

**KITSELAS**

**FIRST NATION**

COMPREHENSIVE  
COMMUNITY PLAN

2019



**PHASE 2 COMMUNITY ENGAGEMENT  
RESULTS SUMMARY**

December 2019

OUR VOICES, OUR VISION  
OUR PLAN, OUR FUTURE

# CONTENTS

PHASE 2 ENGAGEMENT OPPORTUNITY SUMMARY .....	3
The Activities .....	3
Communications Approach.....	3
The CCP Draft Vision .....	4
What we Heard:.....	4
The CCP Draft Mission .....	4
What we Heard:.....	4
Additional Feedback .....	5
How to Define 'Community Member' for the Kitselas CCP .....	5
How to Define the 'Kitselas Way' .....	5
The CCP Goals by Topic.....	7
Governance .....	7
Lands & Resources .....	8
Culture & Language.....	8
Community Services.....	8
Infrastructure Development.....	9
Economic Development.....	9
Employment & Training .....	10
Health & Wellness .....	11
APPENDICES .....	12
Appendix 1: Member Comments by CCP Topic.....	12
Appendix 2: Member Survey Results.....	19

# PHASE 2 ENGAGEMENT OPPORTUNITY SUMMARY

## The Activities

Kitselas First Nation is in the second planning phase of developing a Comprehensive Community Plan (CCP) that will help guide the Nation in decision-making on Reserve and result in a clear vision and action plan for the community.

During the month of November, Kitselas staff and consultants conducted the second phase of community engagement on the project. This phase focused on gathering community input on a draft vision, mission and goals for the CCP.

All of the draft content presented to community Members during this phase of engagement was developed based on all of the community input gathered during the first phase of engagement in February 2018 as well as input gathered for other recent Kitselas planning processes such as the 2019 Land Use Plan and strategic planning sessions with Four Directions Management Services Limited.

Engagement techniques used in phase two included:

- An 18 question community survey (digital and hard copy options)
- Two interactive engagement sessions (on Gitauas and Kulspai) with dinner provided

A total of 84 surveys were completed and approximately 50 people participated in the engagement sessions, with the Gitauas session having a better turnout. A wide variety of ages participated in the opportunities include youth, young families and Elders. The 35-44 age group was the most prevalent in terms of survey respondents although all age groups, including youth under 18 were represented. The sessions were well attended by on-Reserve Members while the survey included good representation from both on and off-Reserve Members. All opportunities included a prize draw opportunity.

A third session scheduled in Terrace and geared to off-Reserve Members was cancelled due to a funeral in a neighbouring community. The project team will be rescheduling a session in Terrace during the next phase of community engagement.

## Communications Approach

Staff used a multi-pronged communications approach to reach as many people about the engagement opportunities. The following communication outlets were used:

- Posters up on Reserve
- Emails and phone calls to Members (on and off-Reserve)
- Kitselas Connect newsletter (distributed to all Members)
- Dedicated project page on the Kitselas website
- Kitselas Facebook Page

The next sections of this report provide an overview of the results of the survey and sessions. All grammar and spelling associated with Member comments have been left as is to maintain the integrity of Member responses.



For all of the raw data gathered from Members through the survey and sessions, see Appendices 1 and 2. Staff and consultants are currently analyzing all of the data gathered and will be considering all input in solidifying the vision, mission and goals for the CCP. The next phase of community engagement, anticipated in the Spring of 2020, will focus on working with the community to develop and solidify actions for the CCP that relate to the vision, mission and goals.

## The CCP Draft Vision

*"We are united in our efforts to protect or Aboriginal rights and title as a Tsímslian Nation"*

### What we Heard:

- In general Members were supportive of the draft CCP vision
- Comments received related to tweaking the language slightly to:

*"We are united in protecting our inherent rights and title as the Kitselas First Nation on the path to becoming an inclusive, self-sufficient, self-governed community."*

## The CCP Draft Mission

### What we Heard:

- Overall the mission statements were supported by community Members.
- It was suggested that the mission statement related to 'becoming a strong, self-sufficient, self-governed community' could be the vision statement and as such, that has been incorporated into the vision and removed as a mission statement
- Some Members felt the mission statements were great future directions and that the Nation was certainly 'not there' currently in terms of achieving them
- One Member suggested 'economic self-determination' be included within a mission statement. As such, a new mission statement was added:

*"Be a strong, economically self-determined Nation"*

- It was suggested the final mission statement be reworded for clarity:

*"Embrace the future and opportunities that support the cultural values and needs of the entire community."*

## Reworded to:

*“Welcome future opportunities that support the cultural values and needs of the entire community.”*

## Additional Feedback

We asked Members two additional questions within the survey based on discussion that arose during a past CCP Planning Team meeting. Members of the Team (made up of staff and Members) suggested that it would be valuable to find out how Members define ‘community Member’ and the ‘Kitselas way’ in order to incorporate these definitions into the CCP. Should the CCP be inclusive and define ‘community Member’ broadly to include everyone who defines themselves as ‘Kitselas’ or should ‘community Member’ be associated with official Members only? This is what the team wanted to find out. The results are as follows:

### How to Define ‘Community Member’ for the Kitselas CCP

Defining ‘Community Member’ Survey Answer Option	% of Members that Agree
Anyone who identifies themselves as living within our community whether they are a Member or not	53%
<b>Members on-Reserve</b>	<b>72%</b>
<b>Members off-Reserve</b>	<b>63%</b>
<b>Spouses of Members</b>	<b>64%</b>
<b>Children of Members</b>	<b>73%</b>
Staff that work on Reserve	28%
I don’t know	5%

*“Anyone interested in helping our people grow and become self motivated. We have a whole generation of woman married into Kitselas from other nations. Their children are from other houses outside of nation, how are we creating space for them.” -Survey Respondent*

Members were asked to choose as many of the answer choices above as they agreed with in terms of how Kitselas ‘community Member’ should be defined. From the responses gathered (64 people), it is clear that most people think the definition should be somewhat broad and inclusive but likely should not include staff that work on Reserve.

### How to Define the ‘Kitselas Way’

Members were also asked what they consider as the ‘Kitselas Way’. The Planning Team hoped that by asking this question, it would give some direction in terms of the Nation’s identity and sense of community that could be incorporated into the CCP.

The following word cloud illustrates the most common words Members used to describe the ‘Kitselas Way’.

people elders One times generations together members way  
Kitselas way knowledge know help Community  
inclusive working together culture Kitselas sure make nation  
Coming together

**Some of the responses that stood out included:**

- Generations of wisdom and knowledge
- Our (Kitselas) way is an "all inclusive" model that includes our language and culture, our health and well-being, our elders and children, our contributions that strives to ensure a well informed community, with goals that are concrete and achievable.
- Community-driven
- To live as one by uplifting and encouraging the people
- Community Members coming together to help in times of sorrow or celebration.
- Supportive and all inclusive for on and off reserve
- Kitselas Band Members are always helping one another, this is what I always heard when I was a child, my mom grew up in Endudoon and she talked about how Kitselas people did things, "the Kitselas Way ", which simply meant that they all worked together and helped one another...
- There is no Kitselas way. We are all human and are the same as any other nation
- The way our traditional knowledge was passed down by previous generations to uphold our common values as an individual

It is suggested that the CCP Planning Team choose their top five answers and release them back to the community for Members to vote on the one (or two) to include in the CCP.

## The CCP Goals by Topic

Within the survey and the sessions, Members were asked to evaluate the draft goals that were developed for the CCP based on all of the feedback received from the first phase of Member engagement in 2018. Input from other planning sessions such as the Kitselas Land Use Plan and the Kitselas Health Plan was also considered in the development of goals for the CCP.

During the engagement sessions, Members were able to move from table to table to learn about the draft goals for each topic. They were asked to evaluate the goals at each table by using green and red sticky dots to agree or disagree with each goal. Sticky notes and staff/consultants were also on hand to record any comments Members had.

The following sections include the goals for each topic and the associated evaluations conducted by community Members at the engagement sessions. Comments received from community Members are also included. Additional comments received from Members are included in Appendix 1. Survey results are similarly aligned with the results from the sessions and can be viewed in Appendix 2.

### Governance

Goal	Green/Red Sticky Dots	Comments
To incorporate transparency teamwork and accountability as the pillars of Kitselas First Nation's governance model	<b>27/0</b>	-transparency and teamwork are the most important thing
To work collaboratively as a Council and Administration with each other and community Members to improve communications and make decisions that are best for Kitselas First Nation.	<b>19/0</b>	
To follow, implement and periodically review and update Kitselas Laws, Plans and Policies.	<b>18/1</b>	-nothing in policies related to cultural duties/obligations -first to make sure appropriate, then follow, implement, etc. -policies to stay/help ill family Members -would like to see a lot of this
To clearly communicate Kitselas First Nation's rights, views, values and priorities to other government bodies and external parties	<b>18/0</b>	-simplify and break down on what it means -yes, so long as representing the views of the people
To ensure decision-making considers and balances the economic, social, environmental	<b>17/0</b>	

and cultural needs of Kitselas First Nation.		
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## Lands & Resources

Note that due to the recent adoption of the 2019 Land Use Plan, a dedicated engagement opportunity on this topic was not included during this phase of the CCP. Extensive Member input gathered from the first phase of the CCP as well as Member input gathered through the Land Use Plan development process will inform this section in the CCP.

## Culture & Language

Goal	Green/Red Sticky Dots	Comments
To protect our culturally significant areas and preserve them for future generations	26/0	-to protect professionally. Send people to schools to be able to share our history in a professional manner
To further develop Kitselas Canyon as the cultural centre of the community	29/0	
To preserve and celebrate our culture through intergenerational learning, cultural awareness, tourism and practice.	29/3	-I am not comfy with tourism!!
To preserve, celebrate and practice the Sm'algyax language within the community.	29/0	-keep language training consistent *

## Community Services

Goal	Green/Red Sticky Dots	Comments
To increase high school and post-secondary graduation numbers among Kitselas youth	30/0	-study groups/available tutors, someone to talk to about school stress and how to cope -and Kitselas Members
To provide youth the necessary leadership skills to be actively engaged in Kitselas Community matters	29/0	-youth learning life skills too
To ensure all Members have access to educational and career training programs	30/0	-need basic life skills Training ** -focus on youth adults



To ensure there are a variety of recreational activities offered for Kitselas youth all year around	<b>37/0</b>	-winter -skating/snowboarding/skiing /sledding competitions/snow fort competitions/snow shoeing? -for Members, elders too
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### Infrastructure Development

Goal	Green/Red Sticky Dots	Comments
To support the development of enough homes and a mix of housing types on Reserve to house all Members that want to live here	<b>13/0</b>	-group living/roommates with vehicle transportation if needed -housing types and affordability too
To create a central gathering place in the Community Heart to celebrate our culture, plan activities, learn together and host events.	<b>12/0</b>	-Gitaus > community
To ensure there is a Kitselas Youth Centre and Elders Centre that provides a safe, accessible gathering space that meets the needs of our vulnerable populations.	<b>15/0</b>	
To maintain, expand or replace Kitselas-owned infrastructure (roads, longhouses, houses, utilities, etc.) to maintain a healthier and more enjoyable community.	<b>17/0</b>	-workforce experience – trades/welding, automotive?

