



Band Governance and Administration

Similar to many First Nations communities, Gitsegukla is home to two governance systems: the elected Band Council system extending from the Indian Act, and the Gitsegukla Simgiigyet system extending from our Gitksen Ayookx and based on our daxgyet. The work of thinking about, reflecting on, engaging in debates about what the relationship between these two systems should be for our children and our children's children is important work that Gitsegukla has engaged in the past and continues to advance. It is not easy work given the legacies of residential schools, the sixties scoop and other acts of Canadian interference and theft on our territories. Nonetheless, we are a resilient and strong people and have overcome the most intense periods of the colonial project on our lax yip and now we are facing forward toward a self-determining future that includes effective and transparent governance systems for our community. Our governance goals and pathways seek to reconcile, where appropriate, contemporary governance systems and our traditional systems of governing. We believe that we are stronger when we are all working together.

It is also important to note that during the course of the CCP project, Gitsegukla made a very positive governance step by transitioning from third party management to co-management status. This exciting milestone is a result of new positive working relations. This change is a remarkable development that shows the daxgyet of our leadership and determination to move together.

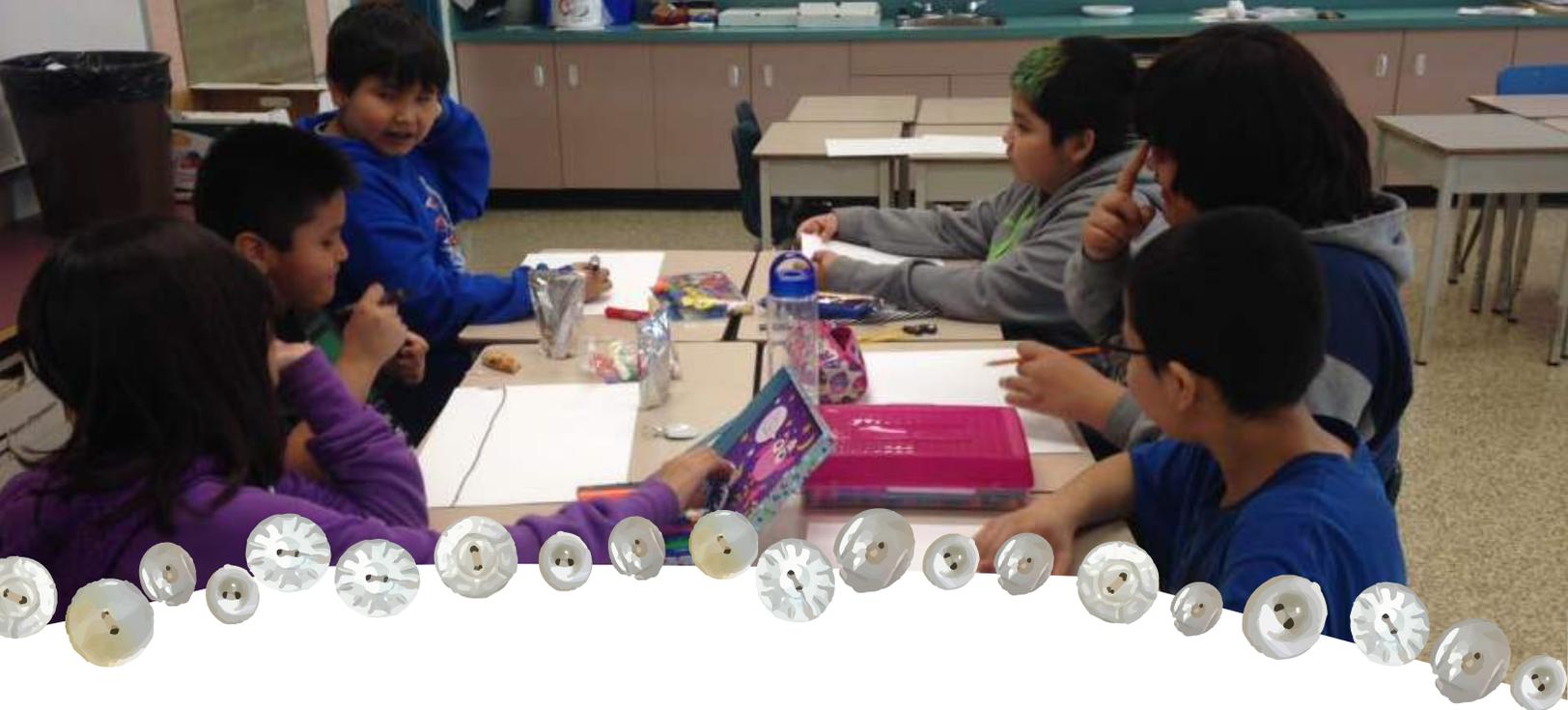
Goal 8: We engage in dialogues to build consensus about how to best work together for the benefit of the community

