



**ONE VILLAGE,
ONE HEART,
ONE MIND.**

HOMALCO FIRST NATION
Draft Comprehensive Community Plan

MAY 2020





***“What I love about Homalco is that there is always
somewhere to call home - wherever I go or am.”***

ACKNOWLEDGEMENTS

We would like to acknowledge all of the hard work that went into the making of this Draft Comprehensive Community Plan (CCP). This planning process has been an enormous effort and there are so many people we wish to thank.

Homalco's Band Administrator, Sue Hanley and Homalco's CCP Coordinator, Jeannie Hill worked in partnership with two pairs of students from UBC's Indigenous Community Planning Program: Rachel Wuttunee and Iain Marjoribanks (2018/2019), and Pearl Penner and Kate Davis (2019/2020). The CCP Team worked tirelessly over two years to make this plan a reality.

Thank you to our Elders who guided us through this process. We learned so much from you about Homalco traditional ways, and importantly - how to respect the past in our work towards the future.

Thank you to the children and youth of Homalco. We appreciate you sharing your hopes and dreams for our nation. You are our future, and we know that you will lead us down a good path.

We would also like to thank:

- Chief and Council for their guidance and for their willingness to support the planning process;
- Band Administration staff for their logistical support (printing, sending out notices, etc.) and for meeting with us to exchange information related to Homalco's plan.
- Health Centre Staff for offering us meeting space, participating in meetings, and assisting with language recording.

While so many people have played an important role in the creation of this plan, we want to specifically thank the following:

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Finally, thank you to everyone who expressed your hopes and dreams for Homalco's future and who participated in:

- Surveys;
- Door-to-door visits;
- Meetings;
- Bowling nights;
- Activities at community dinners (such as the Christmas Gatherings);
- Off-reserve gatherings;
- Facebook surveys; and
- Phone calls.

Thank you for sharing your thoughts with us, for teaching us, for listening to us and each other, and for being part of this planning process. This plan belongs to all of us. We hope that it will serve as a valuable tool in working towards our vision for Homalco's future.



This document features art by two Homalco youth:

**Marselis Carmichael
Teddy Wilson**



Table of Contents

Introduction.....	7
Guide to the CCP	10
Homalco's 7 Directives	12
Homalco's Vision and Mission	14
Community Profile.....	15
Our Community	16
Our History	17
Our Lands	18
Homalco's CCP Journey.....	21
Comprehensive Community Planning	22
Planning Approach	24
Engagements	26
Planning Framework	28
Goals & Objectives.....	31
Housing	32
Safety	34
Culture & Language	36
Children & Youth	38
Education and Employment	40
Elders	42
Infrastructure	44
Governance & Leadership	46
Community Togetherness	48
Economic Development	50
Health & Wellbeing	52
Lands & Resources	54
Recreation	56
Next Steps.....	59

INTRODUCTION



Moon by Marselis Carmichael



INTRODUCTION

We are the Xwe'malhkwa, commonly referred to as the Homalco people. Our ancestral tongue, **ayʔajuthem**, is from the Salishan Language family and is shared with our neighbours: K'omoks, Klahoose, Lakwiltok, and Tla'amin. We have been living on our traditional territories, across the Bute Inlet, since time immemorial. We have always been known as a generous and kind nation. Our Elders tell stories of welcoming visitors with open arms - and a hot meal at the ready. We have endured great hardships and we have suffered collective pain, but we are a strong and resilient nation and we have faced these challenges with courage.

We initiated this process of Comprehensive Community Planning (CCP) as a way to move our whole nation forward in the direction we want to go. We worked to ensure that the process involved as many community members as possible, and that this Draft Comprehensive Community Plan (CCP) represents the voice of our people.

While CCP is relatively new to Homalco, it is important to acknowledge that we have been planning on our lands for thousands of years. We planned our travel throughout our territory, our trade with neighbouring nations, our fishing, hunting, and food preparation, and so much more. Along with our neighbours, Sliammon and Klahoose, we planned according to the 13 Moons Calendar. This calendar indicates activities and times for harvesting resources in our territory. The 13 Moons Calendar holds our language, our culture, our teachings, and our territory; all which cannot be separated out - together, they make us who we are as Homalco people.

This Draft Homalco CCP works to honour our past, while offering a roadmap to our future. This Draft CCP contains the voice of the Homalco community and outlines our hopes and dreams for our future.

*“Our people are really, really kind.
Our people have always had a big heart.
We would give you the shirt off our back.”*

9



GUIDE TO THE CCP

The development of this Draft CCP is just the first step in moving Homalco towards our vision. Now, we all need to work together towards making our goals and objectives become a reality.

For Chief and Council:

The CCP can help determine the way forward. In making decisions for Homalco, you can look to the CCP to ensure that these decisions align with what community members have expressed.

Referring to the CCP, and aligning decisions with it, will also help to ensure continuity for our nation through potential changes in leadership.

For Staff:

The CCP can help you to ensure that projects and initiatives you work on are in line with the community's goals and objectives. It can also help to see the big picture vision of the community, and where your role might fit in.

The CCP can also be a useful tool when applying for funding. Referring to the CCP and showing that the projects you wish to fund are supported by the Homalco community may help you to gain funding.



For Community Members:

Developing this Draft CCP has shown just how much we care about the future of Homalco. Community members, like yourself, spent many, many hours sharing your hopes and dreams for Homalco at events, dinners, celebrations, meetings, on Facebook, over the phone, and even at your front door. This passion for Homalco, and the willingness to participate in this process is what is needed to make this CCP come alive.

Many of the recommended actions in this Draft CCP do not require money. What a lot of our actions need is people like you to help make them a reality. Never underestimate the change that a motivated person, surrounded by supportive friends and family, can make.

For Allies:

We are fortunate to have so many incredible people that wish to partner with Homalco in making our dreams become a reality. This Draft CCP serves as a good starting point for anyone coming to work with us and provides an opportunity to learn about who we are, and what we are working towards.

“Being a generous nation is something that I’ve always taken a lot of pride in. I’ve been told since I was really young that whenever anyone comes to our territory that we welcome them, and most importantly that we feed them.”





HOMALCO'S 7 DIRECTIVES

The purpose of Homalco's 7 Directives is to align the work of Homalco Nation with Homalco values. These 7 Directives were developed through a review of feedback collected through Homalco's ongoing Comprehensive Community Planning (CCP) process and in Homalco's Staff Strategic Planning Workshop, held in 2018. The CCP Team received feedback on and approval to move forward with the Directives at an engagement in October, 2019.



Community Members providing feedback on the 7 Directives

7 Directives

Directive #1: Ground our work in culture, language, and traditions

We are grounded in Homalco culture, language, and traditions. These teachings guide our work in all that we do.

Directive #2: Strengthen connections to the land and water

Who we are as Homalco people, is strengthened by our connection to our Lands, Air, Water and Resources. We honour this connection by protecting these sacred resources for future generations and by creating opportunities for our members to access our lands and resources, strengthening this connection.

