

**Summary Report
“Think In”**

April 26, 2008

Prepared for:

Coldwater Indian Band



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1. EXECUTIVE SUMMARY

This report summarizes the Cold Water Indian Band Think – In Workshop held April 26, 2008. Attendance ranged from 25 to 50 participants with a core group of 25 that attended the entire workshop. Participants included Band members, staff and council. The Think – In focused on 3 questions that were posed to the participants:

1. What do we have?
2. What do we want?
3. How can we get it?

These questions were organized into four categories of services and programs provided by the Band:

1. Culture and heritage preservation
2. Governance and Administration
3. Band Programs and Services
4. Economic Development

The questions were answered through open and round table discussion, presentations and break out sessions. In general the participants identified working together, culture, language, health and lifestyle as priority issues.

1.1 PRIORITIES

Priorities were identified by having the participants identify short (1-5 years), medium (5-10 years) and long (10+ years) horizons. The horizons were identified by having the participants place color coded dots next to the Action Items (How can we get it?) in the identified categories. Full details are outlined in table form in section 5 of this report. A summary of the top 3 short term priorities are shown below.

1. Culture and Heritage Preservation

- a. Producing educational videos of different events involving the language e.g. hunting, drying meat, drying salmon, plant gathering
- b. Involve elders in schools and community resource people.
- c. Input monthly reports into band news letter and introduction of staff at Esh-kn-am.

2. Governance and Administration

- a. Finalize custom election rules; include elder's representation and youth.
- b. Pay councilors to ensure meeting attendance and reporting back to community.
- c. Proposal writing person and coordinator.

3. Band Programs and Services

- a. Youth center- hire 2nd worker - proposals.
- b. Build and administer Daycare on reserve.
- c. 67% job readiness A.E.D transportation transit. Job readiness counseling programs.

4. Economic Development

- a. Community garden- 5 band members to spearhead government grants and development (go green) food allocation to elders
- b. Nicola Native Lodge maintains location.
- c. Pursue Gwen lake project / business opportunities. Revenue from tourism- day / overnight / culture camp (Gwen)/ Se'eskin (tourist).

2. WORKSHOP EXPECTATIONS

The participants of the Think – In were asked what their expectations of the exercise were. Through a round table discussion the following expectations were identified. These expectations form a big picture baseline of the community's priorities, goals and vision. Based on review of the expectations a pattern was identified that showed the following groups of expectations ordered in priority.

2.1 WORKING TOGETHER & COMMUNITCATIONS

1. To hear what community has to say.
2. What's happening?
 - a. Where are we going?
 - b. What have we done?
 - c. How do we plan to do it?
3. Clear communication
4. Community education
5. More leadership communication.
6. Hear the community wishes.
7. Leadership attendance at meetings.
8. Membership participation at meetings.
9. Planning community action.
10. Getting things done (Action)

2.2 CULTURE & HERITAGE PRESERVATION

1. Cultural awareness
2. What can Esh-kn-am do for CWIB?
3. Cultural Preservation
4. Genealogy.
5. Preservation, maintenance & education of traditional foods and preservation techniques.

2.3 COMMUNITY WELLNESS

1. Education
2. Youth Participation in competitive sport / activity's.
3. Community garden
4. Health of Membership and community

2.4 LAND USE

1. Urban encroachment and landscape pressures.
2. Planning for the future - Community Planning
3. Title and rights issues

2.5 PROGRAM DELIVERY

1. Administrative accountability.
2. Future Taxation issues and concerns.
3. Housing availability & arrears

3. COMMUNITY ASSETS (WHAT DO WE HAVE?)

The participants identified the following community assets in group discussions:

3.1 NATURAL AND CULTURAL RESOURCES (ESH-KN-AM)

- Language services.
- Plant study- Huckleberry/ Sask.
- Highland Valley refuse / waste disposal site EIA / AIA.
- BC Hydro Interior Lower Mainland (ILM) Transmission Project.
- Species at risk- Williamson Sapsucker.
- Sustainable Forest Management Strategy (Coquihalla Pass)
- Old growth management strategies.
- Educational presentations.
- Experienced and diverse staff.

3.2 GOVERNANCE AND ADMINISTRATION

- Membership code committee.
- Custom election - 4year terms
- Nicola Tribal Association and Nlakapumm Nation affiliation.
- Election policy committee.
- Taxation by-law
- Efficient Band admin finance.
- Transition House
- Organizational Structure and affiliations with social and economic organizations.
- Band Corps (see Economic Development)

3.3 BAND PROGRAMS

- Housing
 - Housing coordinator.
 - CMHC arrears.
 - Stale housing committee.
- Capital projects
 - Subdivision 9 lots.
 - Irrigation project
 - 5 yr cap plan.
 - Water study
 - Flooding issues
 - Sewage upgrade.
- Social Services
 - Day care adult
 - Transition house
 - 2nd stage housing
 - Homemaker
 - Youth group

- Elder field trips
- Sports and recreation
- 67% income assistance.
- Education
 - Active School and programs
 - Language curriculum development.
 - OST- training/ partial funding.
 - Job readiness - first aid WHMS only. (2 red)

3.4 ECONOMIC DEVELOPMENT

- Woodlot - CWIB
- Industrial lease and designation.
- Store on reserve.
- Community garden.
- 4 livestock and hay operations.
- Grasslands hotel (5 Band Ownership Spayum)
- Nvisa land holdings - Nicola native lodge/ office building (5 bands).
- Cold Water Development Corporation (CWDC)
 - Owns band office
 - Hold Industrial Lease.
- Stiwix- timber/ Aspen Planers 50/50 partnership.
- Signed FRO- Cold Water Indian Band.
- Esh-kn-am (4 bands).
- Gwen Lake campground.