### Economic Development

Goal	Green/Red Sticky Dots	Comments
To utilize the airport lands to generate revenue for Kitselas	<b>27/0</b>	-lend it out, allow building/contracts. What will it generate? How will it generate?
To ensure all Members capable of working are out in the workforce	<b>24/0</b>	-should be first – if it happens, get people used to working within the workforce -our people first ***

To ensure Kitselas First Nation experiences stable growth to its own-source revenue base	<b>20/0</b>	
To develop and maintain strong working relationships with other governments, businesses and organizations within the traditional territory	<b>22/0</b>	-brand out to neighbouring Nations (Kitsumkalum) – what it takes to create an on reserve business, procedures to achieve this, maybe a coffee place at airport or something that will sell

## Employment & Training

Goal	Green/Red Sticky Dots	Comments
To provide the community with a safe space for self-assessment	<b>26/0</b>	-too broad? Will people know what to do with it? Planning, see what interests people
To partner with community Members to develop their workplace Essential Skills.	<b>23/0</b>	-provide everyone or whoever wants to with basic workspace skills
To provide work experience through working on community projects.	<b>27/0</b>	
To guide Members to advanced education opportunities.	<b>28/0</b>	-social, healthcare, guidance -up to the individuals -who wish to do so
To provide all Members the opportunity to connect to meaningful employment (employment placement).	<b>21/0</b>	-Kitselas people should be hired first* -any job training...our people should be priority*
To fulfill capacity gaps through developing project management skills, i.e. Wai Wah Project Management.	<b>21/0</b>	
To support the community by developing their workforce.	<b>27/0</b>	-community garbage clean up/snow removal -to have more monies and be easy access to attend training workshops support *
To support community priorities such as new housing developments, small business development, partnership development with stakeholders,	<b>24/0</b>	-show initiative for projects/for funding

construction of the green house, and resources for youth and elders.		
To bridge community Members to social and economic opportunities.	<b>22/0</b>	-in which ways? -training to support housing, trades and health

## Health & Wellness

Goal	Green/Red Sticky Dots	Comments
To implement the Kitselas Health Plan and use it as a guide for health-based decision-making on Reserve.	<b>22/0</b>	-we may need to update the health plan -including on and off- reserve people in plan
To be a safer, healthier community that offers a higher quality of life for people living here.	<b>22/0</b>	-off-reserve
To work toward greater self-sufficiency by fishing and growing/gathering our food.	<b>24/0</b>	-hard to do -really important
To provide access to treatments and recovery options for families dealing with mental health, physical health and/or substance use issues.	<b>27/0</b>	-very important -many people dealing with substance use issues (bullet 4 is very important – if we can get younger people out of substance use early = on our way to healing) -what does “access” mean (goal #4)- does it mean to be more aggressive? – getting the help right now- no support at band health dept right now- who do you talk to if your husband abuse you?

# APPENDICES

## Appendix 1: Member Comments by CCP Topic

### Governance

- Democracy
- Youth Rep, Elder Rep and Community Rep should be present at all meetings
- Governance training program\*
- Getting away from “Reserve” system mentality
- We need the staff to be accountable + show they are in it for the people\*
- Staff needs to do their jobs\*\*
- Need Dispute Resolution Confidence
- Community Bus! (Nisga’as have a bus for people to grocery shop etc.) Help families!
- Yes, agree with goals but we are not there yet. Need more work and teamwork.
- More improvement to accountability and teamwork needed = working together
- Community voting needed to change policies, laws, etc.
- Community wants to get away from current election system and go to “custom” vs. whoever has the bigger families gets into power
- Communication improvement = important goal to all communities
- If we go to self-government, we need good communication first internally.
- Improve accountability, transparency + keep in mind “Ohhana”
- Stop redundancy /duplication (e.g. asking same things to all the time)
- Would like to see a gas station with little store by Gitau = for convenience, revenue , employment
- Internal communications process that way community Members know who to go, and how things will be addressed. (issues+concerns)
- Fair shake for all Members to be on committees
- All Council meeting must be broadcast
- Kitselas Members to define individual concepts and words in the governance goals (e.g. Transparency, Teamwork, Accountability etc.)
- Fun meetings: add kids’ topics- what we want
- C+c (Chief and Council) needs to trust + let directors separate their department as they have the expertise.
- C+c can’t act as band managers
- Want to increase feelings of being welcome at c+c meetings
- C+c to respect role of CAO/Band manager
- Chief and council to have better understanding of their role and to better represent people
- Don’t know much about Kitselas current laws, plans and policies
- People don’t see benefits trickle down
- Mismanagement now
- We want to be listened to
- Never used to get the result of meetings: e.g. Planning meetings

- All Members on and off reserve need to be informed and involved in decision that affect them.
- Unified messaging from governing body
- Governance decisions to be made as a whole, not by individuals\*
- Transportation subsidies? \*
- I would like to see any person that is First Nations especially Kitselas Members be recognized and respected when it comes to cultural duties as they have at least 5 days to week to carry out duties and to have travel time and have time to shop and organize their dry goods/material and prepare. It doesn't take one or two days when a house Member or loved one passes away- or when we have to work in positions culturally in the father clan also ranking of Chief/ or rank of names in your house (cultural). So, I say give a week to be provided to so through our cultural duties in any case when loved one passes and then have a Head Stone Feast/ we have a lot to work to do for Feasts. Maybe non-native should learn our cultural ways.
- I highly disagree as a Kitselas Band Member and employed. For as long as HR Policy manual has existed it has given a lot of confliction as a band Member of Kitselas: we can't speaker our mind, we can't openly voice our own opinion at meetings, on social media, on issues, in community, without getting written up or in trouble or jeopardize position employed in. I would like to see policies that can support Kitselas band Members. As a band Member 100% also to be able to take part fully 100% in any Kitselas community event and to have the allowed time.

## Culture & Language

- How will accountability be held to what is trying to be acquired
- Recreate when we had in the past
- Trade better with Kitselas First Nations e.g. food
- Culture Centre for language and dancers. / Social Media potential/ Develop programs
- Language develop use Social Media
- We need our youth to learn to fish + hunting
- We should also celebrate other First Nation cultures within our community
- Keep better track of historical artifacts
- Canyon lookout safety inspection by engineer regularly, danger trees assessed and taken care of.
- More protection within our traditional land x2 against over development
- Language curriculum on our book, for classes and adult schools
- Site visits for learning our language
- Land tours to learn about our land, territory
- Cultural field trips (e.g. museum)
- Language classes for the community
- Native art classes
- Staff learn S'malgyax too
- Promote and support our dance group
- S'malgyax signage in our community
- Language classes in our own community
- Up keep of the Kitselas Canyon



- Volunteer group (ex. Sisterhood, men's group, youth) for community
- Elder involvement with youth
- housing area of Gitaus was a culturally sign area
- Protect the canyon for its history and culture. Monitor it
- Need to work together as Nation people to preserve our culture.
- Years ago, no restriction on hunting, fishing, trading = limitation (We knew when to stop)
- Always presented our food
- Add bouncy castles at Canyon or Kitselas hall
- Add water slides + pools for fun
- Add bob pit(geocaching )for fun
- Celebration parties No meeting attaching
- I want to learn how to speak like grandma
- I don't like the boat launch in Canyon = historic site
- Not much investment in Canyon over the years
- More organized approach to Canyon tourism experience e.g. What would selling local handicrafts too? / "destination" – need more for people to experience
- Younger generation need to learn our language.
- To allow Kitselas Members and First Nations to carry out duties while being employed at Kitselas Admin as and for cultural duties takes at least a week for a feast and head stone feast
- To provide a family room that give parents/children open view of events and have room streaming in event through speakers and direct view. But have room where the outside can't hear Baby/child crying/ change room/ seating comfortable too. In Hall. \*\*\*

## Community Services

- Need community security \*\*\*\*\*
- Cultural teachings hunting, fishing, trapping \*
- breakins, trashings, needles: night and day security
- We need a volunteer policy to recognize all the hard work of those who help
- Special events committee - fundraising (e.g. Xmas- Easter)
- To have full support financially when doing training local or out of town
- with rep. from each dept.
- mentorship program to help create leadership
- travel opportunities for youth
- address community needs, youth development
- Kitselas needs transit to from town shopping events 7 days week
- physical activities training program for adults and teens (affordable)
- Develop Canyon more investment
- tutors
- Village divided
- Elders and Members don't know about anything when brought to attention
- you get turned away
- argument

- no info
- confidential
- Elders can't read or write
- Communication board
- If you work for the band, get to know the language. Umm. means good
- Orientation for staff
- Agree, but I would like to see more healthy activities in our community
- activity for elders - e.g. the walking club \*
- this is a great idea, better than having big group and 2 people doing all the speaking
- If youth have sth to do all year around- less likely to be vulnerable to things they shouldn't\*
- would like to see teenagers learn skills such as fishing, boat safety, net selling, etc. at a young age in order to be more self-sufficient = developing life skills
- Entrepreneurial support for community Members with business ideas/goals
- Employees undergo civil servant training to best provide programs/services to community
- Community Member activities at Hall - Community Member rates for Hall vs. Public
- education coordinator should be holding more workshops regarding Post-sec. for High School students to get more involved. to be more effective with our youth.
- Introduction course- Toast Masters: develop public speaking skills- staff/community needs this. express Kitselas.
- Express the knowledge the village
- Working with change
- Recreation activities for elders
- Learning to play board games ie. chess, checkers, crib
- Identify tracks or programs + training on their interest
- basic workshops or courses for life skills ie. doctors, nurses, how to do taxes , lawyers, professions
- provide information on jobs
- Incentives for community Members to be on Fire Fighters Team.
- One school for all grades - no worry about bus times
- We need more sports like gymnastics
- Place to have free birthdays for Kitselas kids: ( Reply to this comment: you mean a free place to have birthday parties? Band shouldn't be responsible)

### Infrastructure Development

- Culture centre for the various groups housing, business, development\*
- Maintain current facilities is a priority
- Big house like Bella Bella\*
- Low income housing \*
- Housing priority to those who are living in town + working but issues with landlords and high rent
- I like.
- Hall/Gym \*
- We need a hall for youth/elders/people \*\*\*