Directive #3: Community-driven

Our work is community-driven. Our relationship with one another and community is important to reaching our goals, our hopes and dreams for Homalco. We recognize that we are stronger together, as we walk towards a bright future.

Directive #4: Work together as one united community

Homalco is a united community that works together as a whole; with honor and respect for one another, even when we disagree.

Directive #5: Support and care for one another in an ongoing healing way

We support one another with care and respect, on our journey towards health and well-being for all generations to come.

Directive #6: Be transparent and accountable

Homalco governance is transparent and accountable through consistent and regular communication with all members.

Directive #7: Honor the past in our work towards a self-sufficient future

As we walk towards a self-sufficient future, we honour our history, and our past, understanding that colonization continues to have a detrimental effect on our community. We support healing for our members, strengthening our connection to language, culture and traditions.



VISION STATEMENT

Homalco is a generous, proud nation

Paya ṛišnomot χ^wemaḥku

That works together in a healthy supportive way.

Qaḥ^oetštams paṛem

By sustainably accessing our traditional foods and lands

Maṛəm štəm ṛeḥtans qaymix^w ṛi:na yiqas̄ təms gigi

We are empowered mentally and spiritually,

ḷas ḷasəm ṛəms q^wayigən

With respect and equality for all.

Ti:sx^wis ṛəms ṛuk^wgetəs

MISSION STATEMENT

To be a strong community living on our lands and grounded in our culture as we work towards the future.

COMMUNITY PROFILE

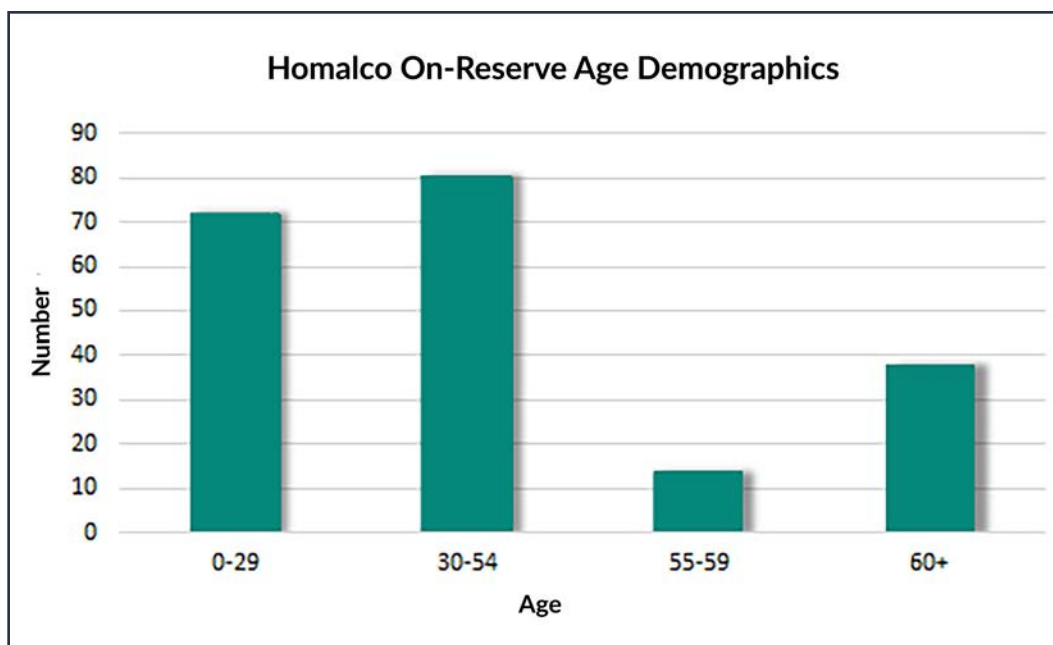


Bear and Salmon by Teddy Wilson



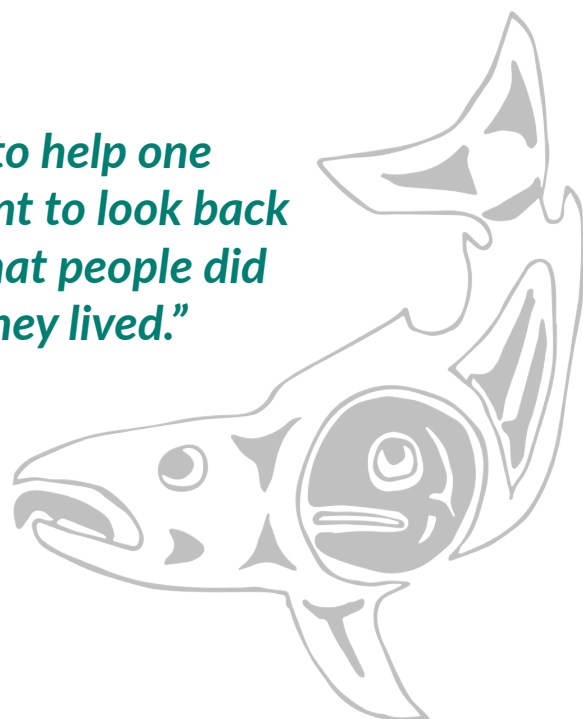
OUR COMMUNITY

Currently, there are approximately 450 people registered to Homalco Band, with approximately 200 - 250 people living on our Homalco reserve, located adjacent to Campbell River. Those living outside of Homalco reside in neighbouring towns on Vancouver Island and throughout the Lower Mainland.



This information was collected by Homalco's Health Director in October 2019.

"We were brought up to help one another. It is very important to look back in our history to know what people did back then and how they lived."



OUR HISTORY

The first missionaries to visit Xwe'malhkwa territory were the Oblate fathers in the late 1860s, and it would mark the start of a sad history for the Xwe'malhkwa people. Forced to burn all regalia, masks and carvings in their possession, the Xwe'malhkwa were also banned from holding ceremonies and practicing traditional songs and dances. Our ancestors spoke their language in secret to avoid consequences from the oblate fathers. It was at this point that Xwe'malhkwa people learned and were forced to adopt Christian rituals.

In the late 1800s, our people were moved by the Oblate priests to Sonora Island onto a site known as "Muushkin" or Old Church House. Unfortunately, it was a poor location due to fierce outflow winds in the winter that directly hit the village, and most of the buildings blew down one winter in the early 1900s.

The Homalco people were then moved to the mouth of Bute Inlet within Calm Passage to "Aupe" or New Church House. Here, there was shelter from strong winds with bountiful fishing and clam beds. These village sites are no longer inhabited with the last people leaving Aupe in the early 1980's. ... By the early 1900s residential schools were formed and implemented by the Federal Government. This proves to be another sad piece of Xwe'malhkwa history, as for generations our children were taken and forced to attend residential schools. At these schools Xwe'malhkwa people were physically, mentally and sexually abused. The loss of family units, culture and language are still on going issues our community struggles with today.