Sim'oogit
"Chief"

Pathway 8.1. Design and deliver governance workshops that can help leaders co-create a mode of governance that is hybrid, containing elements of both the band system and the hereditary system

Pathway 8.2. Identify 1-2 specific economic development projects that can serve as a site of collaboration for both parties that will solidify a positive working relationship

Pathway 8.3. Provide leadership development training for leaders so they can be effective in their service to the community



Goal 9: Gitsegukla Band governance is responsive to community interests and needs

Pathway 9.1. Work to move the community to self governing

Pathway 9.2. Regular meetings are hosted by the elected leaders to report on community projects and to hear about community concerns and ideas for the future

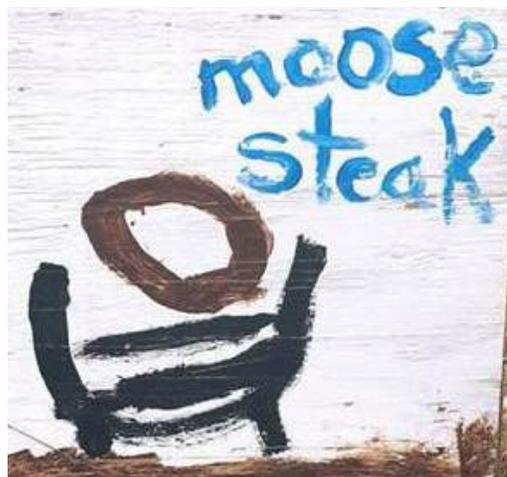
Pathway 9.3. Members are provided with ongoing opportunities to provide input into community planning and implementation processes

Pathway 9.4. Develop a Gitsegukla governance policy that is reflective of both the band system and hereditary system

Goal 10: Every person in the community has opportunities to have her/his voice heard by the elected leadership

Pathway 10.1. Develop a practice of administering community surveys to hear from community members and to receive input back on current priorities

Pathway 10.2. The elected leadership provides opportunities for the membership to speak at meetings, and Chief and Council members make efforts to host personal visits to members to update them on progress on community priorities



bear
"smex"

ye'jasxw
"mammals"



Goal 11: Gitsegukla Administration is recognized for its excellence in service and accountability to the people

Pathway 11.1. A clear, simple template is developed and used to report back to the membership on progress on community priorities

Pathway 11.2. Ongoing efforts are made to build organizational capacity in the Band, with a focus on financial management, strategic planning, program evaluation, and strengthened relationships with other levels of government

Pathway 11.3. Continue to work toward independent management status with an ever increasing capacity to lead actions that implement the CCP

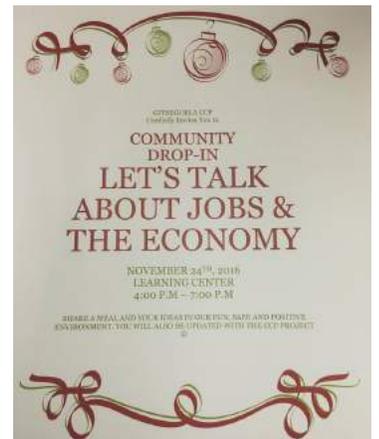
**Ksi dax gedim'hl
adaawᑭ, ayooᑭ, lax
yip**

*“To strengthen the
history, laws and
territories”*



Jobs and the Economy

People from Gitsegukla are hard-working people. There is a strong interest to create local employment opportunities that help families stay together in the community and attract people to move home. With an abundance of valuable natural resources surrounding the community and a strong interest in job readiness training, Gitsegukla is eager to create new jobs and develop a local, healthy and sustainable economy. New economic development directions are primed to build off the existing strong fabric of human service jobs in the community.





wilp sii wilksa
"schools"

Goal 12: Every community member is working in a job that they love and that affords them the income to provide for themselves and their family

Pathway 12.1.: Provide high quality job readiness training in the community with mentoring opportunities for people seeking employment

Pathway 12.2. Support community members to achieve educational goals and incentivize returning to the community by providing good paying jobs

Pathway 12.3. Address the transportation barriers to work by helping members get to work and get home so they do not need to hitch hike



Goal 13: New jobs are being created for members as a result of new economic ventures lead by the Band or an affiliated organization such as an economic development corporation

Pathway 13.1. Establish the Gitsegukla Economic Development Corporation

Pathway 13.2. In partnership with the Simgiigyet of Gitsegukla, develop a bio-mass project that makes use of forest and timber debris and produces sustainable fuel and local jobs