- Non-Member spouses of Members don't have the same right as Member spouses (e.g. have ownership- if Member spouse dies, can be taken away)
- Paying rent/mortgage too late in life = impossible to pay off
- all drainage from septic running into aquifer?
- need a sewer system put in. get away from septic health issues
- Yes agree with infrastructure goals
- Sustainable development
- Central gathering place - could this be a big "gymnasium" ? with other facilities for community of all ages to enjoy
- We need a gym- in Gitau
- We need low income housing for young families and single people
- Bullet 2 and 3 could be achieved in one facility
- Kitselas school
- What is infrastructure to Kitselas
- Really need more housing for our people- don't like to see anyone of the street
- Install signs- ie. speed signs, kids playing, reserve signs
- Avoid speeres in Kulspai that are not Kitselas
- Community ownership for the hall
- We need a gym for youth/ adults and elders
- We also need a separate feast hall build in stages to help with hydro, light, heating. Not in huge building then separated
- Cost management
- Solar system, wind mill - energy sources for the hall
- Housing- repair for elders (with a COA)
- Home owners grants on reserve
- Master Plan (Development/ Urban) ie. community hall
- Master Plan for Thornhill lands
- Youth Centre in Kulspai

### **Economic Development**

- Capacity building to create a workforce and leadership
- entrepreneur program for economic
- Revenue :  $\frac{1}{3}$  for investment  $\frac{1}{3}$  day to day  $\frac{1}{3}$  programs and services
- Social and economic development in everything we do
- Support entrepreneurial and business workshop initiatives
- explain business practices to community so they understand the flow of business and opportunities that arise
- business workshops for community
- community bus (helping family) and gas station as business opportunity
- To develop business and business relationships that enable Kitselas Members capable of working, has access to employment and business opportunities
- make money to build factories
- make money to help look after grandma

## Employment & Training

- Helping Elders with day to day tasks – grocery, moving stuff
- Do they have counselling here?
- More support from administration for people that want to become business owners\*
- Lots of people don't have interests in going back to advanced education,
- Staff to be more supportive = working with community Members
- Why does Wai Wah take work from LTR + take a cut when we can have our own workers out their and not give a cut away?
- Counselling for issues (employment barriers) (referral)
- Transportation (community bus)

## Health & Wellness

- Health care aides
- On reserve health vs. 'Health Plan'?
- Make people interested in health – how will you interest people?
- Basic workshops – first aid, general health and importance of regular check-ups
- To have funds for people who have to pay for their meds
- Need "AA" meeting
- Include more traditional foods\*\*
- To provide transportation to attend + support\*
- To provide after care treatments for self healing\*\*\*
- Healthy cooking classes/ life skills / bread makings/canning fish/preserving fruits\*
- To work toward greater self-sufficiency
- Programs and services on food, health and preservation\*
- CCP = all Kitselas people (on and off reserve)
- Here are people who don't have food safe certification-not good.
- Bringing food trucks in with greasy unhealthy food is not good for health of people
- Food handling cleanness needs to be a priority.
- Healthier options at community events (ex. diabetics)
- Hard to reach people with substance use issues- it's up to the individuals to want help and will see it if they do = challenging for community = agree with goal though
- "Frustration" telling to someone who doesn't want to change (get off Drugs)
- More education to families and communities about addiction, how to reach out, how to deal with them, understand them.
- How to heal = big challenge
- Need someone to hunt moose, wild game for these who can't go to hunt (elders)
- Why has the health plan not been implemented?
- Seniors place on Reserve- seniors caring for seniors- native and non-native
- What about off-Reserve people? How are we providing service for them? No health service for people off-Reserve
- Need to run more like a municipality\*
- "Division" in our community
- We are lost the way we lived traditionally
- Need to be focus on "everyone"- no divide between on and off-reserve.
- We need to be self-sufficient – (laugh) because this is the way we were.

- Very “together” in the past, worked together to make things happen
- Everyone has to be paid now to do anything
- Maintaining hours- difficult on retirement income
- Empty hours on Reserve that are sitting there for years.
- Fighting our fish allocation
- Women at the village need to do a lot on limited money = all the cooking for events
- Pro-active health measures rather than reactive (when its too late) for our people
- Men’s group / women’s group: support, crafts, activities, outings
- Does the health plan include off-reserve people?
- Off-reserve not really included in services/programs
- Provide top soil to Member to grow their own gardens
- Should learn how to be more self-sufficient: e.g. canning etc.
- Need a treatment centre for those addicted
- Kulspai needs more kids
- More rooms in the hospital

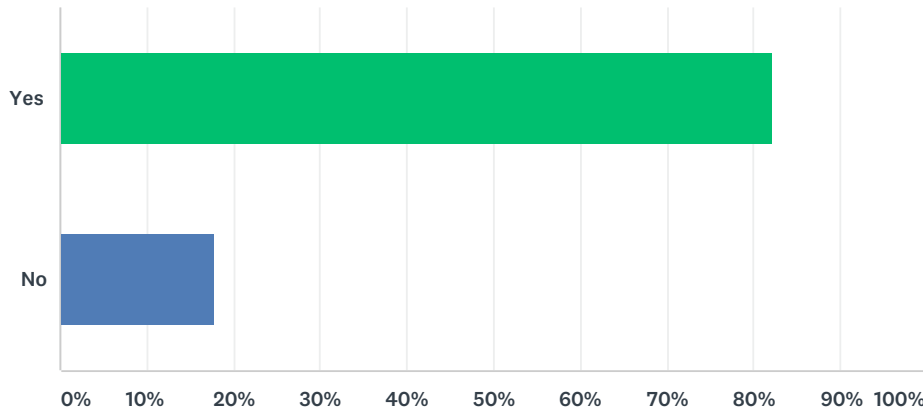
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# Appendix 2: Member Survey Results

### Q1 Are you a member of Kitselas First Nation?

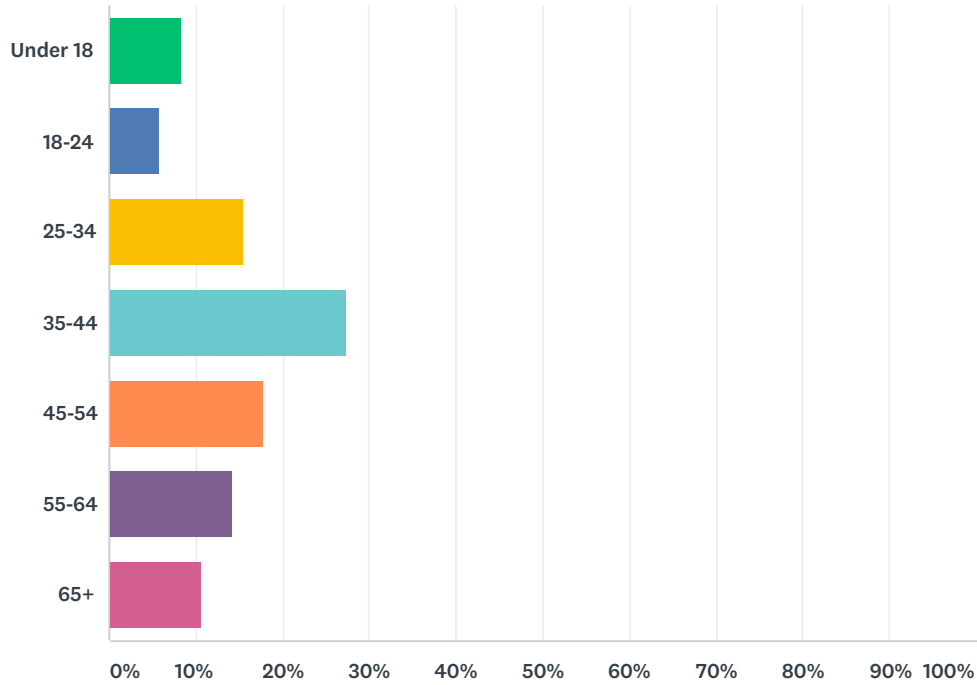
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	82.14%	69
No	17.86%	15
TOTAL		84

## Q2 How old are you?

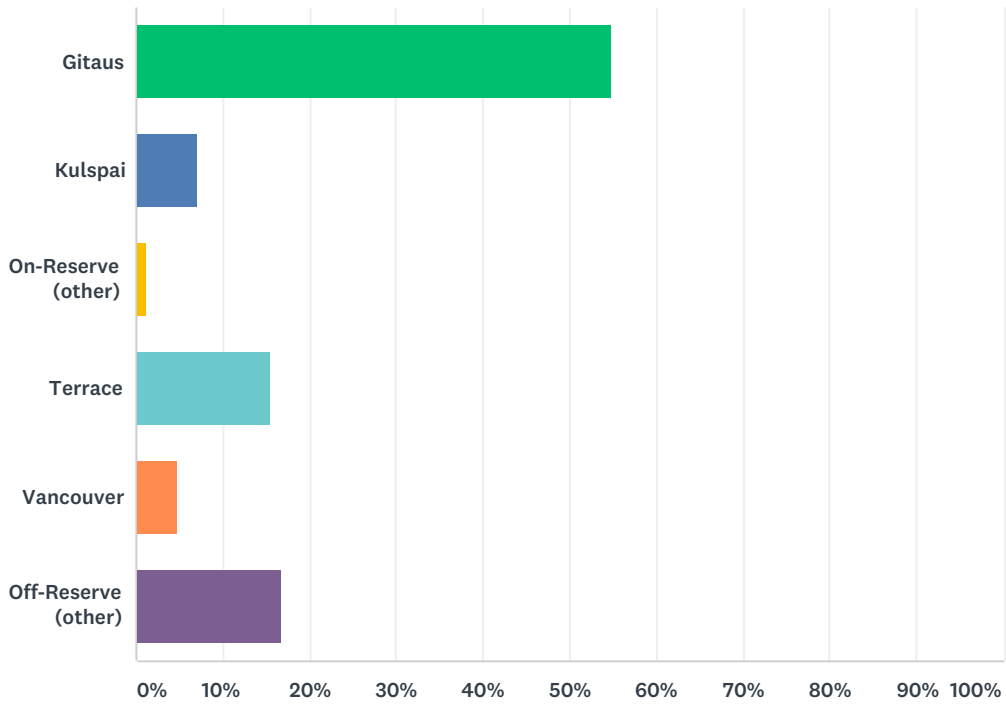
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 18	8.33% 7
18-24	5.95% 5
25-34	15.48% 13
35-44	27.38% 23
45-54	17.86% 15
55-64	14.29% 12
65+	10.71% 9
<b>TOTAL</b>	<b>84</b>

### Q3 Where do you live?

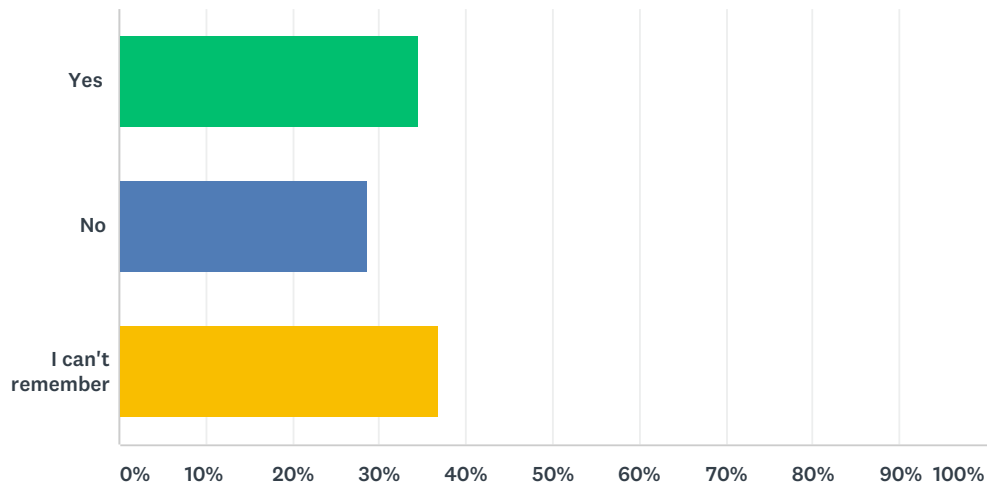
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
Gitaus	54.76%	46
Kulspai	7.14%	6
On-Reserve (other)	1.19%	1
Terrace	15.48%	13
Vancouver	4.76%	4
Off-Reserve (other)	16.67%	14
<b>TOTAL</b>		<b>84</b>

### Q4 Did you participate in the community survey or engagement sessions in February 2018 for Phase 1 of the CCP project?