(Homalco Wildlife and Cultural Tours)



Painting of Church House that hangs in the Homalco Band Office



OUR LANDS

The Xwe'malxkwu, or Homalco, First Nation are known as the people of the fast running waters. It's the coursing waters of our traditional territories that lend this name, with the area running from Dent Island, just north of Sonora Island, travelling over to Raza Passage and extending over the entire Bute Inlet. Our main village sites were spread throughout: at the Homathko River, Southgate River, Orford Bay and the areas at the mouth of Bute Inlet.

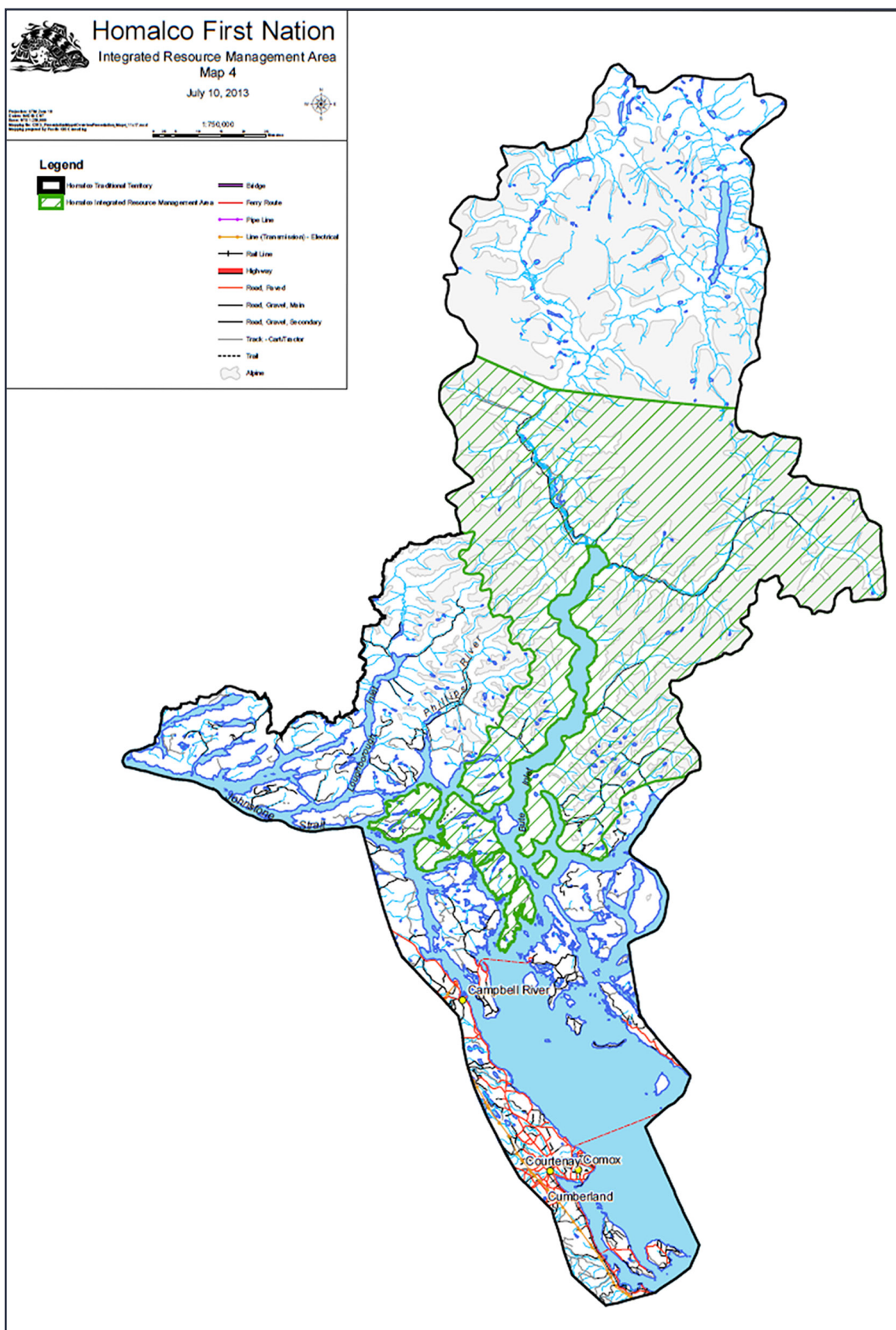
Like other Coastal First Nation peoples, the Homalco thrived on the bounty of the ocean, lived well in the village sites, and had all other necessities for everyday living. Travelling with the seasons for gathering, hunting and fishing, the Homalco people shared in the resources throughout the territory, and above all were taught to respect the ever-so-sacred cedar tree. Its strong fibres would provide life to Homalco with clothing, shelter, baskets, canoes and hand tools as well as burial boxes. The cedar tree was an important part of everyday life, and is maintained as a symbol in our culture.

The cultural makeup of Vancouver Island is not just ours; traditionally Homalco lived alongside the Klahoose, Island Comox, Lakwiltok and Sliammon nations. In fact, the Homalco people speak a dialect of the mainland Comox language, a Coast Salish branch of the Salishan language family.