4. COMMUNITY ASPIRATIONS (WHAT DO WE WANT?)

4.1 NATURAL AND CULTURAL RESOURCES (ESH-KN-AM)

- Reporting from staff and Council to membership.
- Involvement of membership in community committees and working groups.
- Information should be made available to community/ Educational system awareness.
- Employment for membership.
- Involve membership in decision making.
- Culture and Heritage research from Esh-kn-am worked into school curriculum.
- Language/ Gather / Language submersion exercises - "Language is key".
- Cultural information used for decision making on the land
- Council, staff and membership attendance at relevant meetings.
- Use information for protection of cultural res. Also Economic opportunities.
- Gather + Compile + Interpret = ACTION!

4.2 GOVERNANCE AND ADMINISTRATION

- Cold Water Indian Band Land Management Act.
- Council portfolios.
- Performance reviews for staff and council (report cards.)

- Election policy review and organized committee.
- Council representation at meetings.
- Reports from council at band meetings (monthly). Summaries from meetings.
- Paid council positions.
- Membership participation in meetings.
- Attendance and working with other Chiefs (fishing).
- NTA restructuring (ongoing).
- Transition House Society requires own building.

4.3 BAND PROGRAMS

- Full funding for Occupational Skill and Training (OST) trade funding.
- Identify \$ in arrears for CMHC.
- Identify residential land base. For 10-50 yr and intrastate need "STATS".
- Purchase heavy duty equipment for training and contracting.
- Housing construction contractor band/ band member.
- More land- reserve land base.
- More youth activity in sports and rec.
- Land for cemetery/ Bev's ball pasture.
- New administration building.
- Revise housing committee.
- Daycare.
- On reserve office space.
- Domestic well, new source (water study).

4.4 ECONOMIC DEVELOPMENT

- Interior Lower Mainland (ILM) BC Hydro - Environmental Impact Assessment & accommodation agreement.
- Community Garden for community self sufficiency and to offset rising food costs
- Fix industrial lease & designation and expand.
- Comstock Rd access upgrade to 100%.
- Gas station (location TBD) w/ land designation.
- Address future of grassland options (Strategy) - rebuild/ sell/ subdivide. New development/ conference/ architecture. Highland refuse- consultation.
- Exit 286 developments.
- Strategy- CWIB want "in" - based on multiple interest.
- Strategy- Nicola native lodge 6 acres. In town what's CWIB's role? Membership EIA's required. To training and employ membership through OST and trades training.
- Coquihalla pass participating in EIA- impact / benefit agreement.
- Kwiek IPP Hydro Project - Kanaka Bar.
- Mining- impact/ benefits

5. ACTION ITEMS (HOW CAN WE GET IT?)

Action items were developed by brainstorming in break out sessions. Priorities were set by participants identifying short, medium and long term priorities.

5.1 NATURAL AND CULTURAL RESOURCES (ESH-KN-AM)

Action Items	1-5 years	5-10 years	10 + years
Producing videos of different events involving the language e.g. hunting, drying meat, drying salmon, plant gathering.	4	1	2
Involve elders in schools and community resource people.	3	1	1
Input monthly reports into band news letter and introduction of staff at Esh-kn-am.	3	1	1
Science culture program Traditional Ecological Knowledge (TEK).	2	0	5
Manage our resources.	2	0	0
Education of Band member to deal with different issues.	1	1	1
Culture camp.	0	4	2
Art Gallery & marketing plan to sell cultural crafts to tourists.	0	2	4
Cultural workshop e.g. tanning hides, drum making, beading.	0	0	1

- Representative for language committee and involvement from community.
- Shared Information with community members & report to community through band meetings, news letters & information sessions.
- Cultural information for economic & political decision making.
- Knowledge of traditional values.

5.2 GOVERNANCE AND ADMINISTRATION

Action Items	1-5 years	5-10 years	10 + years
Finalize custom election rules; include elder's representation and youth.	9	0	0
Pay councilors to ensure meeting attendance and reporting back to community.	9	1	0
Proposal writing person and coordinator.	7	0	0
Housing Committee - Revived and terms of ref. (4 red, 2 blue, 1 yellow)	4	2	1
Revive membership committee, next transfer meeting July 12 th 2008. Finalize membership rules. (3 red)	3	0	0
Nlakanpunx Constitution – Committee - timeline 4months.	2	4	0
Youth mentorship on all topics.	2	3	0

- Council members need to be committed to their responsibilities; they must make it to council, band meetings, and live on Coldwater reserve.

