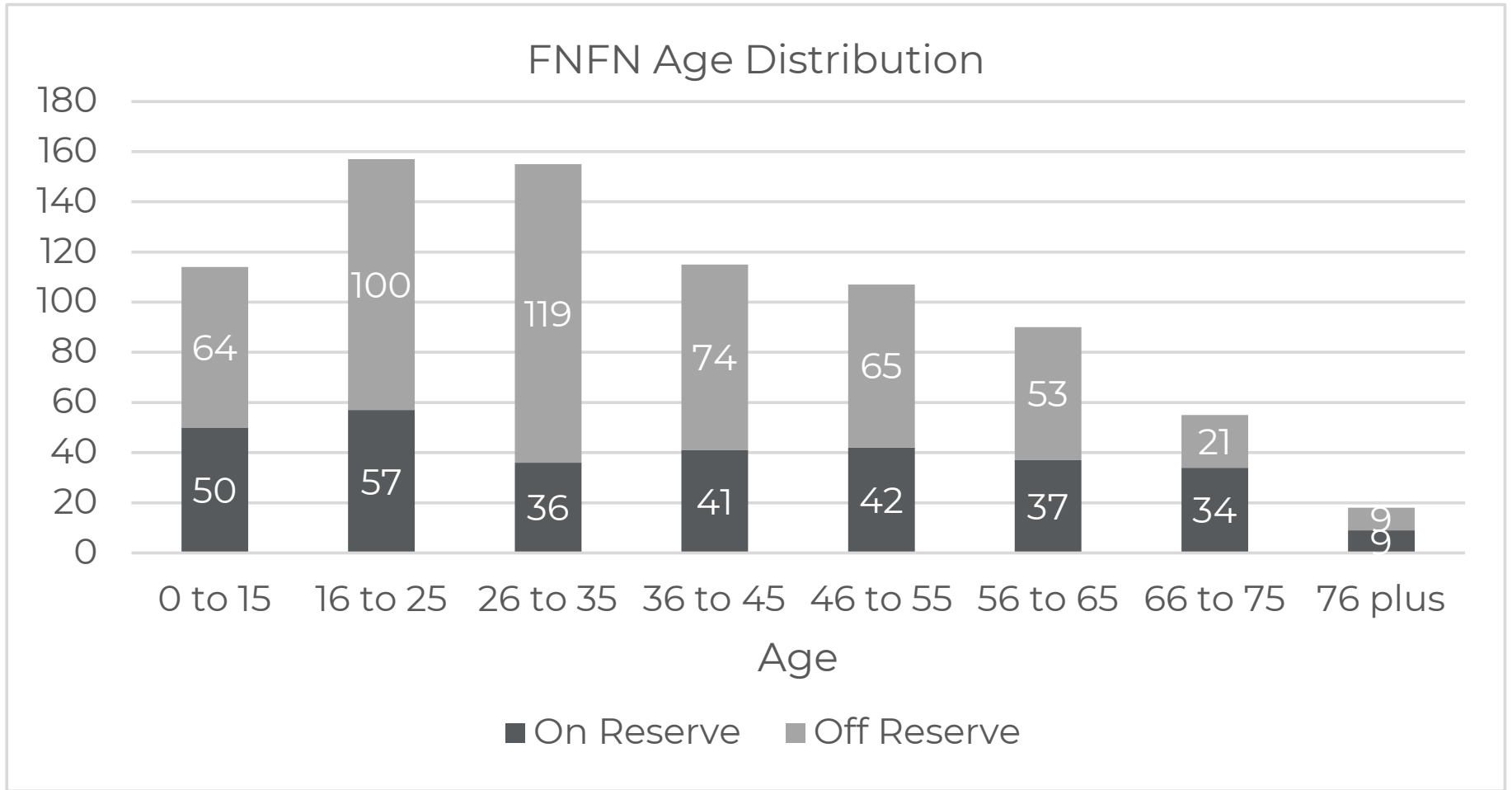


Figure 7. Fort Nelson First Nation Age Distribution: On-Reserve and Off-Reserve (2019)

“Our growing Elders population will require proactive planning to ensure they have needed services, infrastructure, supports and programs.”

Elders

Since 2014, our Elders population increased significantly, growing by almost threefold from 25 to 73, which is illustrated in Figure 8. In the coming years, the number of Elders in our community will grow as our members 46 to 65 years old will become the next generation of Elders. The housing needs of Elders will need to be considered when deciding what types on-reserve housing are built in the coming years to best meet the changing needs of Elders and of our on-reserve population.

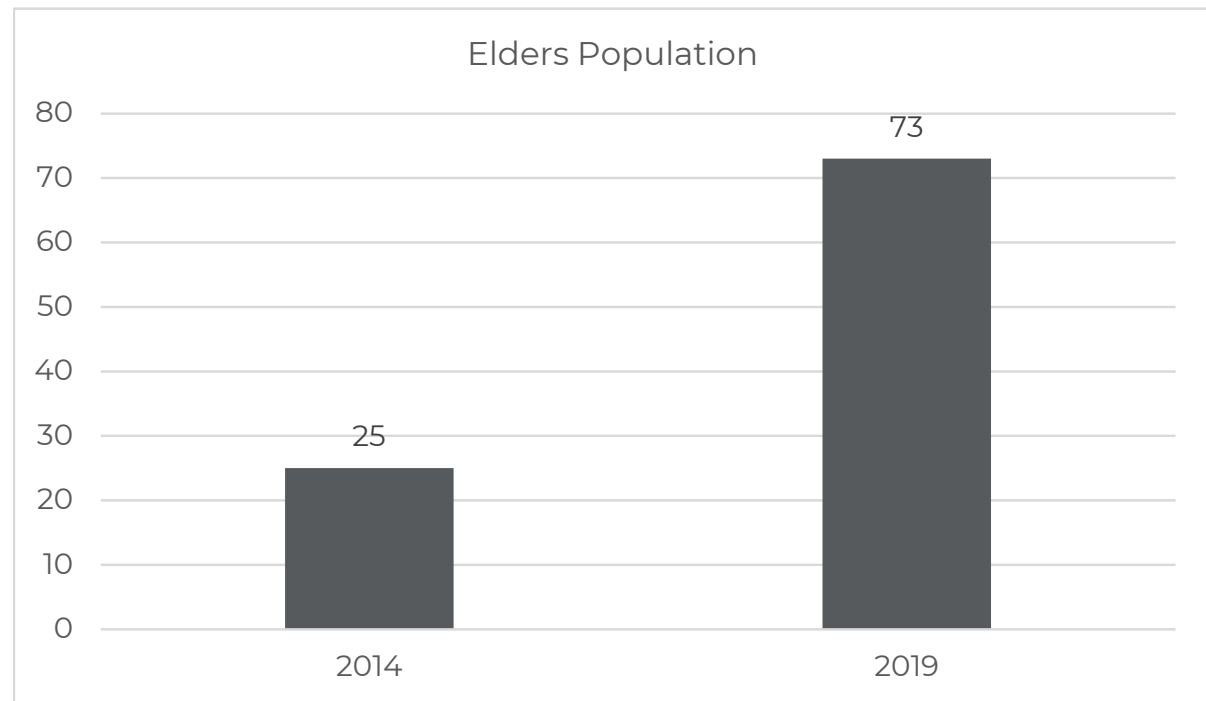


Figure 8. Number of Elders (2014 and 2019)



“Our Nation is forecasted to grow significantly over the next 10 years, including a high growth-rate of 178 new members by 2029. Growth will strengthen our Nation through new generations of members.”

Population Projections

Based on our historic growth rates, population projections were developed for our community (see Figure 9). To better prepare for future population changes, a high growth scenario assuming 2.0% annual growth and a low growth scenario assuming 0.6% annual growth were prepared for Fort Nelson First Nation’s total population, as well as our on-reserve population.

A high population growth scenario estimates FNFN’s total population could grow by approximately 22% by 2029, which amounts to an additional 178 members. For our on-reserve population, a high population growth scenario would result in 67 more members by 2029, increasing from 306 to 373. A low population growth scenario sees our on-reserve member population grow by only 19 over the next 10 years for a total of 325.