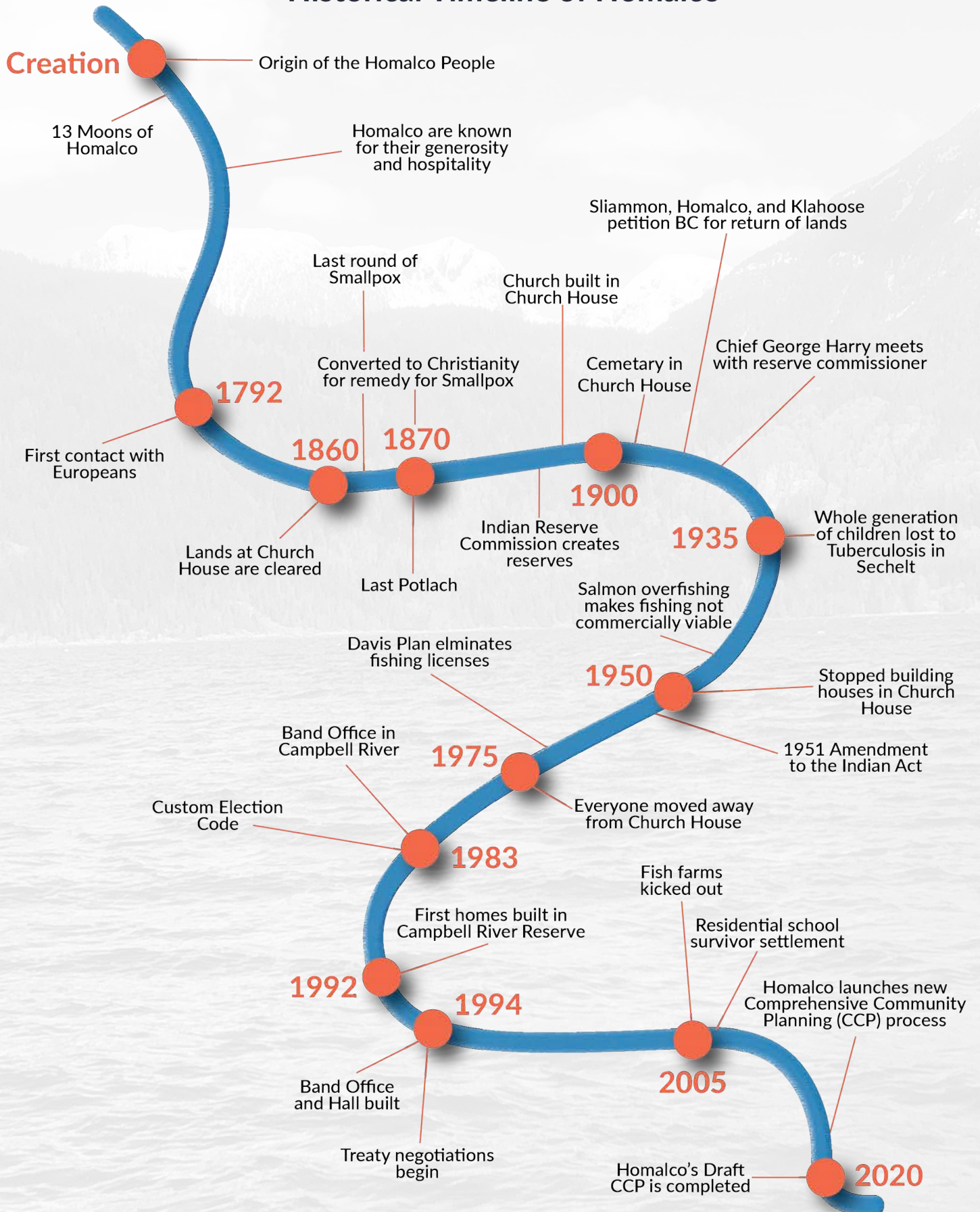
(Homalco Wildlife and Cultural Tours)

"It is so important to hold on to all of our traditions and beliefs."





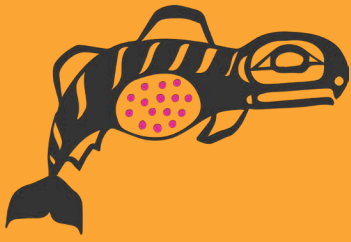
Historical Timeline of Homalco



HOMALCO'S CCP JOURNEY



Salmon by Marselis Carmichael



COMPREHENSIVE COMMUNITY PLANNING

We, as the people of Homalco, have been fishing, hunting, gathering, and planning on our territory since time immemorial. As such, it is important for us to acknowledge that the current planning work being done in Homalco is not a new initiative; it is simply a formalization of efforts of community organizing and togetherness that have been ongoing for thousands of years.

For Homalco, the current planning has taken the form of Comprehensive Community Planning (CCP).

What is CCP?

Comprehensive Community Planning (CCP) is a holistic and community-driven process that covers all aspects of the community and lays out a vision and goals for the long term. CCP is a holistic process undertaken with broad community participation. The CCP Process enables a community to build a roadmap to sustainability, self-sufficiency and improved governance. During the planning process, community members come together to identify the community's priorities and develop action plans to achieve those priorities.

Comprehensive Community Planning is a four-phase planning process: pre-planning, planning, implementation, and monitoring and evaluation. The CCP Handbook for First Nations in British Columbia describes the planning process as continuous and non-linear. As communities move through each phase, the planning process grows as more community input, focus and knowledge is gathered. As reflected in the CCP Handbook, planning moves forward through each phase of the process and continues as results are achieved in the community. Communities can start planning at any point of the process as it is non-linear.

Community members can become involved in planning activities at any stage as the process relies on community input.

CCP in Homalco



In September 2015, a Comprehensive Community Planning process was initiated in Homalco. This process relied on representatives from family groups to meet together and identify goals and objectives for the community. This was supported by a consulting firm and four summer students. A Draft Xwemalchkwu Comprehensive Community Plan Report was produced in January 2017. While there is much valuable work that led to the production of that document, it was completed with input from a limited number of Homalco community members. As such, this CCP has not been fully implemented by the community or administration, and in 2018, Homalco Chief and Council passed a resolution to begin a revision process with a community-driven approach.

In the summer of 2018, Homalco started the current CCP process as a way to build upon what had been started with the previous draft CCP. Homalco applied for and received funding from Indigenous Services Canada (ISC) for the project and partnered with the Indigenous Community Planning (ICP) program at UBC's School of Community and Regional Planning. In September 2018, Homalco hired CCP Coordinator Jeannie Hill and began working with two ICP students, Rachel Wuttanee and Iain Majoribanks. From September 2018 to April 2019, the CCP team began work on the pre-planning and planning processes.



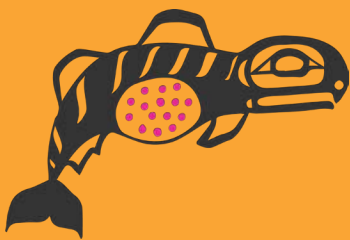
2018/2019 CCP Team

Left to right: Iain Marjoribanks, Rebecca Blaney, Jeannie Hill, and Rachel Wuttanee



2019/2020 CCP Team

Left to right: Kate Davis, Jeannie Hill, and Pearl Penner



PLANNING APPROACH

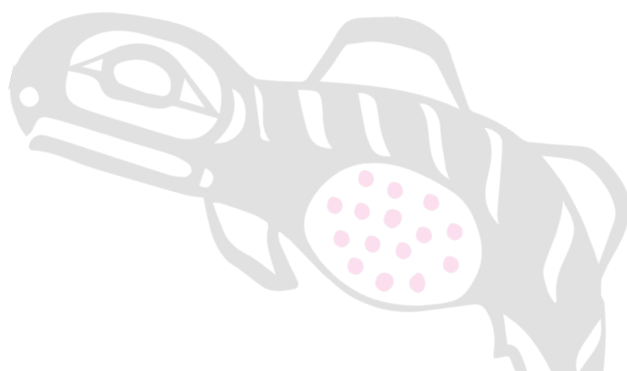
Pre-planning

In September, 2018, the CCP Team initiated the pre-planning phase of establishing community connections, conducting background research, and setting up the planning process. They informed Homalco community members of the intention behind CCP. They also conducted some planning activities in which they gathered information from Homalco members that can be included in the CCP and they engaged the community in the development of a vision statement.