Answered: 84 Skipped: 0

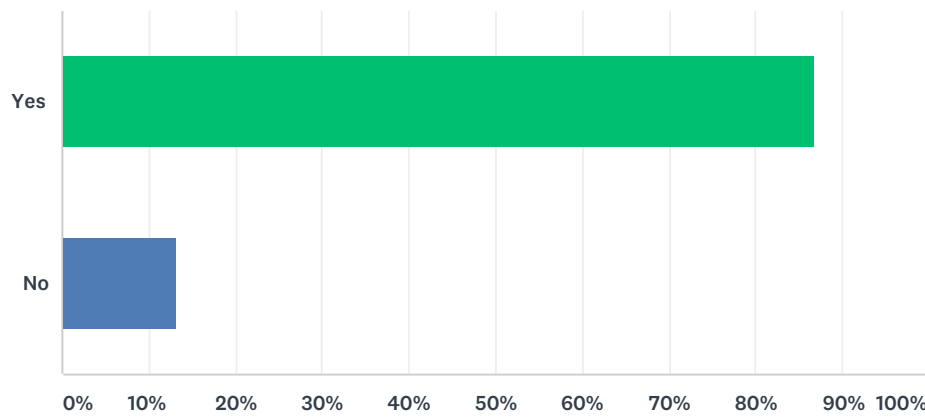


ANSWER CHOICES	RESPONSES	
Yes	34.52%	29
No	28.57%	24
I can't remember	36.90%	31
<b>TOTAL</b>		<b>84</b>



Q5 The follow CCP vision statement has been developed based on all of the feedback gathered from Members during the first phase of engagement on the CCP in February 2018, the Kitselas Land Use Planning Process and engagement processes in 2012 and 2016 with Four Directions Management Services. "We are united in our efforts to protect our Aboriginal rights and title as a Tsimshian Nation" Do you feel the vision statement reflects where we want to go as a Nation? (you can also listen to the vision statement here.)

Answered: 84 Skipped: 0



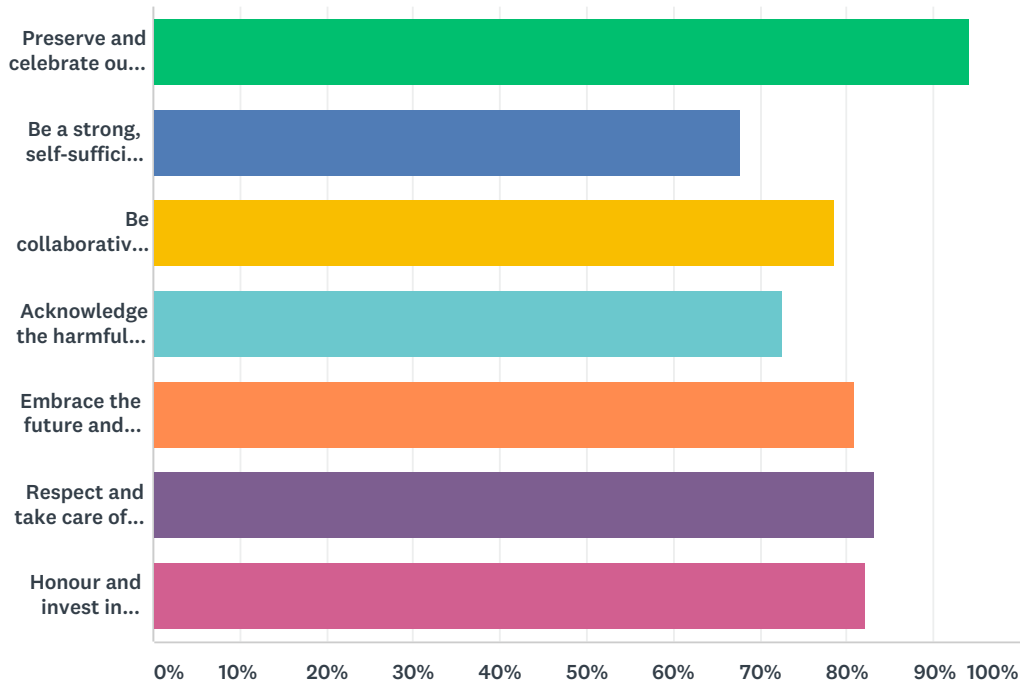
ANSWER CHOICES	RESPONSES
Yes	86.90% 73
No	13.10% 11
TOTAL	84

#	DO YOU HAVE ANY COMMENTS ON THE DRAFT CCP VISION?	DATE
1	Almost feels like it needs an action plan to not only be a statement. At the moment its not clear how we're moving toward this or if the community is involved.	12/10/2019 10:00 PM
2	I'm thinking that it should include Inherent Rights and title as Tsimshian Nation?	12/10/2019 9:44 PM
3	My mom was from kitselas, I was born in kitselas,	12/1/2019 7:59 AM
4	I dont get any notifications about any meetings for the band till the day after its happened	12/1/2019 6:45 AM
5	Kitselas needs to be more proactive protecting their traditional territories and partnerships. Too many situations where Kitselas is being taken advantage of	11/28/2019 8:11 AM
6	The respondent did not check either box but in order to proceed electronically, an answer had to be input.	11/26/2019 1:57 AM
7	I do not know.	11/23/2019 10:09 PM
8	As Kitselas Nation	11/16/2019 12:12 AM
9	I'm curious how this benefits those who are off reserve?	11/15/2019 10:24 PM

10	More active cheif and band councillors. Every department participating not just through news letters or social media. Have more answers from the department's. More access to workers who are willing to help. Have the chief and council more responsible for everyone not select few ppl n family members. Strive for a better Kitselas membership.	11/15/2019 6:25 PM
11	I like how all Community members have been recognized with their own input and written down.	11/15/2019 5:45 PM
12	Having Aboriginal Rights and Title is one thing, but what do we want to do with it? Not just protected it, but use it as a weapon to move Kitselas beyond our Status Quo! "Kitselas will never give up our Aboriginal Rights and Title to the land. We will use that to start a new relationship with our Indigenous Neighbours, Government and Industry so that we live in harmony."	11/13/2019 6:04 PM
13	I feel like that is what we want, to be united, but we are not united. It is a good goal for us, to be united. It is something we will all have to individually work on. To do that, we need to be willing to learn more about our Aboriginal rights and title as a Tsimshian Nation, regarding the vision statement. It was eye opening to read what others thought of our own band.	11/8/2019 6:28 PM
14	why use the word aboriginal as apposed to indigenous?	11/5/2019 2:11 AM
15	Although I am not a band member or Tsimshian,I feel like I am a part of the community, maybe other community members can be included in the vision	11/4/2019 6:57 PM
16	no	10/24/2019 4:07 PM

Q6 The following CCP mission statements have been drafted based on member feedback from CCP Phase 1 in 2018, the Kitselas Land Use Planning process and engagement sessions in 2012 and 2016 with Four Directions Management Services. Do you feel the statements below reflect where we want to go as a Nation? Check all the ones you agree with. (you can also listen to the mission statements here).

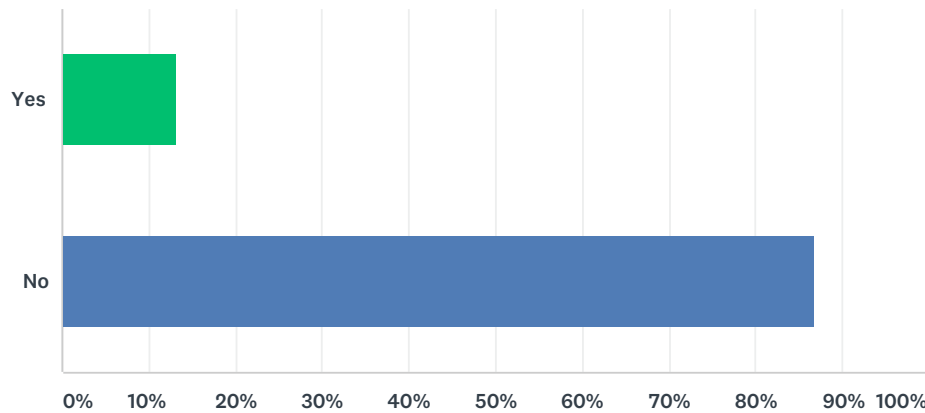
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES
Preserve and celebrate our culture, traditions, language and the traditional lands of our ancestors to maintain our legacy for future generations.	94.05% 79
Be a strong, self-sufficient, self-governed community.	67.86% 57
Be collaborative, fair and responsible in our leadership, fostering a culture of open, transparent communication and setting a positive example for other Nations to follow.	78.57% 66
Acknowledge the harmful effects of past wrongdoings and trauma on the health of our people and work together to heal and create our own future and a safe, healthy and prosperous community for our people.	72.62% 61
Embrace the future and opportunities that support the cultural values and needs of the community as whole.	80.95% 68
Respect and take care of our Elders and celebrate them for connecting us to our history by sharing their knowledge of traditional ways, teachings, stories and feasts.	83.33% 70
Honour and invest in teaching our youth about our culture, language and traditional ways and work toward removing barriers to their future success.	82.14% 69
Total Respondents: 84	