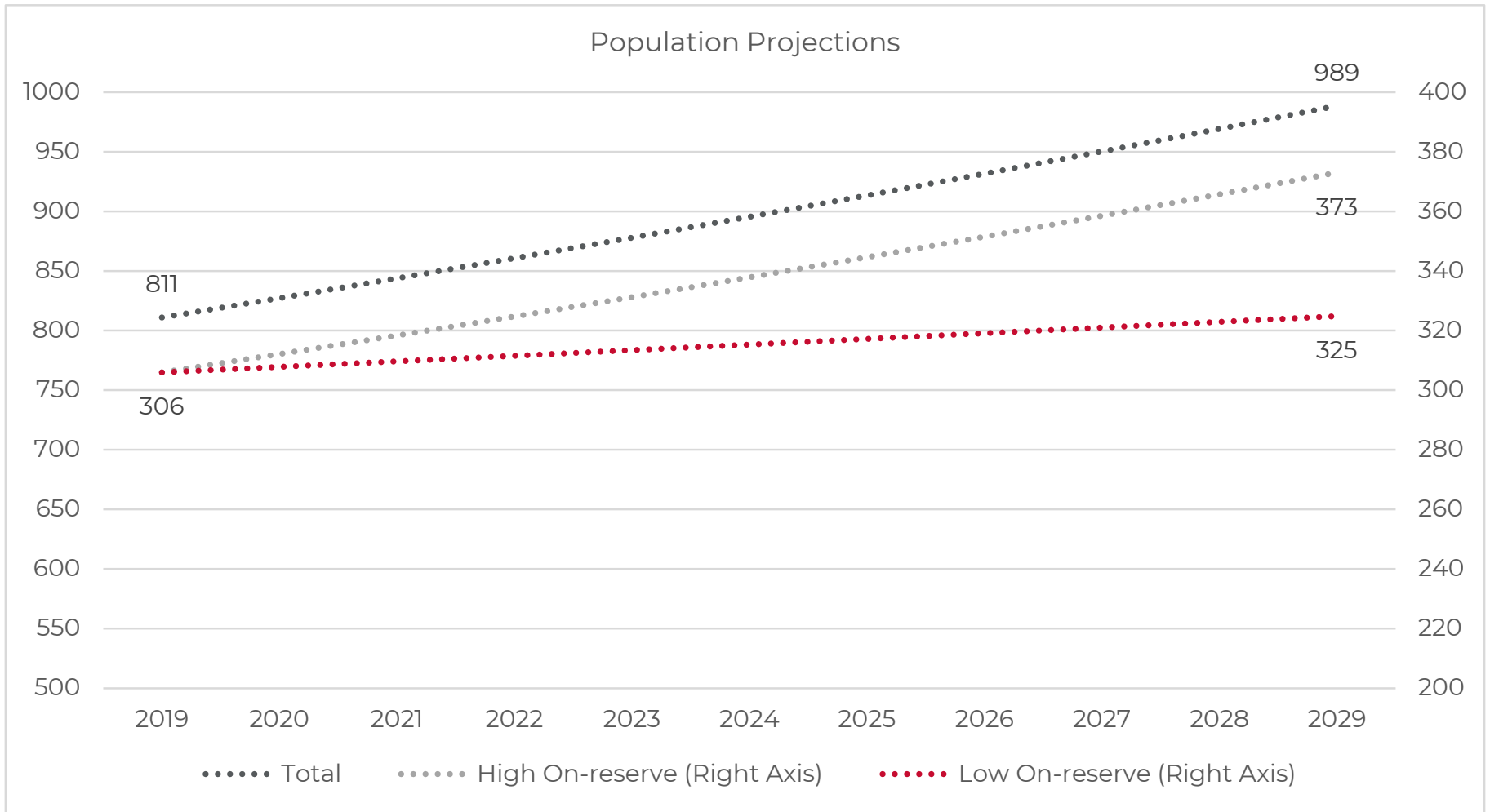


Figure 9. Population Projections (2019 to 2029)

On-reserve population growth and the desire of off-reserve members to move back on-reserve will “require investment in new housing development over the next 10 years.”

Housing Needs

Using the estimated population projections, FNFN’s on-reserve housing needs have been calculated for the next 10 years. To determine the number of new housing units, several assumptions have been made:

- The majority of housing (80%) will be single family homes while 20% will be multifamily;
- There are 2.7 people per household in Fort Nelson First Nation;
- For every acre of land, 3 single family homes can be accommodated;
- For every acre of land, 14 multifamily units can be accommodated; and,
- An additional 25% of land would be needed for servicing, road right-of-ways, and parks.

Assuming the on-reserve population grows by 67 people over the next 10 years, 25 new housing units will be needed. The breakdown of housing types would be 20 single family homes and 5 multifamily units. If our on-reserve population grew by only 19 people, then only 7 new housing units would be needed: 5 single family homes and 2 multifamily units.

There is a possibility that some members who moved off-reserve between 2014 and 2019 will return to live on-reserve in the coming years. Assuming 10% of off-reserve members under a high population growth scenario return to live on-reserve, the 10-year increase in on-reserve population would be 129 people, for a total of 435. To accommodate this increase in population, and additional 38 single family homes and 10 multifamily housing units would be required.

Under a low growth scenario, with the additional 10% of off-reserve members returning to the community, the on-reserve population would increase by 73 people, for a total of 379 people.

To meet the needs of these new on-reserve members, 27 new housing units would be needed: 21 single family homes and 6 multifamily housing units.



Figure 10. Population Projections (2019 to 2029)

*“OUR NATION IS OUR PEOPLE,
THEY MUST BE THE FOCUS OF
ALL THAT WE DO.”*

FNNF MEMBER VOICE



4.0 OUR VISION AND GUIDING PRINCIPLES

4.1 VISION STATEMENT

Vision Statements are short phrases or sentences that convey our community's hopes for the future. They clarify the beliefs and long-term aspirations of a community, providing a consistent overarching goal to strive towards.

FNFN's vision statement is:

Fort Nelson First Nation is a strong, healthy and economically sustainable community.

Our people are united, educated, respectful and proud.

Language and culture are the foundation of our Nation and continue to be shared through generations.

We balance our desire to protect our land while being the beneficiaries of its resources.

We are self-sufficient, sovereign, proactive and thinking for 7 generations.

The Vision Framework for this plan consists of a vision statement and guiding principles. They were developed based on input collected from members during community engagement, who described their aspirations for our Nation and values that will embody FNFN now and in the future.

Both the vision statement and guiding principles provide overarching future guidance for our Nation to ensure actions, initiatives, and priorities align with our community's aspirations and needs.

“Guiding principles summarize our key values as a community, and act as guides for how we conduct ourselves now and in the future.”

4.2 GUIDING PRINCIPLES

Guiding Principles describe what our community is going to do to move towards our overarching vision. They look at the big picture but are more concrete and “action-oriented” than vision statements.

We will achieve our community vision with the following Guiding Principles:

- **Unity:** Bringing together families and off and on-reserve members by resolving longstanding and emerging divisions.
- **Self-Reliant:** Focusing on ways to improve our economic self-sufficiency and reduce reliance on government transfers.
- **Transparency:** Governing and administering through approaches founded on transparency and fairness.
- **Land:** Managing the use of our territory and lands to balance our diverse economic, cultural and environmental interests.



- ***Health:*** Creating a healthy community that supports members through traditional and modern health supports.
- ***Generations:*** Making supports available to meet the diverse needs of our generations, from youth to adults to Elders.
- ***Culture:*** Restoring our culture, languages and tradition is a priority that is the foundation of moving our community forward.
- ***Autonomy:*** Reconciling traditional and current systems of governance while strengthening our sovereignty and self-governance.
- ***Future-oriented:*** Looking and planning for the future proactively and thinking strategically for the long-term for 7 generations.
- ***Collaboration:*** Working together with our members, departments, partners, funders and other key stakeholders to move forward.

The principles articulate our values as a community and Nation and will be reflected in how we conduct ourselves in the present and future.

*“OUR PLAN FOR THE FUTURE
MUST UNDERSTAND OUR PAST,
BOTH OUR SUCCESSES AND CHALLENGES,
WHILE BRINGING IN CULTURE AND
TRADITION INTO OUR AFFAIRS AT
ANY GIVEN OPPORTUNITY.”*

FNNF MEMBER VOICE



5.0 OUR PRIORITIES FOR THE FUTURE

RFOV sets a broad vision for our Nation that is based on the collective aspirations of our members and leadership. It is a framework that provides us with a list of priorities and actions that will move us forward towards our goals of being a healthy, happy, prosperous, and sustainable Nation. The “Priorities for Our Future” section includes the following components:

1. Priorities

PRIORITIES are broad and future oriented statements that articulate our objectives as a community and describe future conditions we want to achieve. They were developed from the voice and input of our members and remain in place over the long-term as we work towards achieving them through the implementation of different “Actions”.

2. Actions

ACTIONS are specific initiatives, services, programs, infrastructure, and other projects suggested by members that FNFN can take to achieve the identified priorities as resources permit. They typically require planning, funding, staff involvement, member and volunteer involvement and other resources to be implemented. Actions can be a single project or continuous ongoing initiative.

3. Implementation Champions

IMPLEMENTATION CHAMPIONS are FNFN departments, leadership and/or key staff that would be best suited for taking charge in implementing specific priorities and actions identified in RFOV. Being designated as an implementation champion does not result in that individual or department being solely responsibility for implementation. Implementation champions are suggested based on their position to initiate needed processes to move a priority or action forward.