Planning - Community Engagement

In September 2019, the CCP Team began working in the planning phase of the CCP Process. Over the next eight months, the CCP Team engaged with a large number of community members and collected a huge amount of data and feedback through online engagements, community dinners, family dinners, youth events, and meetings with Elders, staff, and Chief and Council. With the incredible amount of information and insight that has been shared by Homalco community members, the CCP Team organized the information and insight into Goals, Objectives, and Recommended Actions.

Comprehensive Community Planning is a holistic, community driven process. To ensure that Homalco's CCP reflects the voice of the community, the CCP Team worked to engage with as many people from Homalco as possible, to gather their voices, their feedback, and their hopes and dreams for the future of their community. To do this, the CCP Team used a number of different engagement strategies, including hosting staff meetings and Elders meetings.



Homalco's CCP Process

Pre-Planning

Planning

Sept., 2018



- CCP Facebook Group Created
- Elders CCP Launch
- Door to Door
- Youth Visioning & Pizza
- Staff & Strategic Planning
- Vancouver Christmas Party
- Homalco Christmas Party
- CCP Support Team Launch
- LUP Meeting Outreach
- Land Code Meeting and Outreach
- CCP Community Band Dinner
- Confirming Vision Survey
- Homalco Bowling Night
- AGM & CCP Update
- Interview for Video
- Final Presentation

Sept., 2019



- CCP Team Meeting
- Vancouver Land Code Meeting
- Coffee & Tea with CCP (Vision & Directives)
- Door to Door
- Safety Dinner Meeting
- Vancouver Christmas Dinner
- Staff Meeting and CCP Update
- Homalco Christmas Dinner
- Elders Meeting & Dinner
- Meeting with Youth Worker
- Staff Interviews
- Bear Clan Dinner
- Family Dinner
- Census Meeting
- Second Elders Meeting & Dinner
- Meeting with Health Department
- CCP Action Committee Meeting
- Homalco CCP Open House
- Vancouver CCP Open House
- Vancouver CCP Action Committee Meeting
- Final Presentation

April, 2020



Jeannie Hill - Homalco CCP Coordinator

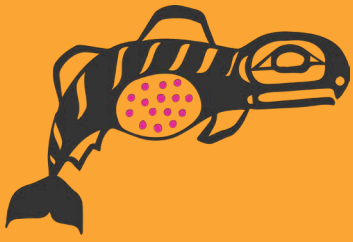
Rachel and Iain - Students

- Draft Visions
- 30 Pages of Community Feedback
- Membership Database

Kate and Pearl - Students

- Confirmed Vision
- 7 Directives to Guide Process
- Draft CCP

● Events Cancelled Due to COVID-19



ENGAGEMENTS

Elders

To ensure that Homalco's past and present are honored in the Draft CCP, the CCP Team hosted Elder specific engagements to provide a space for Elders to come together and share their knowledge and teachings. For example, the CCP Team hosted two Elders meetings in 2020 to learn about life in Church House and about Homalco traditional ways of life. By bringing the Elders together, the CCP Team was able to learn more about Homalco's history.

Youth

During the CCP Process, it was important to engage with the children and youth of Homalco as they are the future of the nation. In November 2018, the CCP Team hosted a youth visioning and pizza night. During this engagement, the CCP Team played games with 16 youth, coloured and drew things they wanted to see in the community, discussed what a CCP looks like and how it can help the community. The youth were asked the question "If I gave you a billion dollars right now to help your nation what would you build or buy or whatever but you have to use it to benefit Homalco." Many youth said they would build a recreation centre and a place to learn skills as well as drop in and hang out. At the CCP Bowling Night in January, 2020, youth were asked "what would make Homalco the best place to grow up?". Again, most children and youth responded that some sort of youth recreation centre would make Homalco the best place to be a kid.

Families

To assist in engaging with as many community members as possible, the CCP Team wanted to organize family dinners. The goal of family dinners was to engage with community members who had not participated in CCP community engagements. Additionally, family dinners provided the CCP Team with the opportunity to gain valuable feedback from individuals that we may not have had the chance to engage with beforehand and the opportunity to build relationships with community members. In February 2019, the CCP Team had a family dinner which the family hosted in their home. As a result of being in their home and sharing food, the family was more comfortable which assisted in creating a calm atmosphere for sharing.

Governance and Leadership

In the first year of the CCP process, the CCP Team met independently with Chief Darren Blaney in October, 2018 for a tour of Homalco and to learn about Homalco's future developments. In November, 2018, members of Chief and Council were present at Homalco's Staff Retreat and Strategic Planning Session at Tigh-na-mara resort in Parksville, BC. At this retreat, the CCP team played an active role in note-taking and documenting all the feedback that was shared.

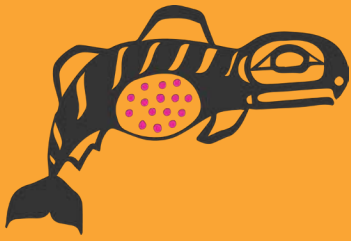
During the second year of the CCP planning process, the CCP Team met with some Councillors who have roles on staff through one-on-one meetings about their work with Homalco. The CCP Team hoped to schedule two meetings with Chief and Council; one in early 2020 and one in the late Spring to provide context of the CCP process and an update of their work. Unfortunately, due to COVID-19 and social distancing measures, these meetings did not take place. As such, it will be important to engage with Chief and Council in the coming months to ensure they are able to provide feedback on the Draft CCP.

Staff

In order to better inform Homalco's Draft CCP and ensure it reflects Homalco, the CCP Team met with staff members. In November 2018, the CCP Team attended Homalco's Staff Retreat and Strategic Planning session at Tigh-na-mara resort in Parksville, BC and engaged with 14 staff. During this engagement session, the CCP Team gathered data for the Communication & Engagement Strategy, Vision Statement, and SWOT Analysis. In February 2020, the CCP Team conducted three interviews with Homalco staff to learn about what their goals are for their department, what potential risks and challenges may get in the way of their goals, and what would make the CCP a success.

Off-reserve members

To ensure that everyone's voices are reflected in Homalco's CCP, the CCP Team worked to engage with off-reserve members in the CCP Process. In December 2018 and 2019, the CCP Team attended Christmas Dinner in Vancouver for off-reserve members. During the 2018 Christmas Dinner, the CCP Team collected data for Homalco's Vision Statement and for the Communication & Engagement Strategy. At the 2019 dinner, the CCP Team posted a Christmas tree on the wall and gave participants two hearts and one star. Participants wrote down things that they love about Homalco on the hearts and one wish for Homalco on the star. They then posted them on the Christmas tree. The CCP Team also engaged with off-reserve members through Homalco's CCP Facebook page.



PLANNING FRAMEWORK

This part of the Draft CCP outlines the hopes and dreams that were shared during the many engagements and meetings that took place during this planning process. Everything that we heard is outlined in the following pages. The feedback is organized into:

13 Planning Areas;
14 Goals;
36 Objectives; and
150 Recommended Actions.

Throughout this section, you will see this icon ★ next to some Planning Areas. These are **Priority Planning Areas**. This means that these are the areas that Homalco community members feel are the most important to work on right now. This does not make the other Planning Areas any less important, it simply helps to focus our work on community priorities.