## Q7 Would you change anything about the mission statements listed above?

Answered: 84 Skipped: 0

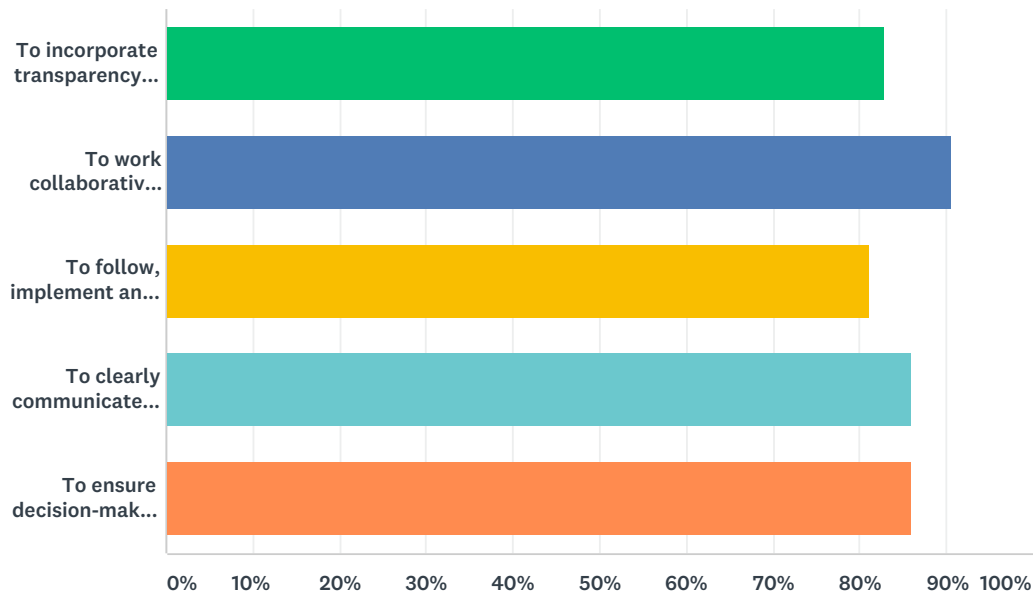


ANSWER CHOICES	RESPONSES	
Yes	13.10%	11
No	86.90%	73
TOTAL		84

#	IF YOU ANSWERED 'YES', PLEASE TELL US WHAT YOU WOULD CHANGE:	DATE
1	just a suggestion that UNDRIP and any new legislation be included somehow Kitselas establish an Elders Advisory Council to aid council in overall decisions effecting Kitselas as a whole and in dealing with companies wanting to establish businesses, mining, LNG or other in our traditional territories	12/10/2019 9:44 PM
2	Would ensure Language includes everyone in the nation	11/28/2019 8:11 AM
3	Need ongoing help for our Elders more, such as bathing, shopping, housecleaning always, now, our Elders need cared for.	11/26/2019 1:57 AM
4	I agree. Take care of our elders...Give them housing, single/double units.	11/23/2019 1:14 AM
5	I agree, take care of our elders...Give them housing, Single/double units.	11/23/2019 12:58 AM
6	New employees need to be culturally aware of our Nation and ways. * In box 6 above, the insertion "housing and care in home" has been added by the respondent.	11/23/2019 12:41 AM
7	Have more involved employees and cheif and council. Hear from the cheif and council. Have a bi election for the seat that Judy holds as a councilor. To help Kitselas get ahead....more involved as a councilor can benefit Kitselas membership. We have so much to gain but we are stagnant. Not insulting anyone but a new council can help...how can it hurt my Kitselas Village.	11/15/2019 6:25 PM
8	I would like to see us more inclusive of our surroundings and people in it. Terrace and Thornhill are anytime soon, what are we doing to make amends and live with them in our territory?	11/13/2019 6:04 PM
9	Was there any input from youth in the above statements? Is there youth voices represented?	11/5/2019 2:11 AM
10	I think something should be included about economic self-determination.	11/4/2019 8:29 PM

## Q8 Governance Draft Goals: Please review the following goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES
To incorporate transparency, teamwork and accountability as the pillars of Kitselas First Nation's governance model.	82.81% 53
To work collaboratively as a Council and Administration with each other and community Members to improve communications and make decisions that are best for Kitselas First Nation.	90.63% 58
To follow, implement and periodically review and update Kitselas Laws, Plans and Policies.	81.25% 52
To clearly communicate Kitselas First Nation's rights, views, values and priorities to other government bodies and external parties.	85.94% 55
To ensure decision-making considers and balances the economic, social, environmental and cultural needs of Kitselas First Nation.	85.94% 55
Total Respondents: 64	

#	ARE THERE OTHER GOALS THAT YOU THINK SHOULD BE ADDED TO THIS LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	I require clarification on the Kitselas Laws before I can answer the third question.	12/10/2019 10:24 PM
2	Have education to fulfill your job/duties. Adhere to existing Kitselas laws, have criminal record check enforcement for all positions including Council	11/28/2019 8:31 AM
3	Kitselas people should always be present at meetings, always present when decisions are made.	11/23/2019 1:27 AM
4	Must be a work in progress, must be able to access copies of draft and Review.	11/23/2019 12:55 AM
5	Have a finance committee and have Kitselas membership on it.	11/15/2019 6:40 PM
6	We need to have yearly employee performance evaluations for all staff.	11/8/2019 6:48 PM
7	are there any youth comments?	11/5/2019 2:20 AM
8	Create a positive work environment to attract and maintain the best employed	11/4/2019 7:12 PM

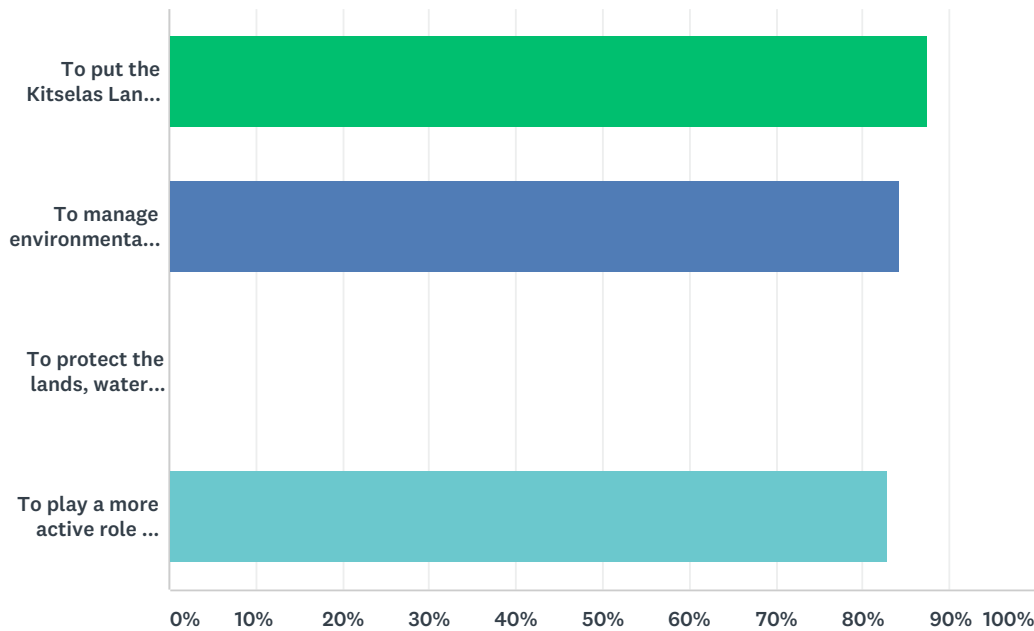
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9	I think the non kitselas staff should be working on finding themselves a replacement so we can be lead by our own people.	11/4/2019 6:55 PM
10	no	10/24/2019 6:47 PM

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## Q9 Lands and Resources Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES
To put the Kitselas Land Use Plan into action and use it as a guide for land-based decision-making.	87.50% 56
To manage environmentally sensitive lands, waters and precious natural resources on Reserve and in the Traditional Territory responsibly so that they may be used by future generations.	84.38% 54
To protect the lands, waters and natural resources on Reserve and in the Traditional Territory.	0.00% 0
To play a more active role in other stewardship areas (in addition to fish) on Reserve and throughout the Traditional Territory.	82.81% 53
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	Include traditional territories under the land code; there is no separation or difference between the two; it's the government that imposes division of our lands	12/10/2019 10:24 PM
2	Adhere to their operational budget, protection of natural resources, spend less time worrying about their jobs and more time doing their jobs. Effective monitoring of fisheries and enforcing fisheries rules, instead of refusing weekend or overtime work	11/28/2019 8:31 AM
3	Hopefully Kitselas council is talking with Kitsumkalum on our Rock Quarry near Onion Lake? Partnership?	11/26/2019 2:44 AM
4	I do not know, once again.	11/23/2019 10:18 PM
5	Box 1: as a village not just committee Box 2: *with professional advisors	11/23/2019 12:55 AM
6	See where water rights for Kitselas is and fish and wildlife.	11/15/2019 6:40 PM
7	The lands department needs to do more community engagement, I don't know much about what they're doing.	11/8/2019 6:48 PM



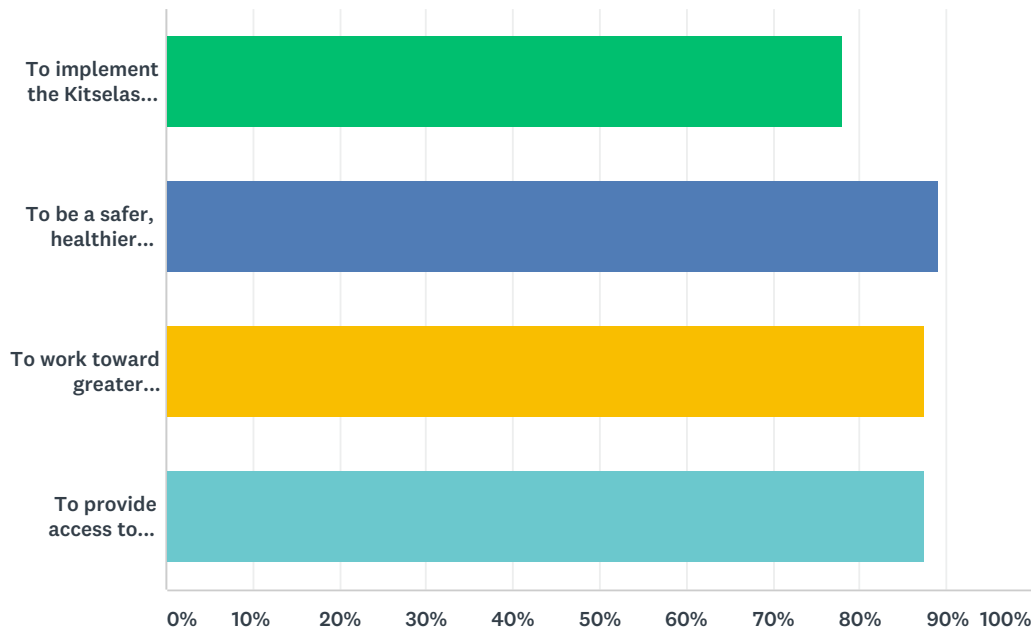
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8	anything about the heritage of being toll keepers? and asserting that heritage with some of the major industry.	11/5/2019 2:20 AM
9	Kitselas Lands and Resources is very active in stewardship.... so to say more active is difficult. I would also have a goal about maintaining a high degree of expertise and representation in consultation processes on permits and authorizations in the TT.	11/4/2019 8:41 PM
10	Maybe lands can be more present around Kitselas traditional territory, to help enforce environment conservation and stewardship laws	11/4/2019 7:12 PM
11	This department needs a lot of work. Our people are wondering what's going on with our land... why aren't we involved? What's going on with fisheries? Is the workers? What are the numbers like?	11/4/2019 6:55 PM
12	IT almost sounds like the two can be merged together?	10/24/2019 6:47 PM