4. Action Partners

ACTION PARTNERS are FNFN departments, leadership and/or key staff, and external entities that would be best suited for taking a support role in implementing specific priorities and actions identified in RFOV. Being designated as an action partner reflects the department, leadership, staff and external entities importance in moving a priority or action forward.

5.1 OUR ELDERS

Elders are our knowledge keepers, our spiritual healers, protectors of our land, language teachers and our direct link to the past and guide to the future. They are as central to our culture as the land we live on and we will strive to provide for their needs. We will fulfill their spiritual, mental, emotional, and physical needs; just as the generations before have taught us.

We will seek their advice and ask that they allow us to learn from the breadth of their experience. We will build relationships between our youth and Elders that empower our future leaders and ensure cultural continuity not only exists but thrives.

To ensure our Elders are taken care of and able to maintain their vital role within the Nation, we have established the following priorities for Elders:

1. Culturally based approaches will be integrated into health care and related services for Elders.
2. We will combat and address Elders' isolation, including more interaction with other generations.
3. Programs, supports and services will be made available for Elders to maintain a high quality of life and age-in-place.
4. We will work proactively to provide Elders with suitable and accessible housing that meets their evolving needs.
5. We will plan and develop an Elders' Complex as a standalone facility or part of a larger community facility.



our elders

PRIORITY 1: CULTURALLY BASED APPROACHES WILL BE INTEGRATED INTO HEALTH CARE AND RELATED SERVICES FOR ELDERS.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will integrate culturally based approaches into our day-to-day health care and related services through processes that continuously engage Elders on their health needs.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Conduct an engagement program to develop a list of potential cultural elements and approaches that can be integrated into FNFN health services. • Incorporate activities into Health Department programs and services, such as sweats, drumming, smudging and other cultural healing activities. • Continue to engage Elders to identify cultural activities they feel could enhance their physical, mental and spiritual health. • Work with Northern Health to identify opportunities to integrate established culturally based health approaches into Northern Health’s service delivery. • Consider approaching Northern Health with other First Nation partners to implement broader culturally integrated health services. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department • Elders Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Culture Coordinator • First Nation Health Authority • Northern Health • First Nation Community Partners • Chief and Council

PRIORITY 2: WE WILL COMBAT AND ADDRESS ELDER'S ISOLATION, INCLUDING MORE INTERACTION WITH OTHER GENERATIONS.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will implement programs to combat Elders' isolation and ensure they are able to interact, teach and pass down knowledge to other generations.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Organize opportunities for Elders to engage with other generations within the community, such as: <ul style="list-style-type: none"> » Storytelling and activities at Chalo School » Healing picnics with other families » Elders appreciation events. • Hold Elders gatherings, with a focus on gatherings specifically for Elder men to socialize with each other. • Provide home visits and checkups to Elders for social purposes on an ongoing basis. • Host regular or ongoing "Elders Gatherings" with Elders from other First Nation communities. • Develop Elder-adult-youth mentorship programs to allow Elders to pass on knowledge to adults and youth. • Engage Elders to help plan and coordinate community events and gatherings (e.g. culture camps and our Annual Celebration). 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Elders Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Culture Coordinator • Community Education Authority • Health Department • Chief and Council

PRIORITY 3: PROGRAMS, SUPPORTS AND SERVICES WILL BE MADE AVAILABLE FOR ELDERS TO MAINTAIN A HIGH QUALITY OF LIFE AND AGE-IN-PLACE.

PRIORITY DESCRIPTION FNFN and our supporting partners will continue to provide needed programs, supports and services needed to address the diverse health needs of our Elders to ensure they are able to live a high-quality of life and age-in-place in our community.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Increase existing home-based medicine and health related programs, including hiring additional staff that are needed to administer programs. • Improve transportation options for Elders to access health services, social events and community gatherings • Provide home-based non-medical services (e.g. meals on wheels, grocery delivery, house cleaning, yard care and snow removal) • Ensure staff capacity to administer Elders' programs and services, including hiring new staff positions as needed. • Work with neighbouring Indigenous and non-Indigenous communities to advocate for better regional health supports for Elders/seniors. • Work with neighbouring Indigenous and non-Indigenous communities to develop strategies to attract and retain needed medical staff. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department • Elders Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Culture Coordinator • Community Education Authority • CISS • Chief and Council • Neighbouring Communities

PRIORITY 4: WE WILL WORK PROACTIVELY TO PROVIDE ELDERS WITH SUITABLE AND ACCESSIBLE HOUSING THAT MEETS THEIR EVOLVING NEEDS.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will implement programs to combat Elders’ isolation and ensure they are able to interact, teach and pass down knowledge to other generations.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop all new future housing on-reserve to include accessible design features. • As part of a Housing Strategy, work with Elders to identify specific housing needs now and in the long-term. • Planning and developing for housing specific to Elders needs, such as: <ul style="list-style-type: none"> » Log cabins » Elders housing pods with communal space » Elders housing complex • Develop an Elders safe house, that could potentially be part of a larger community safe house project. • Continue to retrofit homes on-reserve for Elders (e.g. wheelchair ramps, stairlifts, accessible washrooms). • Provide supports for Elders living off-reserve to have retrofits completed on their homes for accessibility, including helping them access available grants. • Look at opportunities to develop a joint community-care facility with other neighbouring communities. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS • Elders Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • BC Housing • CMHC • Health Department • Neighbouring communities

PRIORITY 5: WE WILL PLAN AND DEVELOP AN ELDERS' COMPLEX AS A STANDALONE FACILITY OR PART OF A LARGER COMMUNITY FACILITY.

PRIORITY DESCRIPTION FNNF and our supporting partners will develop an Elders complex to provide a specific facility for Elders programming, supports and services as a standalone facility or part of a larger planned community multi-use facility.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Work with Elders and related staff to identify the spatial and program needs for a new complex/space. • Conduct planning, engineering and operations and maintenance planning for new complex, as a standalone or multi-use complex. • Work with ISC and external agencies to access funding and construct standalone complex or include in larger multi-use community complex. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS • Chief and Council <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Elders Coordinator • ISC

5.2 OUR YOUTH

We, the Youth of Fort Nelson First Nation, are proud of our Ancestry and ourselves. We look to the future with hope and anticipate the opportunities that will be provided by industry and the Nation.

We know what obstacles we face and what we require support in; improving our education, receiving emotional counselling and support, travel and cultural opportunities, and leadership training and in increasing our connection to and experiences on the land.

With support in these areas we will thrive. We will grow into the Leaders the Nation wants us to become. We will live a healthier life than previous generations and pave the way for prosperity and wellness in the future. We will be stewards of the land and knowledge keepers for our Culture.

To ensure our youth feel connected to the community and supported in their pursuit of their highest potential and goals in life, we have established the following priorities for our youth:

1. Prepare our youth to grow as the next generation of leaders for our Nation.
2. Provide youth with knowledge, supports and programs to maintain active, social and healthy lifestyles.
3. Make critical community supports readily available for vulnerable and at-risk youth in the community.
4. Provide supports and guidance for youth as they transition out of high school and into adulthood.



our youth

***PRIORITY 1: PREPARE OUR YOUTH TO GROW AS THE NEXT
GENERATION OF LEADERS FOR OUR NATION.***

PRIORITY DESCRIPTION	
FNFN and our supporting partners will focus on fostering the next generation of leadership in the community through youth-focused leadership programming for interested youth.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Make youth more familiar and interested in the roles and responsibilities of Chief and Council. • Allow youth to provide direction for the Nation through a youth council or committee. • Look at opportunities for youth positions on FNFN committees, boards and other bodies. • Hold regular field trips and learning experiences for youth that can help build leadership. • Organize Youth exchanges and joint trips with other interested First Nations, including more regional trips, such as to Fort St. John and Prince George. • Hold periodic youth-specific community events focused on identifying programs, services, facilities, and other initiatives desired by youth. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Chief and Council <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Culture Coordinator • Community Education Authority

PRIORITY 2: PROVIDE YOUTH WITH KNOWLEDGE, SUPPORTS AND PROGRAMS TO MAINTAIN ACTIVE, SOCIAL AND HEALTHY LIFESTYLES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will continue to provide supports, programs and services that focus on promoting active, social and healthy lifestyle for our youth to enable them to reach their full potential and mark their own path forward.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Have dedicated staff member(s) available to coordinate youth programs, services, supports and related initiatives. • Recognize the educational, artistic, cultural, athletic and other achievements of youth in the community through community announcements, events and other initiatives. • Support increased youth participation in sports, arts, cultural and educational activities through financial contributions, equipment and other supports. • Invest in recreation infrastructure on-reserve that can promote healthy living for youth and the broader community, including an improved youth drop-in centre. • Hold regular and ongoing youth-focused events and social activities that bring youth together, including youth specific cultural activities (e.g. drumming, beading, etc.) • Create information and awareness campaigns about healthy lifestyles that are targeted for youth, including physical, sexual, mental, and social health topics. • Conduct anti-bullying and cyber-bullying campaigns to spread awareness to youth. • Hold events, activities, or other initiatives to educate and promote safe social media and online use for youth. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Health Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Culture Coordinator • CISS • Community Education Authority • School District 81 • First Nations Health Authority