DEFINITIONS

Planning Area:

Broad theme (such as Governance, or Housing) that contain related Goals and Objectives.

Goal:

A general statement that describes what we want to achieve, within a medium to long-term timeframe.

Objective:

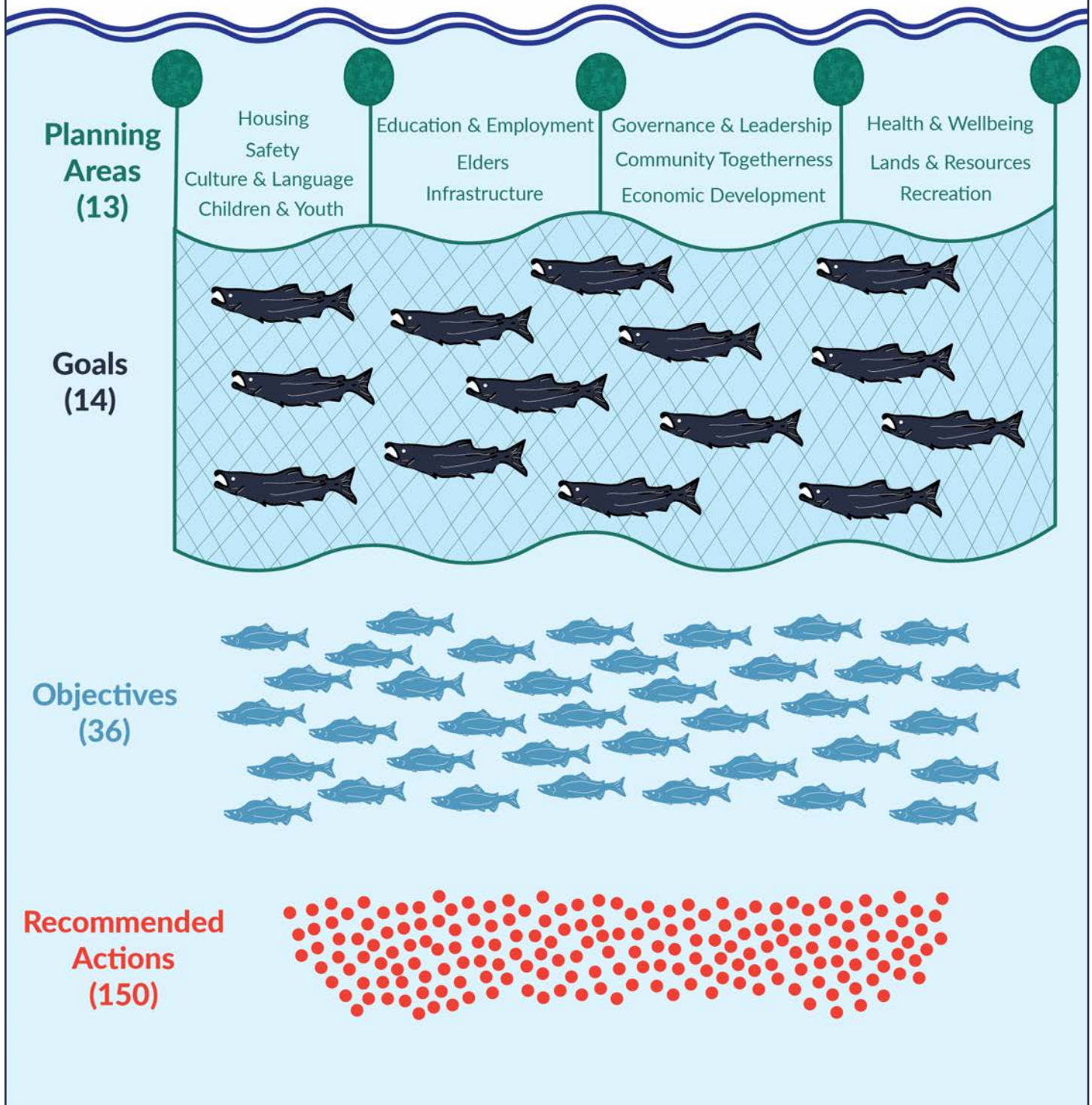
A specific statement that describes what will help us to reach our goal, and can be achieved within a short timeframe.

Recommended Action:

A suggestion from the community that describes a project or idea that can help to achieve the objective.

The image on the next page depicts how our Planning Areas, Goals, Objectives, and Recommended Actions fit together to achieve our CCP vision.

Homalco's CCP Framework



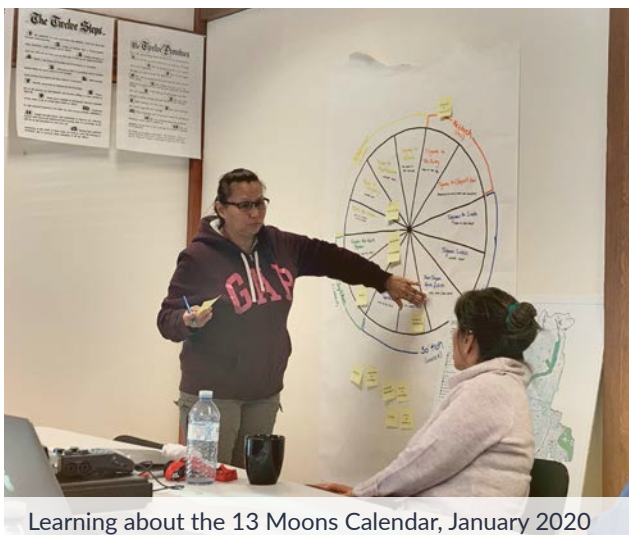
Homalco's Strategic Planning Framework uses Gill Net Fishing as a metaphor with large salmon, small salmon, and salmon roe to depict Goals, Objectives, and Recommended Actions.



Elders Meeting, January 2020



Visioning activity, January 2019



Learning about the 13 Moons Calendar, January 2020



Drafting a Vision Statement, January 2019



Family visiting at Coffee and Tea with CCP, October 2019



Discussing the Vision Statement, October 2019

GOALS AND OBJECTIVES



Moon by Teddy Wilson

Planning Area #1: HOUSING

Housing is a fundamental human right, and yet our community struggles with access to housing that is safe and meets our needs. As a growing community situated on a small land base with limited housing stock, community members ranked housing as a top priority to be addressed in the CCP. We have a strong desire for housing that is safe, well cared for, and available for all members who want to live in Homalco.