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## Q10 Health and Wellness Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES
To implement the Kitselas Health Plan and use it as a guide for health-based decision-making.	78.13% 50
To be a safer, healthier community that offers a high quality of life for people living here.	89.06% 57
To work toward greater self-sufficiency by fishing and growing/gathering our food.	87.50% 56
To provide access to treatments and recovery options for families dealing with mental health, physical health and/or substance use issues.	87.50% 56
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	Health plan to be reviewed an updated regularly; implement healing programs for the survivors of residential schools, trauma, addictions and abuse.	12/10/2019 10:24 PM
2	This is embarrassing!!!! No concern for off reserve members! All things mentioned are services offered by external services not Kitselas Administration-book!	11/28/2019 8:31 AM
3	Possible Healing Centre in Canyon	11/26/2019 2:25 AM
4	Provide wild game for Elders re: moose, deer etc.	11/26/2019 1:16 AM
5	I don't know!	11/23/2019 10:18 PM
6	On and off Reserve - Communicate Services	11/23/2019 12:55 AM
7	yes there needs to be more support from our health team to get into treatment and also transportation to and from treatment programs local or out of town	11/16/2019 12:34 AM
8	All of above. Educate our kids important of health	11/15/2019 6:40 PM
9	affordable housing! appropriate housing based on singles, families, elders, etc, transition housing	11/5/2019 2:20 AM

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10

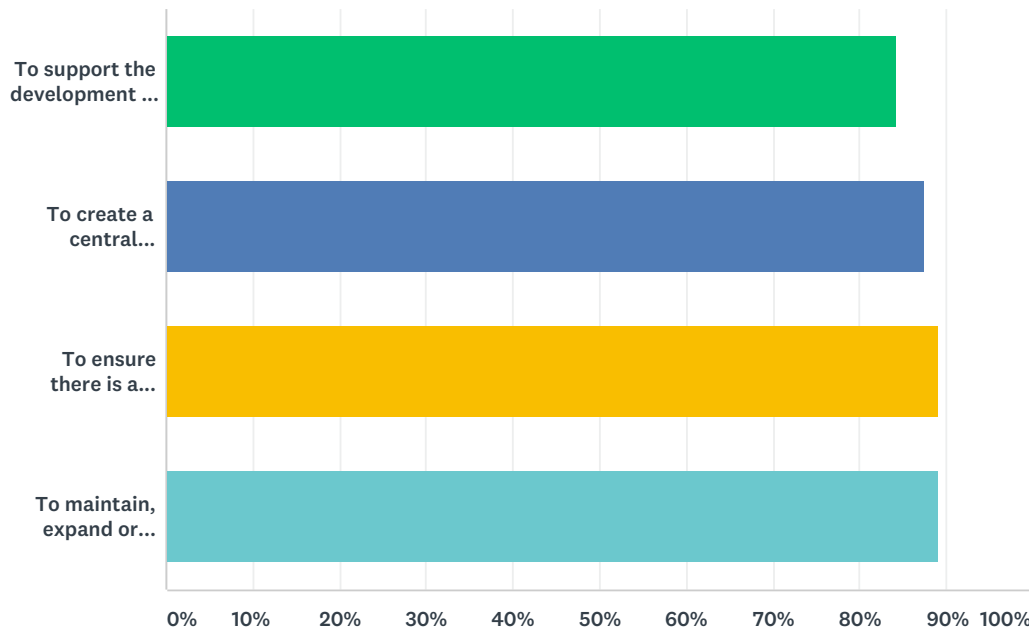
maybe remove the last two words on reserve?

10/24/2019 6:47 PM

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### Q11 Infrastructure Development Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



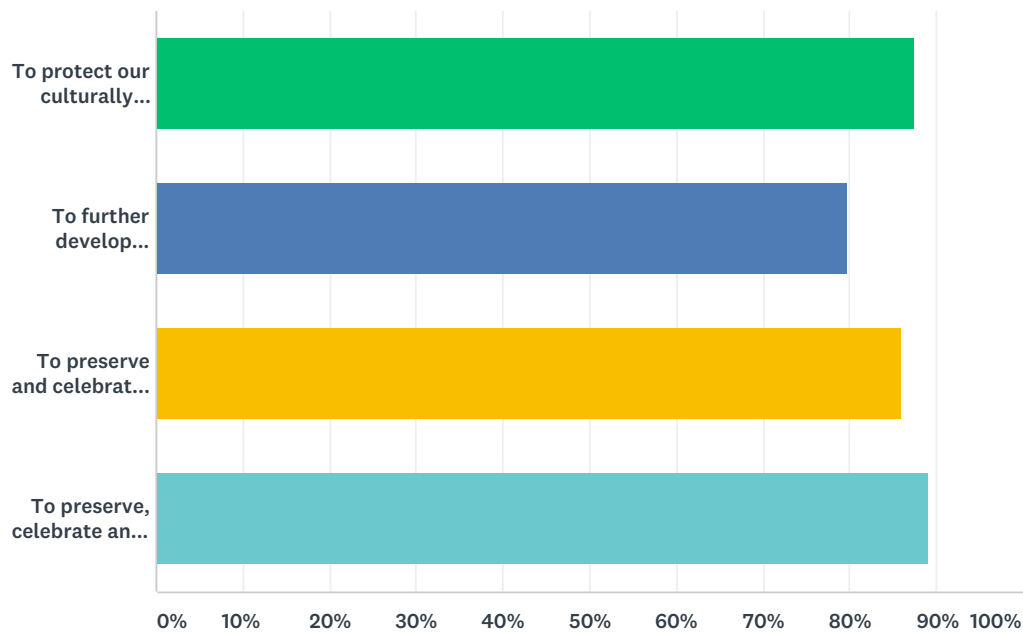
ANSWER CHOICES	RESPONSES
To support the development of enough homes and a mix of housing type on Reserve to house all Members that want to live here.	84.38% 54
To create a central gathering place in the Community Heart to celebrate our culture, plan activities, learn together and host events.	87.50% 56
To ensure there is a Kitselas Youth Centre and Elders Centre that provides a safe, accessible gathering space that meets the needs of our vulnerable populations.	89.06% 57
To maintain, expand or replace Kitselas-owned infrastructure (roads, longhouses, houses, utilities etc.) to maintain a healthier and more enjoyable community.	89.06% 57
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	Create a Culture Camp location for youth, Elders, Community to use	12/10/2019 10:24 PM
2	To ensure housing director gets off his ass and collects rents (his job!!) instead of creating debt for Kitselas	11/28/2019 8:31 AM
3	Community Hall for Gitau with gym for sports ie (basketball, volleyball, etc.), feasts.	11/26/2019 2:25 AM
4	Repairs for Elders' homes even if their houses are paid out. They live on limited income - pensions.	11/26/2019 1:16 AM
5	We need a larger hall Wheelchair access Homes.	11/23/2019 12:55 AM
6	Housing should be priority to those members who are working and have good references rather than go by a growing list that goes back years and years. Young growing families who are hard working are stuck in town living in small run down homes and over paying rent.	11/16/2019 12:34 AM
7	All of above. My screen is too sensitive or	11/15/2019 6:40 PM

8	To ensure all members on and off reserve have access to housing.	11/15/2019 5:54 PM
9	Creation of a two tiered water system, and preserve as much water as possible.	11/13/2019 6:27 PM
10	WE NEED A HALL/GYM IN GITAUS!!	11/8/2019 6:48 PM
11	build the capacity internally to develop and manage these infrastructure development goals	11/5/2019 2:20 AM
12	Bigger youth center, we have a growing population and there isn't enough room at the youth center	11/4/2019 7:12 PM
13	We need a hall, for our community members in gitaus, our youth are the only ones who don't have their own gym to practice in, our elders could be also gathering there. We need to have a place to go when we want to be one.	11/4/2019 6:55 PM

## Q12 Culture and Language Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES
To protect our culturally significant areas and preserve them for future generations.	87.50% 56
To further develop Kitselas Canyon as the cultural centre of the community.	79.69% 51
To preserve and celebrate our culture through intergenerational learning, cultural awareness, tourism and practice.	85.94% 55
To preserve, celebrate and practice the Sm'alg yax language within the community.	89.06% 57
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	location to preserve the artifacts; create a museum type setting with a curator position	12/10/2019 10:24 PM
2	Provide language preservation to off reserve youth as well	12/1/2019 6:17 AM
3	Have a cultural coordinator who isn't sleeping through his work day - a full time position exists to provide cultural activities but he does NOTHING!!!!	11/28/2019 8:31 AM
4	I want to see Sm'alg yax classes monthly(?). I would be interested in learning more Sm'alg yax.	11/26/2019 2:14 AM
5	Language classes for Kitselas Community. Volunteers for upkeep of longhouses.	11/26/2019 1:16 AM
6	er meh gerd	11/23/2019 10:18 PM
7	Note: Checked box #3 has the respondent deleting "tourism" from the list.	11/23/2019 1:27 AM
8	Box 2 insert: Professionally	11/23/2019 12:55 AM
9	second point is awesome!	11/16/2019 12:18 AM
10	Language is what makes Kitselas Tsimshian, if we lose our language we lose our culture. Today we have various nations that make up Kitselas people, we need to celebrate that by sharing our culture with one another.	11/13/2019 6:27 PM