PRIORITY 3: MAKE CRITICAL COMMUNITY SUPPORTS READILY AVAILABLE FOR VULNERABLE AND AT-RISK YOUTH IN THE COMMUNITY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will be proactive in identifying vulnerable and at-risk youth in the community and working together to ensure those individuals are supported and cared for.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Implement confidential helplines and related supports for youth experiencing violence and abuse. • Develop a safe house or space for at-risk youth as a standalone building or part of a larger complex. • Conduct education and outreach regarding abuse and supports available to youth. • Conduct mental health outreach targeted for youth, including available resources and services youth can access. • Provide youth outreach services for youth identified or considered “at-risk.” 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Health Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • CISS

PRIORITY 4: PROVIDE SUPPORTS AND GUIDANCE FOR YOUTH AS THEY TRANSITION OUT OF HIGH SCHOOL AND INTO ADULTHOOD.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will be proactive in identifying vulnerable and at-risk youth in the community and working together to ensure those individuals are protected, supported and cared for.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Provide resources, such as transportation and fees, needed for youth to access and complete drivers education to receive their driving licences. • Design and implement basic life skills programs that build skills such as; <ul style="list-style-type: none"> » Resume development and job searching » Applying for post-secondary education and training » Financial literacy (e.g. self-budgeting, banking and tax returns) • Provide post-secondary, training and employment guidance and counselling for students about to graduate high school. • Hold University-Job fairs for youth to gain exposure to different employment fields. • Provide youth “summer intern” positions working for FNFN’s different departments and Nation-owned businesses. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Health Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Justice Department • Community Education Authority • School District 81 • First Nations Health Authority • Deh Tai Corporation

5.3 OUR FAMILIES

Community supports include the programs and groups available to our members, which can be formal or informal. They exist to help us be our best, so that we can thrive as individuals, families, and community members.

Our collective work will help build a network of support and provide our children with the safety and comfort they require.

We will ensure that members are aware of all support services available and that our programs are built on the needs and wants of our members and families. Community activities help us build strong relationships, mutual respect, and keep us engaged in positive endeavours. Fun recreation and leisure are critical components of leading a healthy life.

To ensure our families can thrive in the community now and in the future, we have established the following priorities for families:

- 1.** Address violence and intergenerational trauma experienced within the community.
- 2.** Provide families with access to proper early learning and childcare services.
- 3.** Support families so that they remain strong together and thrive through good and challenging times.



our families

PRIORITY 1: ADDRESS VIOLENCE AND INTERGENERATIONAL TRAUMA EXPERIENCED WITHIN THE COMMUNITY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will work with families to provide needed support to heal violence and intergeneration trauma experienced in the community, including using culturally based healing approaches and outside expertise.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Design and implement an “on-the-land” treatment program that integrates a mix of traditional and western healing methods. • Hire outside mediators to come to the community to help resolve intergenerational trauma and family conflicts. • Continue to research and implement supports and programs to assist members in residential school healing, including bringing in specialized counselling to the community. • Work with members and Elders to identify traditional healing approaches that can address violence and trauma and implement them into existing health programs and services. • Provide supports for victims of physical and sexual violence (e.g. safe line, counselling, outreach and awareness). • As part of the Community Health Plan, include direction specific to address intergenerational violence and trauma. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department • Family Services • Culture Coordinator • Justice Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • First Nations Health Authority

**PRIORITY 2: PROVIDE FAMILIES WITH ACCESS TO
EARLY LEARNING AND CHILDCARE SERVICES.**

PRIORITY DESCRIPTION	
FNFN and our supporting partners will procure necessary resources to improve staffing, facilities and services needed to ensure access to early learning and childcare services for all members and their families.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Procure resources necessary to attract and hire additional daycare staff, including supports for members who wish to receive an Early Childhood Educator certificate. • Work and engage with families to identify specific supports and programs needed to help high-needs kids as a standalone initiative or as part of the Community Health Planning process. • Develop a larger space for the Headstart program as a standalone facility or part of a larger complex. • Provide supports and programming including outside expertise for expecting families, such as: <ul style="list-style-type: none"> » Family Planning » Parenting classes » Post-partum supports and mental health services » Midwife services • Engage with neighbouring communities about opportunities to cost share and joint operate new daycare facilities. • Investigate alternative daycare options, such as programs to provide FNFN youth with babysitting courses and supporting the development of home-daycares on-reserve. 	<p style="text-align: center; color: #c00000; margin-bottom: 10px;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Dehzona/Headstart • Family Services • Health Department <p style="text-align: center; color: #c00000; margin-bottom: 10px;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • First Nations Health Authority • Neighbouring communities

PRIORITY 3: SUPPORT FAMILIES SO THAT THEY REMAIN STRONG TOGETHER AND THRIVE THROUGH GOOD AND CHALLENGING TIMES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will work with families to provide them supports to promote a thriving family environment , while gaining jurisdiction over child and family services.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Provide financial coaching, planning and literacy services for families, including taxes and access to benefits. • Bring in outside expertise to hold workshops and other events on family issues. • Research and develop a FNFN “Child Family Services Law” to take over jurisdiction for child and family services. • Implement a community-based-care model for foster and vulnerable youth to keep them in the community. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Family Services • Health Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Justice Department



5.4 OUR LAND AND RESOURCES

We are protectors of this land and have a strong presence which we are dedicated to increasing. We are also knowledge keepers and are utilizing our ancestor's knowledge as well as western science to help us balance sustainable economic development with healthy ecosystems to ensure the ongoing practice of our treaty rights and responsibilities.

Our people want to occupy the land more frequently with increased opportunities for hunting, fishing, trapping, gathering medicines, and sharing our harvest with our families and relatives. These activities are at the core of our identity and our Nation is committed to providing these opportunities.

We live according to our Ancestors and believe:

“If we care for the land the land will care for us.”

To ensure our lands and resources are used and protected according to our values as a community, we have established the following priorities for lands and resources:

1. Grow the Lands Department capacity in managing our lands and territory.
2. Ensure sustainable resource development within our territory that aligns with our community values.
3. Strengthen our Land Guardians program and its role in land stewardship in our territory.
4. Provide members with opportunities and resources to practice and assert their Treaty Rights and participate in cultural and traditional activities.



*our land
& resources*

PRIORITY 1: GROW THE LANDS DEPARTMENT CAPACITY IN MANAGING OUR LANDS AND TERRITORY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will continue to grow the Lands Department’s capacity in managing and responding to activities within our territory through.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Continue to update and improve TUS information and improve lands management infrastructure (e.g. equipment, staff, etc). • Continue to train and utilize members as guardians and expand the Guardians Program as resources permit. • Develop a Lands Committee with members to provide guidance and support to the Lands Department and Chief and Council on territory management matters. • Upgrade the Department’s fleet incrementally as needed and as resources permit. • Plan and develop an expansion to the existing Lands Department building. • Continue to update and upgrade GIS software and computers on an ongoing basis. • Upgrade environmental monitoring equipment as needed. • Work with industry proponents, government agencies and different levels of government to create a sustainable funding model for the Lands Department. • Construct bunk houses and cabins for Lands Department staff and monitors to support territory management activities. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Lands Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Chief and Council • Industry Partners

PRIORITY 2: ENSURE SUSTAINABLE RESOURCE DEVELOPMENT WITHIN OUR TERRITORY THAT ALIGNS WITH OUR DIFFERENT VALUES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will exercise management over our territory and work with industry proponents to ensure development within our territory aligns with our cultural, environmental, and economic objectives as a community.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a Land Stewardship Plan to articulate FNFN's interests as a community for development and protection within our territory. • Develop materials and information resources for industry proponents that describe FNFN's stewardship principles for development within our territory. • Improve our existing data management system and platform for development referrals and look at new management systems that could improve referral responses. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Lands Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Chief and Council

**PRIORITY 3: GROW OUR “GUARDIANS PROGRAM” AND ITS ROLE
IN MONITORING OUR TERRITORY.**

PRIORITY DESCRIPTION	
FNFN and our supporting partners will strengthen the Land Guardians program and its role in land stewardship that is grounded in community priorities and guided by our Dene and Cree laws.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Continue to build and implement our Guardians Program as resources permit, including the following program activities: <ul style="list-style-type: none"> » Training “Guardian Teams” consisting of elders and youth for monitoring activities » Increased monitoring of our territory including value-specific monitoring » Working with industry partners to conduct industry monitoring modules » Data management and reporting of data collected by the Guardians » Other related activities • Identify opportunities for Guardians Program activities to be incorporated into non-FNFN environmental monitoring requirements for development and conservation activities within our territory. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Lands Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Chief and Council

PRIORITY 4: PROVIDE MEMBERS WITH OPPORTUNITIES AND RESOURCES TO PRACTICE AND ASSERT THEIR TREATY RIGHTS AND PARTICIPATE IN CULTURAL AND TRADITIONAL ACTIVITIES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will ensure that members can practice and assert their Treaty Rights and responsibilities throughout our territory through improved access, supports and programs designed to get them active on the land.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Continue to build cabins throughout territory (Muncho, Summit, Liard, etc.) and look at opportunities to train and employ members. • Conduct outreach to members and encourage them to better utilize existing cabins (e.g. Snake River). • Install buffer zone signage in areas determined as sensitive to the community to limit activity from non-members. • Continue discussions with BC Parks to improve member access to existing protected areas and member employment opportunities within provincial parks. • Look at establishing an Indigenous Protected Area within our territory and advocate for different levels of government to initiate the process. • Implement community hunting programs and supports for hunters to provide them with the resources and access necessary to hunt. • Develop a harvester support program to provide resources to hunters who share and distribute their harvests with the community. • Continue to hold regular and ongoing culture and hunting camps for the community. • Develop and implement a “Land Based Restorative Justice” program. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Lands Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Industry Partners • Chief and Council

5.5 OUR LANGUAGES AND CULTURE

“Our spiritual beliefs and traditions are important to who we are because they shape our values and our children.”