 ***Goal: Adequate, safe, and affordable housing for all who want it.***

 ***Objective 1: Improve the conditions of existing housing on reserve through renovations and ongoing maintenance and management.***

Recommended Actions:

- Hire a housing manager
- Train Band members in skills to complete home renovations and repair
- Find funding to hire community members to complete simple on-reserve housing renovations
- Install mailboxes at every home on-reserve so that residents can easily receive regular notices

 ***Objective 2: Invest in new housing on and off-reserve that reflects the needs of Homalco community members.***

Recommended Actions:

- Find funding for new home builds in Homalco
- Assess needs for housing types (duplexes, 2-bedrooms, housing complexes, youth accommodation, etc.) through the completion of a Housing Strategy
- Build units for community members underserved by current housing stock, such as new families and single people
- Build off-reserve housing that is affordable and accessible



Objective 3: Offer safe housing options for community members in times of need.

Recommended Actions:

- Create a homeless strategy that seeks to end homelessness and hidden homelessness in Homalco, and sets out plans for housing during times of crisis
- Build a treatment facility and transition house for those working to overcome addictions and mental health challenges (depression, anxiety, etc.)
- Build a safe house for children and youth seeking emergency shelter
- Designate safe homes throughout the community for youth who need a place to go
- Build an Elders residence that offers units for both independent and assisted living

“We need more housing for our people that want to come home.”



Homalco Reserve, February 2020

Planning Area #2:

SAFETY



Many of our Elders recount the feelings of safety and security they felt growing up in Church House. While Homalco remains a relatively safe community, we face challenges such as drugs and alcohol use, as well as mental health struggles (such as depression and anxiety) that sometimes threaten our collective sense of safety and security. We know that at the root of these challenges is trauma from colonization that continues to have negative effects on our community. We need to hold each other up in our healing journeys, check-in, and support one-another as we address our collective trauma and work towards safety and security for all Homalco community members.



Goal: Safety for all Homalco community members.



Objective 1: Homalco community is free from violence, drugs, and alcohol use.

Recommended Actions:

- Increase access to programs that support community members on their road to recovery
- Install surveillance infrastructure (street lights, video cameras)
- Incorporate the principles of Crime Prevention Through Environmental Design (CPTED) in current and future design choices on reserve
- Develop stronger relationship with RCMP to help keep our residents safe
- Offer support groups for youth facing addictions
- Hold more regular marches for sobriety through the community
- Distribute information on the risks of smoking, vaping, alcohol and drug use



Objective 2: Homalco community members look out for and care for one-another.

Recommended Actions:

- Create a volunteer safety patrol block watch (similar to Bear Clan in Winnipeg)
- Develop an Elders committee to provide support and guidance to community members



Objective 3: Develop and enforce laws and bylaws related to safety.

Recommended Actions:

- Develop Land Code laws for on-reserve safety
- Establish a Homalco Police Department
- Establish a safety committee to work in partnership with Band Administration and Leadership

Community suggestions bylaws for on-reserve safety:

- Fines for public disturbances
- Banning drug dealers and bootleggers
- Develop a ticketing system for public drinking and public indecency

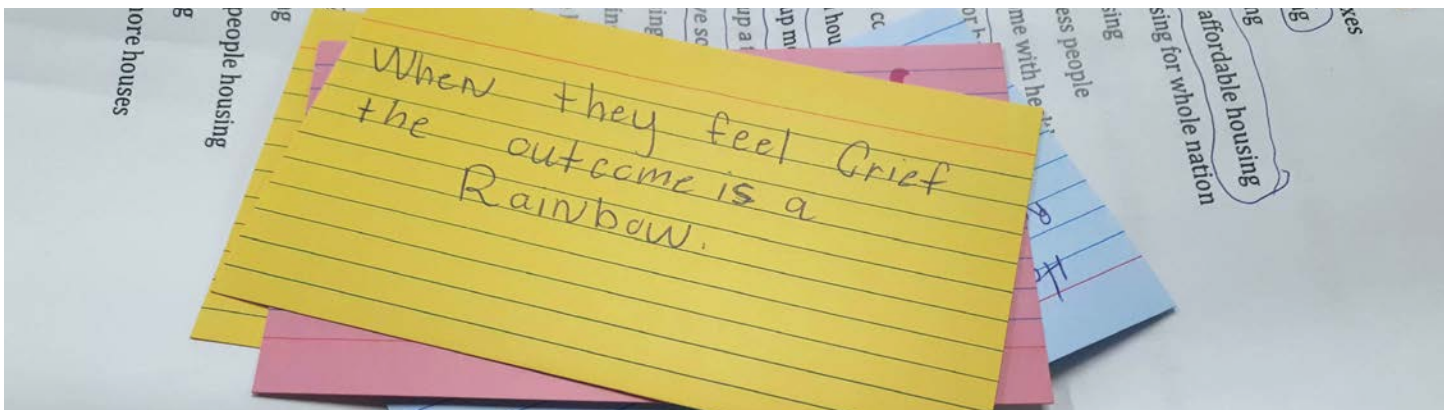


Objective 4: Develop and enforce laws and bylaws related to safety.

Recommended Actions:

- Re-establish emergency response council
- Provide emergency response training to administration and community members
- Develop clear communication strategy to communicate with members during crises
- Band purchases a central generator to which homes can be connected in case of power outages

“We need to learn to love each other, and learn respect. This is not an individual problem. We can’t keep pointing the finger at everybody else.”



Community Feedback, January 2019.

Planning Area #3:

CULTURE & LANGUAGE



Culture and language is everything that we are as Homalco people. Throughout this Comprehensive Community Planning process, we consistently looked to our past in our discussions about our future. The past and our traditions make us who we are and we look to these teachings in our planning. **ayʔajuthem**, our language, holds our culture and our traditional ways - it contains everything that we are as Homalco people and we need to work hard to ensure that our language is not only preserved, but that it thrives. Eventually, we would love to have a Longhouse or a Big House in Homalco where we can all practice our culture together.

 **Goal: As Homalco people, we have a strong connection to our culture.**

 **Objective 1: We have opportunities to learn from our Elders.**

Recommended Actions:

- Ensure long-term funding for continuation of regular culture nights
- Organize events where Elders connect with Youth around traditional Homalco ways
- Secure funding for a creative project to help preserve traditional teachings and ways of life

 **Objective 2: We have opportunities to connect with our culture, on the land and water.**

Recommended Actions:

- Regular visits to Bute Inlet, Church House and other areas of our traditional territory
- Secure funding for regular cultural programming and activities for on and off-reserve members
- Prioritize cultural food harvesting practices for community dinners
- Build community garden and offer ongoing gardening classes in the community
- Youth have access to mentorship on traditional Homalco coming-of-age practices

Community suggestions for cultural programming and activities:

- | | | |
|-------------------|--------------------------------|-----------------|
| ● Carving | ● Hunting | ● Canoe making |
| ● Drum making | ● River Bathing | ● Berry-picking |
| ● Rattle making | ● Basket weaving | ● Clam -digging |
| ● Button blankets | ● Canoe journeys every summer | ● Fishing |
| ● Beading | ● Drumming, singing, & dancing | |



Objective 3: We have access to spaces in our community where we can practice our culture.