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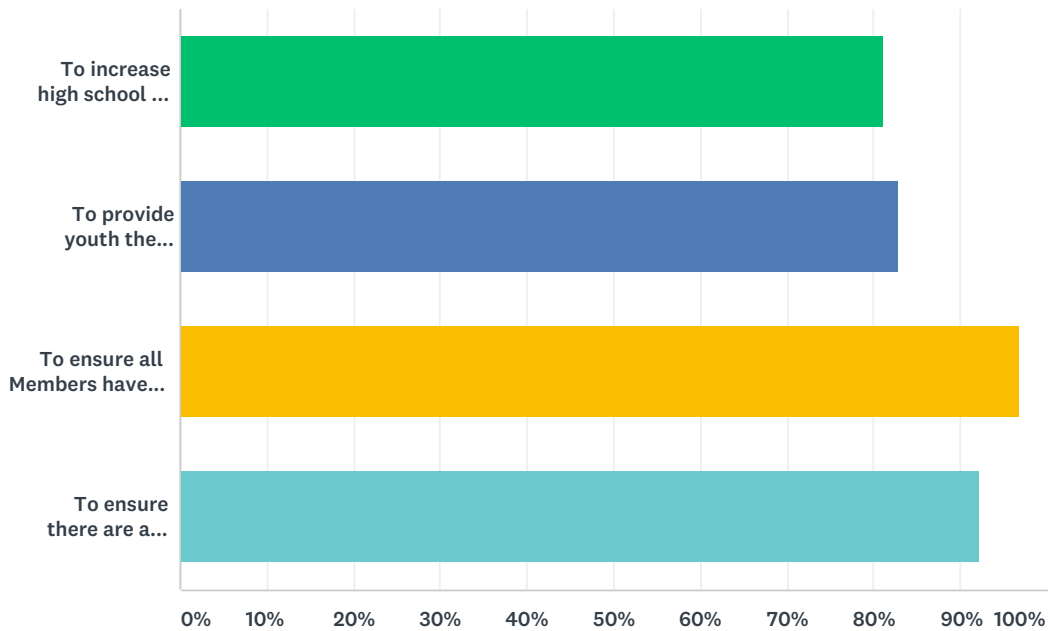
11	We need to have our cultural coordinator implement cultural programs for the community ASAP	11/8/2019 6:48 PM
12	I would like to see more culture programs offered in the community	11/4/2019 7:12 PM
13	To develop a historical library for Kitselas members to access	10/24/2019 6:47 PM

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## Q13 Community Services Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



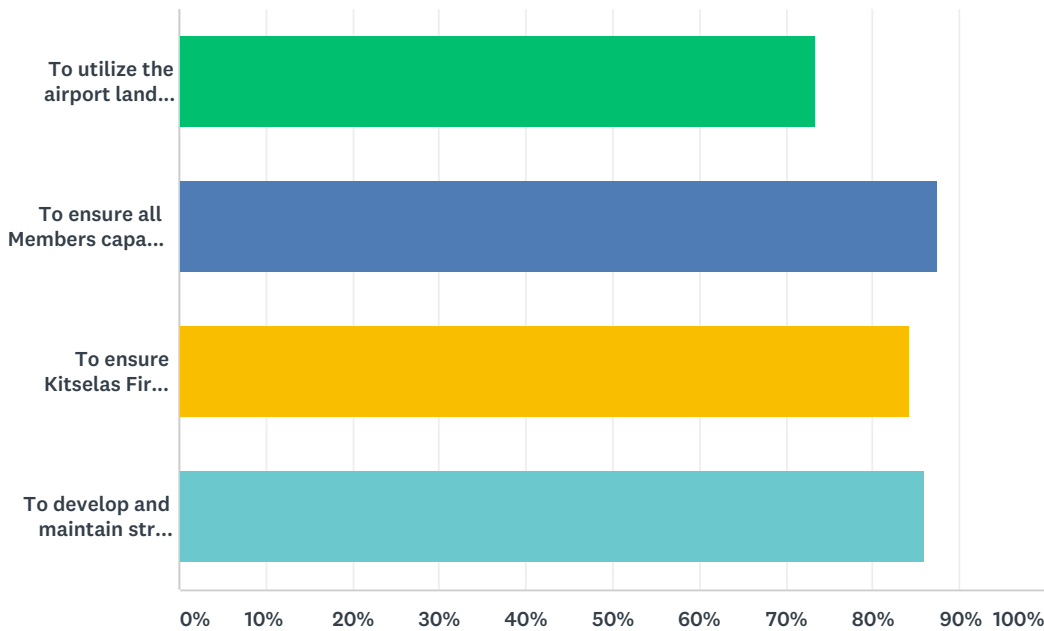
ANSWER CHOICES	RESPONSES
To increase high school and post-secondary graduation numbers among Kitselas youth.	81.25% 52
To provide youth the necessary leadership skills to be actively engaged in Kitselas community matters.	82.81% 53
To ensure all Members have access to educational and career training programs.	96.88% 62
To ensure there are a variety of recreational activities offered for Kitselas youth all year round.	92.19% 59
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	develop position to counsel community with social development challenges Social Development works with clients towards self sufficiency and employment or training Wabsuwilaks'm adult school benefits the community by offering support to individual to obtain the Adult Dogwood Certificate that is required by most employers	12/10/2019 10:24 PM
2	Reimburse or give access to people who are trying to get more physically fit	12/1/2019 4:23 AM
3	To encourage the recognition of the value of education. Too man 'Crava in the bucket' syndrome. Offering positions where educated members can contribute to the development of the nation instead of being told they are 'over qualified'. A focus members who can support health and wellness over nepotism	11/28/2019 8:31 AM
4	Need gym for recreation and feasts.	11/26/2019 2:44 AM
5	ie: community hall for youth sports	11/26/2019 2:25 AM
6	Education Coordinator to ensure that youth stay in high school - post secondary. More workshops or counselling for them. Need parents to be involved too!	11/26/2019 1:16 AM
7	Start teaching Basic Life Skills. There are some out here that slipped thru the cracks of school and need a chance.	11/23/2019 1:27 AM

8	Or access Terrace for recreational services...arena, pool etc.	11/23/2019 12:55 AM
9	To provide support and services like respite care to those with disabilities.	11/16/2019 12:34 AM
10	Actually hire Kitselas membership. We	11/15/2019 6:40 PM
11	to Make sure all Elders have transportation: cabs to doctor or medical appt for blood tests or tests. provide transportation with all the buses sitting in parking lot for Elders and members also to go shopping for groceries	11/15/2019 5:55 PM
12	We need to develop programs and services that are not so specific to one group (ie...youth, elders). We can learn from one another, and our experiences.	11/13/2019 6:27 PM
13	How many times do we have to say this, WE NEED A HALL IN GITAUS	11/8/2019 6:48 PM
14	youth leadership development, a youth council (or youth represented on council)	11/5/2019 2:20 AM

### Q14 Economic Development Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



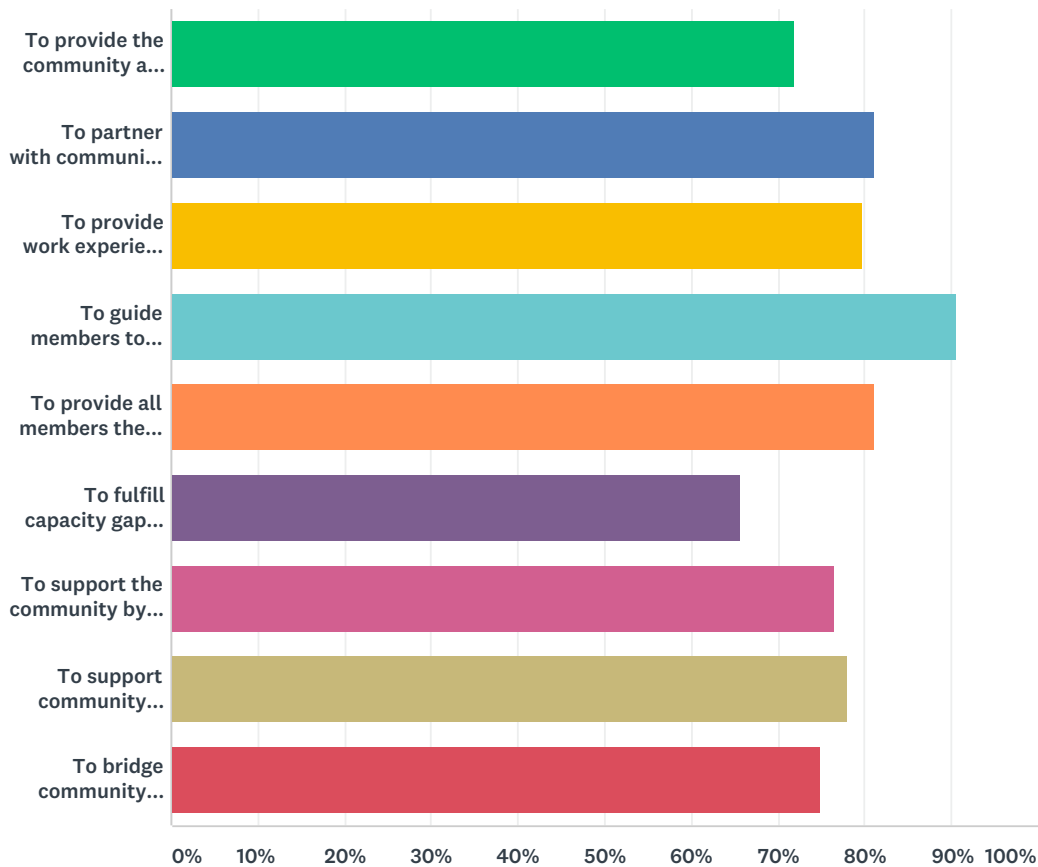
ANSWER CHOICES	RESPONSES
To utilize the airport lands to generate revenue for Kitselas.	73.44% 47
To ensure all Members capable of working are out in the workforce.	87.50% 56
To ensure Kitselas First Nation experiences stable growth to its own-source revenue base.	84.38% 54
To develop and maintain strong working relationships with other governments, businesses and organizations within the traditional territory.	85.94% 55
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
1	Employ a skilled Economic Development Officer who has demonstrated experience in developing money making projects; improving the Canyon development; someone who knows how to bring in money to grow programs and services for the community Kitselas has strong working relationships with other governments, businesses and organizations within out territory, we need a person who is skilled in taking this further to proper partnerships that is a fair financial gain for Kitselas. Everyone is riding on the back of Kitselas to get contracts, but Kitselas is not seeing any royalties or substantial gains.	12/10/2019 10:24 PM
2	Open & honest dialog about our fish n how Fukushima is affecting our oceans	12/1/2019 4:23 AM
3	To have a sustainable, transparent, and increasing trust created for all Kitselas members instead of C&Council and Administration spending beyond their means	11/28/2019 8:31 AM
4	Kitselas/residents, married-ins should be asked first if there is work available or training. This should be mandatory.	11/23/2019 1:27 AM
5	On and off Reserve	11/23/2019 12:55 AM
6	Put our own people to work not contracting from other companies	11/16/2019 12:34 AM

7	definitely!	11/16/2019 12:18 AM
8	We have to think outside of the traditional methods of making revenue, and stop creating social enterprises. Money making entities, and outside the box of ideas such as distribution of Cannabis.	11/13/2019 6:27 PM
9	develop the Thornhill land strategically for residential and commercial (light industrial) use	11/5/2019 2:20 AM
10	This last goal is not exclusive to Economic development (maintaining strong relations) Workforce goal is E&T, not ec dev.	11/4/2019 8:41 PM

### Q15 Employment and Training Draft Goals: Please review the following draft goals for Kitselas and check off all of the ones you AGREE with.