COMMUNITY MEMBER'S VOICE

Our culture is a dynamic and adaptive system of meaning that has been learned, shared, and transmitted for generations. It reflects our values, our way of life, and the best way to transmit and convey our culture is through our languages of Cree and Dene.

We acknowledge the role that language and culture play in wellness and self-esteem and are working to revitalize both.

To ensure our language, culture and traditions are strengthened and continually passed on to future generations, we have established the following priorities for language and culture:

1. Restore our traditional “Sharing Culture” in the community.
2. Improve the rate and proficiency of language speakers within our community through targeted programming.
3. Provide regular and ongoing opportunities for our members to participate in cultural and traditional activities.
4. Develop a strong understanding of our Nation’s history within and outside of the community.
5. Create a separate Culture and Language Department within FNFN’s administration.



*our languages
& culture*

PRIORITY 1: RESTORE OUR TRADITIONAL “SHARING CULTURE” IN THE COMMUNITY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will restore our traditional sharing culture in the community through events, activities, and programs that invoke our traditional sharing culture.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Hold ongoing moose and hunting bounty sharing events and ceremonies. • Implement “Community Hunter” programs (e.g. reward and celebrate members who hunt and share) to encourage sharing of hunting bounties with the community. • Create dry meat reserves, through community sponsored hunts or purchasing meat from community hunters, to share with on and off-reserve members. • Create a “sharing board” in the community for members, including an online platform. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Culture Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Health Department

PRIORITY 2: IMPROVE THE RATE AND PROFICIENCY OF LANGUAGE SPEAKERS WITHIN OUR COMMUNITY THROUGH TARGETED PROGRAMMING.

PRIORITY DESCRIPTION	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Continue holding a variety Dene and Cree language programming and classes targeted at different age groups. • Update the existing languages dictionary and other language resources on an ongoing basis. • Develop children’s storybooks in Dene and Cree languages with youth and Elders. • Translate signage with Dene and Cree in the community and neighbouring communities (e.g. Fort Nelson). • Work with CEA to develop and implement language/culture programs that are part of the core curriculum at Chalo School. • Develop a “Dene and Cree Language Plan” for the community that includes specific details, timelines and budgets to implement language initiatives. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Culture Coordinator <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Health Department • Community Education Authority

PRIORITY 3: PROVIDE REGULAR AND ONGOING OPPORTUNITIES FOR OUR MEMBERS TO PARTICIPATE IN CULTURAL AND TRADITIONAL ACTIVITIES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will ensure members have regular and ongoing opportunities to participate in cultural and traditional activities, including activities with other Indigenous and non-Indigenous communities.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Create a cultural education space for language and cultural training and activities as a standalone facility or part of a larger development. • Create cultural activities specifically targeted for middle-aged members. • Build dry meat racks around community with members, including at member homes and communal spaces. • Hold “Dene and Cree Days” for members and invite outside communities to participate. • Continue holding regularly scheduled and ongoing cultural activities, such as: <ul style="list-style-type: none"> » Drumming and drum making » Culture camps » Crafting » Dancing » Storytelling » Traditional cooking 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Culture Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Elders Coordinator • CISS

PRIORITY 4: DEVELOP A STRONG UNDERSTANDING OF OUR NATION'S HISTORY WITHIN AND OUTSIDE OF THE COMMUNITY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will build the understanding of our Nation's history and culture within industry proponents, external agencies and neighbouring communities and their residents.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Work with our members to rearticulate our Nation's history and understanding of Treaty to better align with who we are as a Nation. • Work with neighbouring communities to design and install a historical visual timeline display and other historical exhibits in public places. • Create museum space with artifacts that may be included as part of a larger development. • Develop cultural education materials and programs and provide cultural training to government, industry and external agencies and institutions. • Participate in community events and festivals in neighbouring communities to showcase FNFN's history and culture. • Advocate for the requirement of cross-cultural training as a condition for industry proponents active in the territory. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Culture Coordinator <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Neighbouring communities • Industry Partners • Chief and Council

**PRIORITY 5: CREATE A SEPARATE CULTURE AND LANGUAGE DEPARTMENT
WITHIN FNFN'S ADMINISTRATION.**

PRIORITY DESCRIPTION	
FNFN and its supporting partners will incrementally build up a separate Culture and Language Department to assume responsibility for the implementation of culture and language-based initiatives.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a Department Framework that identifies the mission, activities, staff requirements, budget, space and equipment requirements and performance measures of a new Culture and Language Department. • Develop and implement a transition plan to move land-based culture programming from the Lands Department to the new Culture and Language Department. • As resources permit, build the Culture and Language Department as outlined in the Department Framework, including: <ul style="list-style-type: none"> » Develop space for department in new or existing facility » Acquire office and field equipment » Hire language and cultural coordinators, event planners and other required staff 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Chief and Council • Administration • Culture Coordinator <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Finance Department • Lands Department



***“WE VALUE OUR HISTORY
BECAUSE IT TELLS CHILDREN
WHERE THEY’VE COME FROM
AND HELPS DEFINE
WHO THEY ARE.”***

FNFN MEMBER VOICE

5.6 OUR HEALTH, WELLNESS, HEALING, AND SAFETY

Approaches to Health and Wellness are as unique as each of our members, and we are committed to supporting their needs with a holistic and broad approach. FNFN's Health and Wellness Centre will provide support with specialized and alternative approaches.

We know that our well-being cannot just consider our physical health but also the mental, emotional and spiritual aspects of wellness. Combined with a holistic approach to healing, together as a Nation, we will strengthen our wellness as individuals, families, and as a community.

To ensure our members are afforded the proper programs, services and safety measures to live a healthy and long life, we have established the following priorities for health, wellness, healing and safety:

1. Address drug use and related activities in the community.
2. Enhance the broader safety of our community through proactive planning and program implementation.
3. Develop a robust and effective Justice Department and enhance on-reserve enforcement.
4. Increase mental health supports, services, and facilities available to our members on and off-reserve.
5. Provide a broad spectrum of health programs, services and facilities to ensure the health and wellness of members.



*our health, wellness, healing,
& safety*

PRIORITY 1: ADDRESS DRUG USE AND RELATED ACTIVITIES IN THE COMMUNITY.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will utilize a balance of services, programs, and enforcement to address and limit drug use and related activities in the community.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Plan and develop a safe house and/or transition housing for people who have received treatment for addictions and are returning to the community. • Implement an after-care plan for members recovering from addictions, who have returned from treatment, to provide needed supports and services to prevent relapse. • Create support programs for members suffering addictions that are delivered by trained and employed members with “lived experiences”. • Develop retreats and/or healing centres in remote and undisturbed areas to allow members to heal through connections with land and culture. • Create and formally adopt an eviction and/or banishment policy, bylaw or process to address and deal with known drug dealers on-reserve. • Explore feasibility of developing a Community Police Service through a self-administrated police service agreement. • Continue to advocate the RCMP and other levels of government for greater enforcement of known drug activities in the community. • Research and implement community-based drug intervention programs that have been successful in other First Nations. 	<p style="text-align: center; color: #800000; margin: 0;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department • Justice Department • Chief and Council <p style="text-align: center; color: #800000; margin: 10px 0 0 0;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • RCMP • First Nations Health Authority • CISS