Pathway 13.3. Develop new eco and cultural tourism businesses that engage tourists in learning about and participating in appropriate aspects of Gitksen Ayook

Pathway 13.4. Support community members to open small businesses that provide goods and services that are in demand in the community

Pathway 13.5. Explore the feasibility of creating an educational centre in Gitsegukla that would provide regular courses and training in early childhood development, as well as adult and continuing education

Pathway 13.6. Explore the feasibility of developing a gas bar with groceries for the community

Pathway 13.7. Explore the feasibility of developing a gravel pit business for the community

Pathway 13.8. Continue to develop a protocol agreement around economic development directions between the Simgiigyet of Gitsegukla and the elected leaders that will help support healthy community development



is
"soapberries"

hun
"fish"



Lax yip hl Gitsegukla (Gitsegukla Lands)

The Gitsegukla Band has several parcels of lax yip that have been designated as reserve lands by the Canadian government for the Band. These small plots are situated on or adjacent to the traditional lax yip of our Gitsegukla Simgiigyet, with whom the Band seeks to partner on projects that use lax yip for community benefit. In order for mutually beneficial lax yip use projects to take place for the people of Gitsegukla, dialogue and reconciliation must continue to take place between the Band Council and the Simgiigyet whose lax yip have been affected by the reserve land system. In addition to this important dialogue work, Gitsegukla has also undertaken valuable land planning and mapping – two foundational technical requirements for long term community planning. At the time of the development of this CCP, a central focus for the community is the development of a new sub-division that will aim to be a central focus point for the community and provide space for much needed housing.

Goal 14: Our community is treated with pride and visitors comment on how clean and well-kept our community is

Pathway 14.1. Host two community clean up days a year that bring everyone together to beautify the community, including an effort to remove old cars for people that want them out of their yard

Pathway 14.2. Create an annual award for the best landscaped yard in the community

Pathway 14.3. Upgrade the community welcome sign so it is a point of pride for all community members

Goal 15: Our lax yip is used to grow food for our people

Pathway 15.1. Support better use of the existing community garden and support members to be more involved in growing and preserving food

Pathway 15.2. Explore the feasibility of a local agricultural business that can provide jobs for people and food for families

Pathway 15.3. Continue to develop the recycling program and explore the development of a composting program

Pathway 15.4. Support Gitsegukla Simgiigyet who would like to develop/use their lax yip to support the well-being and traditional knowledge of community members and promote healthy gatherings.

Goal 16: We utilize natural energy to power homes and buildings and reduce the cost of energy

Pathway 16.1. Explore the feasibility of solar, wind and geothermal energy options for powering our homes and buildings

Pathway 16.2. Seek funding to support investment and development of renewable energy in the community and for the community

Health and Safety

The Gitsegukla Health Centre is a leading edge health care and health promotion facility, offering a diverse range of health care services and programs. This important community asset helps Gitsegukla determine the directions for health care services in the community so that what is available is meeting the needs of the people. The Gitsegukla Health Centre delivers important nursing services, mental health counselling, referral services, as well as vital annual community gatherings and regular luncheons that promote learning about healthy living. The Health Centre, along with the Band and the school are also long standing collaborators in working toward enhance community safety, with a focus on children, youth and Elders. Moving forward, Gitsegukla is interested in building on these strong collaborations for the benefit of individuals and families in the community.

Gitsegukla is especially well positioned to help improve community health through the implementation of their health plan, which has been helpful in bringing new programs to the community, including the Right to Play program and other valuable health fairs, wellness days and celebrations that bring the community together in a good way.

Goal 17: All of the Elders in our community are able to age in their home community surrounded by their family and loved ones

Pathway 17.1. Develop new and enhanced home support programs for Elders

Pathway 17.2. Explore the feasibility of developing an Elders care facility in the community, or in partnership with other communities with similar goals

Pathway 17.3. Assist Elders navigate ways to access needed medicines, especially those Elders that are facing issues around benefits and coverage



Goal 18: Families are active, healthy and safe

Pathway 18.1. Develop more programs for members that are affected by drug and/or alcohol addiction to access support and experience wraparound care after detox

Pathway 18.2. Provide more mental health counselling in the community and deliver more grief and loss workshops

Pathway 18.3. Ensure that all community dogs are not a threat to community safety

Pathway 18.4. Develop and sustain a community safety patrolling program

Pathway 18.5. Develop a trail system around the community that can be used for youth mountain biking and hiking

Pathway 18.6. Continue to actively address the harmful legacies of colonialism, residential and the sixties scoop

Pathway 18.7. Provide gun safety training so people can go hunting as families and access healthy food and meaningful lax yip based family time

Dim wala ama gan didils hla gyedihi Gitsegukla

“So the people of Gitsegukla will have a good life.”