Answered: 64 Skipped: 20



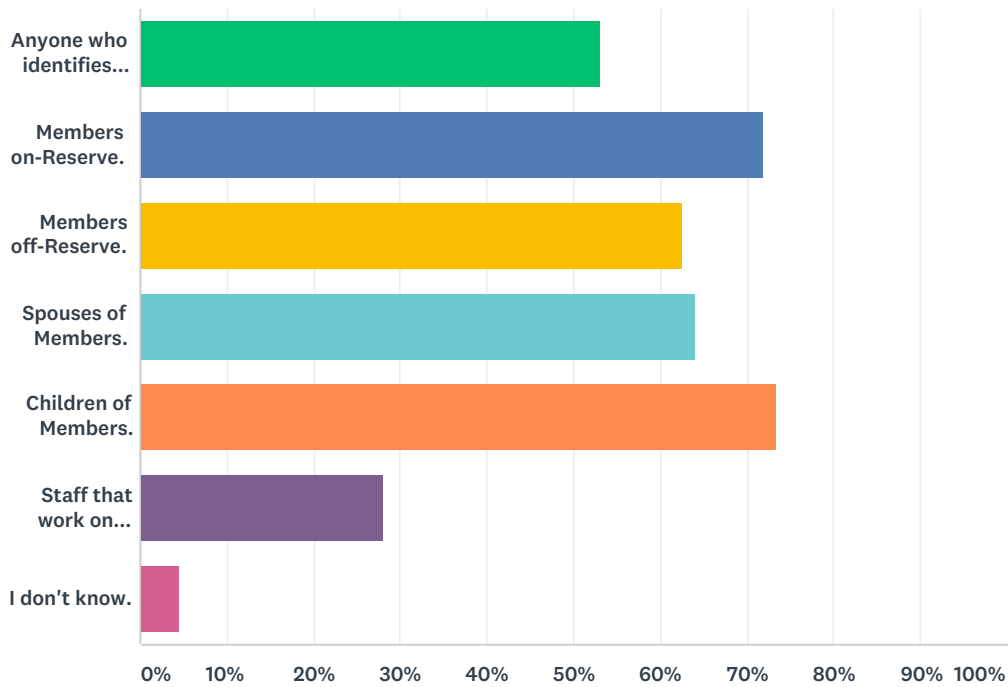
ANSWER CHOICES	RESPONSES
To provide the community a safe space for self-assessment.	71.88% 46
To partner with community members to develop their workplace Essential Skills.	81.25% 52
To provide work experience through working on community projects.	79.69% 51
To guide members to advanced education opportunities.	90.63% 58
To provide all members the opportunity to connect to meaningful employment. (employment placement)	81.25% 52
To fulfill capacity gaps through developing project management skills, i.e. Wai Wah Project Management.	65.63% 42
To support the community by developing their workforce.	76.56% 49
To support community priorities such as the new housing developments, small business development, partnership development with stakeholders, construction of the green house, and resources for youth and elders.	78.13% 50
To bridge community members to social and economic opportunities.	75.00% 48
Total Respondents: 64	

#	ARE THERE OTHER GOALS YOU FEEL SHOULD BE ADDED TO THE LIST OR DO YOU HAVE COMMENTS ABOUT ANY OF THE GOALS ABOVE? PLEASE SHARE.	DATE
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1	To provide labour to projects that also provides training opportunity to the participants. E&T labour helped to build the greenhouse	12/10/2019 10:24 PM
2	E&T is to provide opportunities for ALL members to increase their ability to gain employment PERIOD! any other use of funds is questionable at best	11/28/2019 8:31 AM
3	Bring Work Safe BC out here.	11/23/2019 1:27 AM
4	Have Community people aware of actual needs of our community: doctors, nurses, plumbers, mechanics, teachers, professional levels	11/23/2019 12:55 AM
5	We can't train and develop everyone, eventually the funding will dry up. And there are other programs available out there for free of charge.	11/13/2019 6:27 PM
6	Equal opportunity for all band and community members. We need more EQUALITY.	11/8/2019 6:48 PM
7	to support working together as a community and with the greater community of the Terrace area	11/5/2019 2:20 AM

## Q16 How should we define 'community member' for the Kitselas CCP? Select ALL answers that apply.

Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES
Anyone who identifies themselves as living within our community whether they are a Member or not.	53.13% 34
Members on-Reserve.	71.88% 46
Members off-Reserve.	62.50% 40
Spouses of Members.	64.06% 41
Children of Members.	73.44% 47
Staff that work on Reserve.	28.13% 18
I don't know.	4.69% 3
Total Respondents: 64	

#	OTHER (PLEASE SPECIFY)	DATE
1	There is a difference between a Community member and a Kitselas member for this purpose, a community member is anyone including their families that physically lives on reserve and all registered band members that participate in community events; It's my observation that most other staff don't participate in community events unless it's part of their program or mandatory to do so.	12/10/2019 10:24 PM
2	All on reserve and off reserve members are members of the Kitselas Band	11/28/2019 8:31 AM
3	Butterfly spouses should not be included.	11/26/2019 2:44 AM
4	PETS OF MEMBERS - yes	11/23/2019 10:18 PM
5	No, not anyone. (that leaves the door open to strangers)	11/23/2019 1:27 AM



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6	Kitselas should be protected..Kitselas members first priority. Other ppl from residing villages have there way. I'd like Kitselas membership..my kids n grandkids benefit from Kitselas territory. We were once a together village. Now we are every man women and child for themselves.. let's forget who actually made Kitselas. That's what want to see. I'd like Kitselas membership benefit from our funding and resources.	11/15/2019 6:40 PM
7	Anyone interested in helping our people grow and become self motivated. We have a whole generation of woman married into Kitselas from other nations. Their children are from other houses outside of nation, how are we creating space for them.	11/13/2019 6:27 PM
8	We need to be careful of who we let in as members.. we are born kitselas!	11/4/2019 6:55 PM
9	Anyone who identifies themselves living within our community whether they are a member or not	10/24/2019 6:47 PM

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## Q17 How would you define the 'Kitselas way'?

Answered: 64 Skipped: 20

#	RESPONSES	DATE
1	Kitselas Way is the common practices that we've followed for generations.	12/10/2019 10:24 PM
2	Community Driven	12/10/2019 10:02 PM
3	IDK	12/9/2019 7:08 PM
4	Priceless	12/3/2019 7:51 AM
5	Sacred	12/3/2019 7:49 AM
6	Tradition	12/2/2019 3:22 PM
7	Prosperity	12/1/2019 8:25 PM
8	Generations of wisdom and knowledge,	12/1/2019 8:02 AM
9	Our (Kitselas) way is an "all inclusive" model that includes our language and culture, our health and well-being, our elders and children, our contributions that strives to ensure a well informed community, with goals that are concrete and achievable.	12/1/2019 7:37 AM
10	Togetherness	12/1/2019 6:49 AM
11	Im not sure as long as band members are aware and involved	12/1/2019 6:48 AM
12	Great for local members. Lacking for out of town members	12/1/2019 6:17 AM
13	To me, the Kitselas way is that we are building our nation within, and accepting people from other nations as members, thus, building our nation even more.	12/1/2019 5:17 AM
14	Culture	12/1/2019 5:09 AM
15	I don't know	12/1/2019 4:23 AM
16	To live as one by uplifting and encouraging the people	12/1/2019 4:14 AM
17	Unique	12/1/2019 3:40 AM
18	ldk	11/30/2019 7:24 PM
19	One way	11/30/2019 7:15 PM
20	I don't know anymore	11/30/2019 9:06 AM
21	working together to make the community stronger	11/28/2019 3:01 PM
22	Who knows	11/28/2019 8:31 AM
23	All together pitching in	11/28/2019 2:48 AM
24	Community members coming together to help in times of sorrow or celebration.	11/26/2019 2:44 AM
25	Coming Together as One	11/26/2019 2:25 AM
26	No input from respondent.	11/26/2019 2:14 AM
27	Community members working together in times of death, celebrations etc.	11/26/2019 1:16 AM
28	I don't know.	11/23/2019 10:58 PM
29	I D K	11/23/2019 10:46 PM
30	I don't know.	11/23/2019 10:38 PM
31	No response here.	11/23/2019 10:28 PM
32	cool beans	11/23/2019 10:18 PM
33	I don't know.	11/23/2019 1:35 AM

34	I don't identify with the 'Kitselas way'.	11/23/2019 1:27 AM
35	Family whether blood or not.	11/23/2019 12:55 AM
36	Supportive and workibg together. Proud.	11/22/2019 5:51 PM
37	Supportive and all inclusive for on and off reserve	11/22/2019 5:39 PM
38	Helping anyone and everyone however you can	11/19/2019 1:38 AM
39	Coming together to ensure nobody gets left behind.	11/16/2019 12:34 AM
40	Coming together to ensure nobody gets left behind.	11/16/2019 12:18 AM
41	i dont know	11/16/2019 12:09 AM
42	i dont know	11/16/2019 12:02 AM
43	Generations of knowledge	11/15/2019 10:28 PM
44	Working Together	11/15/2019 8:23 PM
45	Kitselas membership..ppl who want to help Kitselas. Not ppl who claim n take Kitselas...we should make Kitselas strong again.	11/15/2019 6:40 PM
46	Kitselas way would be recognized with how our Elders taught us, can be recognized from History or can be generated from Kitselas members to make our way and be utilized by all from Kitselas	11/15/2019 5:55 PM
47	Inclusive for all members both on and off reserve	11/15/2019 5:54 PM
48	Productive and respectful	11/15/2019 5:27 PM
49	Not sure	11/14/2019 10:11 PM
50	No comment	11/14/2019 7:55 PM
51	Forward thinking, always looking to advance our people.	11/13/2019 6:27 PM
52	Growing and developing in culture and education.	11/13/2019 5:02 AM
53	Togetherness	11/13/2019 2:52 AM
54	Unknown	11/13/2019 2:34 AM
55	We're there for each other in the time of need	11/8/2019 6:48 PM
56	Kitselas Band Members are always helping one another, this is what I always heard when I was a child, my mom grew up in Endodoon and she talked about how Kitselas people did things, "the Kitselas Way ", which simply meant that they all worked together and helped one another...	11/5/2019 6:24 AM
57	Demarcated	11/5/2019 3:02 AM
58	to acknowledge the creator and accept the Lords guidance	11/5/2019 2:20 AM
59	There is no Kitselas way. We are all human and are the same as any other nation	11/4/2019 9:31 PM
60	Openness and a willingness to work together.	11/4/2019 8:41 PM
61	From what I've seen so far living in Gitaus, Kitselas gets its strength from gatherings to honor our membersl	11/4/2019 7:12 PM
62	Kitselas was to me is we stand together as one.. we know who we are and where we come from! We are proud First Nations.	11/4/2019 6:55 PM
63	by listening to our elders and making sure a safe and healthy community for all future generations	11/4/2019 6:43 PM
64	The way our traditional knowledge was passed down by previous generations to uphold our our common values as a individual	10/24/2019 6:47 PM