PRIORITY 2: ENHANCE THE BROADER SAFETY OF OUR COMMUNITY THROUGH PROACTIVE PLANNING AND PROGRAM IMPLEMENTATION.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will take proactive approaches by conducting necessary planning and related programming to enhance the broader safety of our community, including preparation for emergency situations.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Review and update internal occupational health and safety policies for FNFN staff. • Develop an Emergency Management and Response Plan that includes: <ul style="list-style-type: none"> » Policies and procedures for emergency situations » Initiatives and actions to improve community safety » Information materials to raise awareness and prepare members • Continue with our forest fire prevention program and clearing of identified fire problem areas around our community. • Create a community neighbourhood watch program, call-in number or system to report dangerous and criminal activities. • Hire a Safety Manager and Community Safety Officer to develop and implement community safety initiatives. • Implement formalized protocols and stock necessary equipment and supplies for pandemics and other widespread medical emergencies. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS • Health Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration

***PRIORITY 3: DEVELOP A ROBUST AND EFFECTIVE JUSTICE DEPARTMENT
AND ENHANCE ON-RESERVE ENFORCEMENT.***

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will incrementally build the Justice Department to gain greater jurisdiction over legal matters in our community and ability to exert enforcement when needed.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a Department Framework that identifies the long-term vision for an expanded Justice Department including responsibilities, staff requirements, budget, space and equipment requirements. • Research, develop and implement a restorative justice program for areas including child welfare, victim service, policing, courts, corrections and other justice areas. • Engage other levels of government to identify ways FNFN can take over the administration of justice in the community. • Conduct a policing review of FNFN’s existing services obtained from the RCMP. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Justice Department • Chief and Council <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Finance Department

PRIORITY 4: INCREASE MENTAL HEALTH SUPPORTS, SERVICES, AND FACILITIES AVAILABLE TO OUR MEMBERS ON AND OFF-RESERVE.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will plan, deliver, and advocate for a broader offering of mental health services, supports and facilities for members living on and off-reserve, including regional advocacy for better mental health resources.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a Mental Health Strategy to identify community needs and related services and programs for addressing mental health issues in the community. • Create community awareness about mental health and related supports services available through FNFN and Northern Health. • Engage neighbouring communities to conduct joint-advocacy for improved mental health services in the region. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • First Nations Health Authority • Northern Health • Chief and Council • Neighbouring communities

**PRIORITY 5: PROVIDE A BROAD SPECTRUM OF
HEALTH PROGRAMS, SERVICES AND FACILITIES TO ENSURE
THE HEALTH AND WELLNESS OF MEMBERS.**

PRIORITY DESCRIPTION	
FNFN and our supporting partners will provide access to required health programs, services and facilities to ensure our members are healthy and active throughout all life stages.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Implement the direction of our completed Community Health Plan and conduct regular community health surveys to monitor changing health patterns in the community. • Expand the Health Centre with new facilities and spaces for services. • Conduct minor capital upgrades to Health Centre for safety and improved use, including security, equipment, and kitchen upgrades. • Continue advocating and procuring additional health and counselling services from external agencies and different levels of government. • Create information materials that outline all of the health-related services available to members through the Health Department and Northern Health. • Provide transportation for members to medical appointments outside of the community. • Promote active and healthy lifestyles (e.g. nutrition, exercise, etc) through information, awareness and community activities. • Improve food security and healthy food options on-reserve, including local food production. • Participate in committees and studies that review and monitor the health and wellness of our members from the impact of resource development in the territory. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Health Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • First Nation Health Authority • Northern Health • CISS • Chief and Council



EXIT



5.7 OUR EDUCATION

Education is more than school. Education is about maximizing the potential in our children, our youth, and all the way up to our Elders.

Our focus on education will be life long, for our children, adults and our community as a whole. We will work to enhance learning in school, the trades, life skills, and traditional ways. We will enhance the opportunities for all members to learn and share.

To ensure our members, from youth to adults, have access to a robust education system that provides them with a strong foundation of knowledge and options to further their education, we have established the following priorities:

- 1.** Grow professional interest and capacity within our own members and youth (Grow Our Own).
- 2.** Work with our partners and the Community Education Authority to improve and expand facilities, infrastructure, and programs at Chalo School.
- 3.** Provide youth with the resources needed to complete high-school and pursue desired post-secondary education and training.
- 4.** Integrate our culture and language into our educational systems and core curriculums.



our education

PRIORITY 1: GROW PROFESSIONAL INTEREST AND CAPACITY WITHIN OUR OWN MEMBERS AND YOUTH (GROW OUR OWN).

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will ensure our youth are exposed to a variety of professional fields and provide opportunities for early participation in (either those or different) fields to spark new generations of professionals within the community.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Hold events with outside professionals from different fields to provide youth with mentorship, presentations, and exposure to various professions. • Hold regular “Career Days” and “Job Fairs” for youth. • Bring technology focused events and workshops for youth to the community, for example graphic design, coding, and web design. • Work with regional industry proponents and our advisors (e.g. engineers, lawyers, planners, and accountants) to: <ul style="list-style-type: none"> » Engage with our youth on their respective fields » Find opportunities to establish summer student, intern and/or apprentice programs 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Youth Coordinator • Education Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Community Education Authority • Industry Proponents • School District 81

PRIORITY 2: WORK WITH OUR PARTNERS AND COMMUNITY EDUCATION AUTHORITY TO IMPROVE AND EXPAND FACILITIES, INFRASTRUCTURE, AND PROGRAMS AT CHALO SCHOOL.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will work together to plan, procure resources and implement needed equipment, facility expansions and programming at Chalo School.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Continue to upgrade equipment at school (e.g. smartboards, laptops and tablets for students). • Plan and construct a library expansion at Chalo School. • Continue upgrading playground and toboggan hill area at Chalo School to act as a central recreation area within the community. • Get a portable unit at Chalo School to address short-term space needs. • Conduct long-term capital planning for a larger expansion at Chalo School and consider opportunities to develop it as a large multi-use community facility. • Reconfigure the existing trades building to be used by students or develop a new one at Chalo School. • Advocate School District 81 to develop cost and user shared facilities at Chalo School. • Conduct a long-term plan for program additions at Chalo School to understand demand, needed resources and facilities for programs such as: <ul style="list-style-type: none"> » Science and labs » Music » Art and technology » Cultural programs 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Community Education Authority • Education Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • CISS • Chief and Council • School District 81

PRIORITY 3: PROVIDE YOUTH WITH THE RESOURCES NEEDED TO COMPLETE HIGH-SCHOOL AND PURSUE DESIRED POST-SECONDARY EDUCATION AND TRAINING.

PRIORITY DESCRIPTION FNFN and our supporting partners will provide resources and supports needed by our youth to maximize high-school completion rates and enable them to pursue desired post-secondary education and training.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Provide tutoring and other supports for youth attending high-school at Fort Nelson High School and Chalo School. • Review FNFN's existing bus service contract and conduct feasibility study on options to provide own transportation for students to Fort Nelson High School and Chalo School. • Provide options for after school transportation for students to attend extracurricular activities. • Implement a community education savings matching program for students who want to save money for post-secondary education and training. • Provide financial, transportation and other supports for getting tickets and training certifications. • Celebrate educational achievements of members with celebrations and incentives. • Develop a dedicated space on-reserve for Adult Basic Education programs. • Create an updated policy for financing post-secondary tuition and living expenses for members. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Community Education Authority • Education Department <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • CISS • Chief and Council • School District 81

PRIORITY 4: INTEGRATE OUR CULTURE AND LANGUAGE INTO OUR EDUCATIONAL SYSTEMS AND CORE CURRICULUMS.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will do the necessary planning and research to design and implement programs that integrate our culture and language seamlessly into the core curriculums of Chalo School and School District 81.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Provide cross-cultural training for Chalo School and School District 81 staff during orientation and on ongoing basis. • Develop and provide cultural resources for Chalo teachers and staff and School District 81. • Research school cultural and language curriculums from other First Nations and School Districts. • Develop a Cultural Education Alignment Strategy to guide integration of FNFN culture into Chalo School’s and School District 81’s core curriculums. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Community Education Authority • Education Department <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • CISS • Chief and Council • School District 81

5.8 OUR GOVERNANCE AND COMMUNICATION

We are strengthening our communication by implementing new tools and approaches. Increasing our communication reflects the importance it has for our Nation's governance and community engagement.

Implementing structure and adjustments will strengthen the transfer of information and participation by our members.

We will ensure transparency and communicate the purpose, roles, and responsibilities of those who lead, support them in their leadership, and in turn support our members to further their participation on boards and committees.