5.3 BAND PROGRAMS & SERVICES

Action Items	1-5 years	5-10 years	10 + years
Youth center- hire 2 nd worker - proposals.	34	2	0
Build and administer Daycare on reserve.	8	0	0
67% job readiness A.E.D transportation transit. Job readiness counseling programs.	7	1	2
Purchase heavy duty equipment for training and contracting & housing construction contracts for band / band members.	6	0	1
Housing Coordinator / Housing committee: CMHC- rent from band, review of rent, purchase housing / financing, RRAP/ CMHC/ repair and maintenance & 2 nd stage grants Private housing (Ministerial Guarantee).	5	4	0
Sewage upgrade consider lagoon to create rev/ rev to maintain system.	3	4	0
New administration building	4	1	3
Diane Parkinson- Present to community/ school. Lytton school dist 74.	4	5	
Language and culture coordinator / historical researcher	3	2	1
Bylaw and / or policy for: <ul style="list-style-type: none"> • Dogs (50.00 / dog for monitor) • Animals / Livestock • Boundaries / fences/ water and food. 	0	6	6
Land purchase- crown/ land claim/ documentation. More land-reserve land base.	3	0	0
Elder / youth group trips on regular basis & Earth day- community projects.	3	0	0
River bank stabilization grants. New well- INAC submission.	0	1	3
Full funding for Occupational Skill and Training (OST) trade funding. (1 yellow)	0	0	1

- Proper planning- community involvement/ education.
- Post secondary funding and education policy to reflect cost of living & Increase incentive to graduate

5.4 ECONOMIC DEVELOPMENT

Action Items	1-5 years	5-10 years	10 + years
Community garden- 5 band members to spearhead government grants and development (go green) food allocation to elders.	8	0	0
Nicola Native Lodge maintains location.	8	0	0
Pursue Gwen lake project / business opportunities Money from tourism- day/ overnight/ culture camp (Gwen)/ Se'eskin (tourist).	5	1	7
Land use planning including mapping for future development.	3	3	1
Keep (rebuild) Grasslands Hotel at current location.	3	1	0
Combine store and gas station together/ business plan/ designation/ (All Nations Development Corporation / Trust - Paul Donald).	2	2	7
Coquihalla Pass - Ensure land ownership. (1 blue, 1 yellow)	0	1	1
Economic Development Plan / Strategy - who will manage? Who will work there?	0	2	0
Band members have option to buy shares in companies.	0	0	1

- Ensure Cold Water Indian Band maintains land and dollars.
- Ensure band membership know existing projects and report to community.
- Land lease/ post and rail review and expansion.
- 286 Development plan on how we want to utilize dollars.
- Business planning and support for band members.
- 2010 Olympic planning.

6. LIMITATIONS

This report is based on a one day workshop with a core participation of 25 staff, band members and council. This focus group represents a sampling of the community; however, more in depth and diversified consultation is required to capture the goals, values and vision of the community.

7. CONSULTANT RECCOMENDATIONS

- Follow up focus consultation that includes family groups, elders and youth and deals with topics on a more specific basis.
- This report should be used as a tool by Band administration and leadership to assist in the allocation of resources and work / action planning.
- Financial resources, human resources and timelines should be incorporated with the action items to ensure implementation.
- The information in this report should be combined with community profiling and organizational information to assist in goal setting and action planning.
- Further comprehensive planning should be conducted with the community to map out the future course of the Coldwater Indian Band.
- Economic development strategy is required as a stand alone document or as part of a comprehensive community planning process to move forward the numerous projects on the table for the Band.
- Development plans, business plans and environmental assessments are required for informed decision making and prioritizing of economic opportunities.
- A planning committee and staff resources should be formed to coordinate ongoing planning exercises.
- Cultural revitalization and preservation are key to the sustainability of the Coldwater Indian Band and this was clearly articulated in the Think - in. All decision making should include the available information regarding cultural and traditional values.
- This report should be used as a baseline for future planning activities and remain a living document subject to change and adaptation to the needs of the community and advanced planning activities.

8. STATEMENT OF QUALIFICATIONS



Jason Gordon, MCIP, Project Manager for Orbis Enterprises, holds a B.A. in geography and economics from SFU / UCFV and is a Registered Planner through the Canadian Institute of Planners. Jason has 20 years experience in project management including a number of professional development courses in the area of project management through the Project Management Institute.

During his 20 years of project experience, Jason has spent ten years working in both middle and senior management positions with First Nations and ten years working as an employee and contractor for the private sector in the mining and forestry industries.

For the last ten years, Jason has worked directly with land development planning and project management including environmental studies, rezoning, subdivision, OCP development and amendments, access and development permitting, negotiations, road building, infrastructure, recreational facilities and subdivisions. Jason prides himself on bringing projects in on time and on budget.