Social Development and Education

The social safety net in any community should be designed to catch people from falling deep into hardship whenever a life shock strikes. It is intended to be a temporary support system that helps people move from receiving income support to gaining confidence, support and employment skills that will facilitate a community member's participation in the job market. In Gitsegukla, many community members access social assistance and there is a strong interest to develop initiatives and job opportunities that support community members to transition into employment. At the same time, there is a need to continue to enhance the types of supports available to community members that are not experiencing wellness so that moving in healthy life directions is possible. The list of pathways below have been identified by community members as positive additions to the community.

Goal 19: Members that need to travel for medical appointments are provided with adequate resources to travel and be accompanied by a support person

Pathway 19.1. Study the cost of adequate travel subsidy support

Pathway 19.2. Advocate to First Nations Health Authority, in partnership with other communities to reform the travel subsidy for patient travel

Goal 20: Community social services are responsive to community needs and effective in helping people to reach their full potential

Pathway 20.1. Explore the development of a women's and children transition safe house

Pathway 20.2. Create new sports and arts based programs for youth

Pathway 20.3. Host more community dry dances

Pathway 20.4. Renovate the learning centre so it is wheelchair accessible and better equipped and designed to be an inspiring place of learning

Pathway 20.5. Create a new youth drop in centre that is an inviting place for youth that they love to be in and do fun things together

Pathway 20.6. Encourage people accessing social assistance to use the work incentive program

Pathway 20.7. Make available community based programs to develop interpersonal skills such as a toast masters class



Goal 21: Each year more people transition from social assistance to gainful employment

Pathway 21.1. Explore using a Gitksan Wraparound approach to caring for people that want to transition from social assistance to employment

Pathway 21.2. Develop an education initiative that shows younger community members a broader array of options beyond social assistance and support them to pursue educational goals

Git ksii yeen
"Skeena River"

metx
"mountain goats"

Goal 22: Students in Gitsegukla succeed in all academic areas and graduate with high grades so they can choose the life course that interests them most

Pathway 22.1. Establish more after school programs for children and youth that involve getting outside and being active and creative

Pathway 22.2. Ensure that students in need are provided with a psycho-educational assessment so their unique learning, daxgyet and challenges are noted and supports can be provided to each student with exceptionalities

Pathway 22.3. Continue to develop the local curriculum so it helps ensure students succeed in both the academic and cultural sides of life

Pathway 22.4. Develop new partnerships with FNEESC to integrate teachings about the residential schools into the curriculum

Pathway 22.5. Explore ways to enhance school culture and work to attract and retain qualified teachers to ensure that the school continues to thrive

Pathway 22.6. Provide elementary students adequate writing skills to transition to high school curriculum levels

9. Gitsegukla CCP Implementation Framework

Gitsegukla Annual Cycle of Strategic Planning

Gitsegukla leadership and staff will work together to establish a standard annual cycle of strategic planning, in pursuit of the ongoing implementation of the CCP. The table below expresses the steps in the cycle, who is responsible for leading the steps and when each step needs to be completed.

What Planning Needs to Happen?	Who Does the Planning?	When Does it Need to be Done?
Plan and Host an Annual General Meeting (AGM)	Gitsegukla Band Manager and Department Directors	1st week of October
AGM Resolutions are drafted and context document is produced for annual strategic planning workshop	Gitsegukla Band Manager prepares the AGM resolutions and Directors prepare 3-4 pages of key context information to inform a strategic planning workshop with Chief and Council	End of October
Strategic planning workshop #1 to review CCP and identify Annual Priorities	Chief and Council make decisions about Annual Priorities – Staff support decision making process	Mid-Late November
Draft Work Plans	Department Directors create a distinct plan and budget using templates. Gitsegukla Band Manager reviews and provides to Chief and Council at least one week before workshop #2	Early-Mid December
Strategic planning workshop #2 to review draft Plans and approve for upcoming fiscal year	Department Directors present plans, make revisions if needed. Chief and Council approve the plan and budgets where appropriate.	January/ February
Summary of Chief and Council Annual Priorities are written down (2-4 pages) and Final Plans are finalized	Band Manager supports and manages the implementation of plans and coordinates reports back to Chief and Council	March



T'yoxsi'm 'niis'm
"Thank you all"

li'ligit
"feast"

daxgyet
"strength"



git·se·guk·la
PEOPLE OF SEGUKLA MOUNTAIN

**Gitsegukla
Comprehensive
Community Plan
(2018-2023)**