To create a strong, transparent, and effective government with strong communication between leadership, staff and members, we have established the following priorities for governance and communication:

- 1.** Maintain consistent and clear communications between Chief and Council, administration, and our community.
- 2.** Develop mutually beneficial strategic partnerships and relationships with other Indigenous and non-Indigenous communities.
- 3.** Ensure we have an administration that is efficient, effective, and coordinated.
- 4.** Establish governance that is culturally aligned and exemplifies transparency, modernization, strength and informed decision-making.



our governance & communication

***PRIORITY 1: MAINTAIN CONSISTENT AND CLEAR COMMUNICATIONS
BETWEEN CHIEF AND COUNCIL, ADMINISTRATION, AND OUR COMMUNITY.***

PRIORITY DESCRIPTION	
FNFN and our supporting partners will establish processes, protocols and avenues to maintain consistent and clear communication between Chief and Council, administration and community.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Hire communication and events coordinator position to be utilized by all FNFN departments • Hold regular open-forums and regular off-reserve meetings with information on FNFN matters and developments. • Conduct live-streaming of community events and community meetings. • Improve communication infrastructure in the community, including fibre optic and telephone systems. • Create user-friendly reports on Nation financials and other matters (e.g. audits) that can be provided to all FNFN members. • Continue informing members of FNFN activities and events through monthly newsletters, signage in the community, community meetings and door-to-door visits. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Chief and Council • All Departments

PRIORITY 2: DEVELOP MUTUALLY BENEFICIAL STRATEGIC PARTNERSHIPS AND RELATIONSHIPS WITH OTHER INDIGENOUS AND NON-INDIGENOUS COMMUNITIES.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will develop strategic partnerships and alliances to advance the interests of our Nation, region and Indigenous Peoples.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Hold and attend Nation-to-Nation events with other First Nation communities to establish strong working relationships. • Be proactive in building relationships with the NRRM and other local governments, such as the Peace River Regional District. • Investigate opportunities to conduct joint infrastructure, economic development, and other projects with neighbouring communities. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Chief and Council <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Neighbouring Communities • Administration

PRIORITY 3: ENSURE WE HAVE AN ADMINISTRATION THAT IS EFFICIENT, EFFECTIVE, AND COORDINATED.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will work together to continually enhance the efficiency, effectiveness, and coordination of our administration in program, service and infrastructure delivery.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Implement an internal protocol for departments to work together on complex issues. • Conduct succession planning and mentorship in the Human Resources, Finance and Administration departments. • Hire an internal IT position to support all departments and Chief and Council. • Continue to improve IT and related equipment for all departments. • Purchase new software for managing our membership database. • Develop a consolidated universal member database available to all staff and departments. • Support continued education and training of staff through various initiatives and programs. • Hire a grant writer to support funding application development for all departments. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • All Departments • Chief and Council

PRIORITY 4: ESTABLISH GOVERNANCE THAT IS CULTURALLY ALIGNED AND EXEMPLIFIES TRANSPARENCY, MODERNIZATION AND STRENGTH AND INFORMED DECISION-MAKING.

PRIORITY DESCRIPTION FNFN and our supporting partners will strive to maintain a transparent, modernized, strong and informed government by growing our jurisdiction, capacity and self-governance.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Work with the community to change the name of Fort Nelson First Nation to one that is aligned with the Nation’s culture and history. • Conduct an information campaign on the Land Code and pass it through a community ratification vote. • Update our existing leadership and Governance policies. • Become a signatory of the First Nations Finance Authority and develop a Financial Administration Law. • Update our Membership Code with a fair and transparent process that engages the community. • Work to identify Dene and Cree laws to create a framework for decision-making that is grounded in our traditional values and governance processes. • Research existing First Nations Constitutions and consider opportunities to develop a FNFN Constitution. • Conduct ongoing updates to RFOV and regular strategic planning initiatives. • Modernize, review and update all relevant FNFN bylaws, codes and policies incrementally. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration • Chief and Council <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • All Departments

5.9 OUR INFRASTRUCTURE AND HOUSING

Investing in infrastructure is an investment in our people, our Nation, and our future. By providing our members with the resources they need, we build feelings of safety, security, and pride in our Nation. Improving our assets allows us to meet the needs of Elders, those with special needs, our youth and families. As a Nation, we are moving toward a future in which our children are fluent in our languages, they know the ways of our ancestors, and live in safety and security. With improvements in infrastructure, including safe and healthy homes, we will move toward that goal.

To manage our reserve lands effectively and ensure our infrastructure and housing meets the current and growing needs of our community, we have established the following priorities for infrastructure and housing:

- 1.** Manage of our reserve lands in a proactive, long-term oriented and informed manner.
- 2.** Ensure our housing stock is renewed, diversified and responsive to growing and evolving needs
- 3.** Ensure our infrastructure and facilities are in good condition with sufficient capacities to handle future needs.
- 4.** Enhance our energy self-sufficiency through clean energy initiatives.
- 5.** Replace and upgrade the community's fleet and equipment.



*our infrastructure
& housing*

PRIORITY 1: MANAGE OF OUR RESERVE LANDS IN A PROACTIVE, LONG-TERM ORIENTED AND INFORMED MANNER.

PRIORITY DESCRIPTION	
<p>FNFN and its supporting partners will undertake the long-range planning necessary to ensure we manage our reserve lands in a proactive, long-term oriented and informed manner.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a Community Land Use Plan and Zoning Bylaw to manage land use and development on reserve lands. • Create “Development Procedures” to set processes for approving development on-reserve. • Develop an Environmental Management Plan to guide processes, responses and approvals related to environmental matters on reserve lands. • Develop a land use planning and management department or division within CISS, with related staff as required to implement the Land Code once it is ratified by the community. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration

PRIORITY 2: ENSURE OUR HOUSING STOCK IS RENEWED, DIVERSIFIED AND RESPONSIVE TO GROWING AND EVOLVING NEEDS.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will plan proactively and develop a range of housing types to renew existing housing stock and provide diverse options to meet evolving needs within the community.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Provide supports for members who want to develop “granny suites” in their homes. • Develop a long-term Housing Strategy to guide housing investment and development. • Implement a Housing Maintenance and Management Program. • Improve housing governance through improved housing policies and establishment of a housing committee. • Ensure future housing development includes a mix of homes for young adults, families, Elders, and other demographics. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration

PRIORITY 3: ENSURE OUR INFRASTRUCTURE AND FACILITIES ARE IN GOOD CONDITION WITH SUFFICIENT CAPACITY TO HANDLE FUTURE NEEDS.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will ensure our infrastructure and facilities needed to maintain a high quality of life in the community are in good condition with sufficient capacity to handle future needs.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop a long-term (20+ year) infrastructure and servicing master plan. • Conduct the necessary planning, resource procurement and construction of the following infrastructure and facilities: <ul style="list-style-type: none"> » Administration and Community Centre » Transfer station » Public works building expansion or replacement » Continued upgrading of core infrastructure through capital and planning projects » Immediate upgrade to lift stations » Fixing water leakage issues with community water system » Wastewater and water treatment facility expansions » Improving fibre optic in community • Develop an Asset Management Plan and GIS inventory of community infrastructure. • Implement ongoing community beautification and trails programs. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS • Chief and Council <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration

PRIORITY 4: ENHANCE OUR ENERGY SELF-SUFFICIENCY THROUGH CLEAN ENERGY INITIATIVES.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will plan and implement small and larger-scale clean energy initiatives to increase our energy self-sufficiency and decrease our environmental footprint.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Assess potential of the proposed geothermal project to supply energy to the community. • Investigate options for clean energy retrofits to existing community facilities, buildings and housing. • Hire a Community Energy Coordinator to oversee clean energy initiatives and implementation. • Implement a funding matching program for members who want to develop their own clean energy retrofits to their homes. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • CISS <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Industry Partners

PRIORITY 5: REPLACE AND UPGRADE THE COMMUNITY'S FLEET AND EQUIPMENT.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will ensure our departments have access to the proper fleet and equipment necessary to fulfill their mandate to the community.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> Engage all departments and develop a fleet plan to understand needs of each department and how they can share the community fleet. Conduct an audit of existing equipment, create an equipment purchase plan and acquire needed vehicles and equipment. Add fleet into FNFN's future asset management planning activities. Look at opportunities to share equipment between FNFN departments and Deh Tai businesses. 	<p style="text-align: center; color: #800000;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> CISS Administration <p style="text-align: center; color: #800000;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> Chief and Council All Departments

*“ECONOMIC SUSTAINABILITY IS CENTRAL
TO MOVING FORWARD AS A NATION.
WE MUST LOOK AT NEW WAYS TO CREATE
REVENUES, JOBS, EDUCATION AND TRAINING
FOR OUR COMMUNITY.”*

FNFN MEMBER VOICE



5.10 OUR ECONOMY

We are a people who have sustained ourselves for thousands of years on the land. But we now walk a balance between our traditional ways and the pressure of economic development. We are not separate from the land, and economic development must not impede our ability to live as we always have.

As a Nation we will plan, learn, and develop relationships with Government and Corporations that ensure we are heard and have the ability to protect our way of life and our future. We will also ensure that the development that does occur benefits our people. We will build our capacity for employment and provide training and support so that our members can have financial security.

With support in these areas we will thrive. We will live a healthier life and pave the way for prosperity and wellness in the future. We will be stewards of the land and knowledge keepers for our Culture.

To create a sustainable and diverse economy that provides employment, community revenues and other benefits to our community, we have established the following priorities for economic development:

1. Ensure the Deh Tai Corporation and its businesses are successful and sustainable.
2. Develop our Qualicum Bay lands to their highest and best use for the benefit of the community.
3. Enhance the investment readiness and economic capacity of the community and its businesses.
4. Provide training and education programs for members that align with available employment opportunities.
5. Diversify FNFN's economy to be sustainable and able to withstand regional boom and bust economic cycles.



our economy

***PRIORITY 1: ENSURE THE DEH TAI CORPORATION AND ITS BUSINESSES
ARE SUCCESSFUL AND SUSTAINABLE.***

PRIORITY DESCRIPTION	
FNFN and our supporting partners will create conditions for Deh Tai to operate in a successful and transparent manner for the success of the Corporation and its related businesses.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Conduct a comprehensive update the Deh Tai Strategic Plan. • Improve transparency of Deh Tai businesses to community through regular reporting and community meetings. • Conduct financial and operating audits of all existing Deh Tai businesses. • Develop business plans for each Deh Tai business to improve performance. • Create a Business Charter for Deh Tai to guide the Corporation’s conduct and activities. • Implement regular reporting and communication procedures for Deh Tai businesses. • Develop a plan for the future development of the Fort Nelson Hotel. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Deh Tai <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Administration • Chief and Council

PRIORITY 2: DEVELOP OUR QUALICUM BAY LANDS TO THEIR HIGHEST AND BEST USE FOR THE BENEFIT OF THE COMMUNITY.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will develop our Qualicum Bay lands to their highest and best use to ensure we maximize the value of the lands for the benefit of our community.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Conduct an audit and review of existing development and future lot sales on the lands. • Develop Qualicum Bay with a mix of development through planning that includes: <ul style="list-style-type: none"> » Highest and Best Use Study (market study) for development » Concept Plans for development and infrastructure » Detail engineering designs and cost estimates » Tender for lot construction and develop lots for sale • Assess the feasibility of removing timber from the lands for development. • Look at opportunities to own-source lumber needs for development in the Qualicum Bay lands through timber removal. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration • Deh Tai <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Chief and Council

PRIORITY 3: ENHANCE THE INVESTMENT READINESS AND ECONOMIC CAPACITY OF THE COMMUNITY AND ITS BUSINESSES.

PRIORITY DESCRIPTION	
<p>FNFN and our supporting partners will conduct the necessary economic capacity building to improve investment into our community and success of our own investment into economic ventures.</p>	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Develop an Economic Development Strategy that includes completing the “First Nation Investment Ready Checklist” developed by the Tulo Centre of Indigenous Economics. • Create a member and JV partner business directory on the FNFN website or new specific website. • Hire an Economic Development Officer to oversee the implementation of community economic initiatives. • Provide professional and financial supports to members interested in starting their own businesses. • Maintaining an inventory of member businesses and promoting them to markets and potential customers. • Update the FNFN member-owned business directory. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration • Deh Tai <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Chief and Council

PRIORITY 4: PROVIDE TRAINING AND EDUCATION PROGRAMS FOR MEMBERS THAT ALIGN WITH AVAILABLE EMPLOYMENT OPPORTUNITIES.

PRIORITY DESCRIPTION	
FNFN and our supporting partners will work to identify training and education necessary to attain employment available in the local and surrounding regions.	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Conducting periodic job skills and training surveys with members to create an inventory of member skills, certificates, experience, and interests. • Develop a Member Employment and Training Strategy to guide investment in training and education programs. • Hold ongoing discussions with regional industry and business representatives to identify job vacancies and gaps. • Engage post-secondary institutions and funding agencies to develop and deliver specialized training programs on-reserve. 	<p style="text-align: center;">ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration • Deh Tai <p style="text-align: center;">ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Chief and Council • Community Education Authority • Northern Lights College • Industry Proponents

PRIORITY 5: DIVERSIFY FNFN'S ECONOMY TO BE SUSTAINABLE AND ABLE TO WITHSTAND REGIONAL BOOM AND BUST ECONOMIC CYCLES.

PRIORITY DESCRIPTION	
ACTIONS WE CAN TAKE	IMPLEMENTATION CHAMPIONS
<ul style="list-style-type: none"> • Pursue the Geothermal project and plan for complimentary development (e.g. industrial area adjacent to plant). • Develop a Land Acquisition Strategy to support urban land and urban reserve development, including highway lands adjacent to the main reserve. • Pursue eco-tourism initiatives (e.g. backcountry tours, guiding, Liard River). • Continue to look at opportunities to acquire traplines and guide outfitter licences. • Address gravel pit permit renewal for aggregate removal and requirements to resume operations. • Assess opportunities to establish an orphan well and land reclamation community business. • Conduct feasibility planning for the creation of a native plant nursery business. 	<p>ACTION LEAD(S):</p> <ul style="list-style-type: none"> • Administration • Deh Tai <p>ACTION PARTNER(S):</p> <ul style="list-style-type: none"> • Chief and Council • Industry Proponents





6.0 TOOLS FOR IMPLEMENTATION

RFOV lists several key priorities identified by the community for the next twenty years and beyond. The Plan is intended to help inform budgetary decisions and empower community members to vocalize their individual and collective aspirations for the Nation. The following tools and strategies for implementation can help enhance follow-through on the direction of RFOV for the benefit of FNFN and our members:

6.1 ENSURE CONSISTENCY WITH THIS PLAN

All future FNFN policies, by-laws and program documents prepared after the adoption of this plan shall include “RFOV Reference Statement.”

This will ensure that all future FNFN plans, policies, by-laws or programs remain consistent with the direction of this Plan.

This statement includes:

- References RFOV vision statement and guiding principles and applicable priorities; and
- General description of how the adoption of a plan, policy, by-law or program achieves or partially achieves a RFOV priority.

6.2 STRATEGIC PLANNING

A key tool for implementing RFOV is ongoing short-term strategic planning. The following strategic planning activities recommended to implement RFOV are summarized below:

Annual Strategic Plan *each year*

Council is recommended to conduct a strategic planning session(s) with the Executive Management Team to identify initiatives to implement in the next fiscal year. This should be used to inform the budgetary planning process.

5-Year Strategic Plan *every five years*

FNNF is recommended to undertake a comprehensive strategic planning process to set an agenda for the next five years on specific initiatives to pursue with estimated budgets, potential funding opportunities and key staff responsible for managing implementation. This broader strategic planning initiative should include Chief and Council, Executive Management Team, and all staff from each department in the planning process.

Departmental Work Plans *every five years*

As part of the 5-Year Strategic Planning process, department work plans should be developed that outline the mission, responsibilities, roles, initiatives for implementation, and related resources required for each department. These workplans will be focal in guiding the day-to-day and long-term operations of each department in alignment with the 5-Year Strategic Plan and RFOV.

6.3 ACCESS AVAILABLE FUNDING AND GRANTS

There are several other funding streams that FNFN can access to implement the priorities and related actions identified in RFOV.

The funding streams available include:

- Indigenous Services Canada (ISC) Grants and Funding Programs;
- Industry Agreements;
- Agency Funding (e.g. First Nations Health Authority, Treaty 8 Tribal Association, NENAS, etc.);
- Provincial Government Grants; and,
- Own Source Revenues.

6.4 MONITOR AND REPORT ON THE IMPLEMENTATION OF RFOV

Monitoring our progress on reaching RFOV priorities will require leadership, staff and the community to be involved in the evaluation of the implementation of the Plan.

Annual or semi-annual community meetings related to RFOV actions undertaken by FNFN should be held to ensure members are aware of progress made in implementing the RFOV. This includes hosting meetings in external communities with significant populations of members residing in them, such as Fort St. John.

***“ELDERS ARE THE KEEPERS OF KNOWLEDGE,
BUT YOUTH MUST BECOME LIFELONG LEARNERS
AND TEACHERS THEMSELVES TO CARRY ON
THESE TRADITIONS AND KNOWLEDGE.”***

FNFN ELDER VOICE



7.0 OUR DIRECTORY

DEPARTMENT/AGENCY	ADDRESS	PHONE NUMBER
Administration (Band Office)	2026 Kennay-Yah Road	250-774-7257 / Toll Free: 888-543-3636
Capital Works	2026 Kennay-Yah Road	250-774-7257
Chalo School	4021 Fontas Road	250-774-7651
Deh Tai Corporation	Mile 295 Alaska Highway	250-774-7523
Dehzona Family Centre	4005 Chalo Road	250-774-2361
Education	2026 Kennay-Yah Road	250-774-7257
Finance	2022 Kennay-Yah Road	250-774-7257
Health and Wellness Centre	5001 Dene Etene Road	250-774-2300
Housing	2026 Kennay-Yah Road	250-774-7257
Justice	3016 Reserve Road	250-774-6565
Lands	2028 Kennay-Yah Road	250-774-6313
Recreation – Meyosin Center	3041 Chalo Road	250-774-7320