Recommended Actions:

- Build a Big House/ Longhouse
- Build a community smokehouse in which everyone works together to preserve food
- Develop a dedicated space for Homalco cultural programming
- Revitalize the Sweat Lodge in Homalco so it can be used on a regular basis

River Bathing is an important spiritual ritual that we as Homalco people have been practicing for a very long time. River Bathing is when you walk into the river and pray while cleansing your body and spirit; brushing a cedar branch, or even a rock. This can take place at any time of life, but is especially important when adolescents begin puberty. Entering the river every day at dawn to carry out this important ritual.

“You have to learn how to walk on the earth as a man or a woman.”



Goal: All Homalco members speak our language, as our language is our culture.



Objective 1: We have many opportunities to learn and practice our language.

Recommended Actions:

- Develop an ongoing Language Plan that identifies priorities and secures consistent and long-term funding for Homalco language revitalization
- Upgrade our existing Language Nest
- Develop Head Start Program on reserve where children continue to learn the language
- Build a school on reserve where students and teachers speak ayʔaʔuθem
- Host regular events where guests speak ayʔaʔuθem
- Offer ongoing Orthography Classes for people to learn how to read the language
- Find funding to establish a Silent Speakers Program

“I like to speak my language. I prefer to speak it more than English.”

Planning Area #4:

CHILDREN & YOUTH



Our children and youth are the future of Homalco. It is not only crucial that they be safe and well-cared for, but that they are given every opportunity to succeed in life. Too many of our children and youth are being apprehended and are growing up outside of our community. Many others are facing challenges at home that create barriers to their wellbeing and success. For our children and youth to thrive, we need to offer them ample opportunities to succeed.



Goal: Our children and youth are valued and are empowered to succeed.



Objective 1: Children and Youth have access to programming that is safe, fun, and grounded in culture.

Recommended Actions:

- Create designated space for youth on reserve (youth centre)
- Offer weekly cultural nights for children and youth (beading, cedar weaving, carving, etc.)
- Weekly group sports are offered, according to the season
- Arrange youth camps in partnership with other nations
- Plan trips for children and youth to travel outside community
- Host youth dinners, potlucks, and community kitchen nights
- Bring in motivational speakers to inspire our youth
- Youth have opportunities to attend conferences



Objective 2: Children and youth grow up living with their families and in our community.

Recommended Actions:

- Offer support and mentorship for parents to encourage healthy homes for children
- Work with the Ministry of Children and Family Development (MCFD) to ensure that children apprehended from their families are placed with healthy on-reserve foster homes, when possible
- Children and youth have access to a safe house for emergency shelter on reserve
- Increase support services to families struggling with addiction and mental health
- Offer life skills training for parents (including cooking, finances, etc.)



Objective 3: Youth are involved with Homalco's governance.

Recommended Actions:

- Support the growth and continuation of Youth Council
- Youth are invited to attend bi-monthly Chief and Council meetings
- Secure funding for Youth Council members to access educational workshops and conferences to develop their leadership skills

"We need to give young kids the courage to move forward."



Decorating the tree at the Vancouver Christmas Dinner, December 2019



Young drum group participant, February 2020




CCP Bowling Night, March 2019

Planning Area #5:

EDUCATION & EMPLOYMENT


Increasing access to education and employment opportunities will help Homalco individuals and families become more self-sufficient. With support in accessing and completing educational programs, our members will gain the knowledge and skills required for various employment opportunities. In particular, supporting members to complete the training required for Homalco Wildlife and Cultural Tours, the Hatchery, and Homalco Forestry LP would increase the potential of employment within our Nation. While it is important to support our members in accessing new education and training, we know that our community members already have lots of skills and education. Properly documenting the skills and training of our members will help to ensure that people are hired for work appropriate to their skill levels when opportunities arise.

 **Goal: Homalco supports its members in their education and career goals.**

 **Objective 1: Our children and youth are supported to succeed in school, and are provided with ongoing opportunities for education and training on and off reserve.**

Recommended Actions:

- Develop an ongoing tutoring program on reserve for children and youth of all ages
- Children and youth have access to ongoing mentorship opportunities
- Create position for Homalco representative to liaise with schools to confront racism and bullying, and to ensure children and youth have access to academic support
- Youth have regular access to employment training support (guidance on resumes, cover letters, interviews, etc)
- Youth have access to employment opportunities on reserve to gain work experience
- Create volunteer opportunities for children and youth on reserve to gain experience that can assist them to secure future job opportunities

 **Objective 2: Create opportunities for members to access jobs appropriate for their skill and training levels.**

Recommended Actions:

- Create skills and training inventory of Homalco community members
- The Band hires community members to complete jobs on reserve and in our territory according to skills and training levels



Objective 3: Increase awareness of and access to skills and training opportunities.

Recommended Actions:

- Secure funding to hire a full-time employment worker
- Offer job-seeking workshops (resume, cover letters, etc.)
- Community members have access to information on upcoming skills and training programs being offered both in Homalco and surrounding areas

Community suggestions of jobs for members:

- Garbage removal
- Community hall set-up and take-down
- Compost program
- Working at the hatchery
- Shoveling snow in the winter
- Assisting Elders with cutting grass and gardening (watering flowers, cutting down brush, etc.)
- Gardening and general maintenance in the community

“We need to help individuals find value and give people opportunities.”




Graduates of the Hatchery Tech Program, February 2020

Planning Area #6:

ELDERS


Our Elders deserve to be cared for and treated with the utmost respect. This is what we have always done as Homalco people, and we must work to ensure that we continue to do so. This includes checking in on our Elders and creating opportunities for our Elders to connect with the community and one-another. Our Elders hold important traditional knowledge and wisdom. We must create opportunities for them to pass their knowledge on to younger generations so that we can continue to live according to our Homalco ways for many more years to come.

 ***Goal: Our Elders are always honoured, respected, and well-cared for.***

 ***Objective 1: Infrastructure and supports are in place for our Elders to live comfortably.***

Recommended Actions:

- Designate multiple handicap parking spots at all community buildings
- Arrange transportation for Elders to and from all community events
- Elders workers offer regular and frequent home visits
- Secure funding to hire Health Care Support Workers to provide additional support to Elders

 ***Objective 2: Our Elders are connected to each other, the community, and the youth of Homalco.***

Recommended Actions:

- Host regular social events for Elders both on and off reserve
- Host events for Elders to connect with youth around traditional Homalco ways of life
- Elders have the opportunity to attend bi-monthly Chief and Council meetings

“We need to create friendship between the Elders and the youth.”



Discussing the 13 Moons Calendar, February 2020

“We want to take care of our Elders.”



Working on the historical timeline, March 2019



Learning about Homalco's history, January 2020

Planning Area #7:

INFRASTRUCTURE

As Homalco people, we want to ensure that any infrastructure on our reserve and in our territory reflects our values. We want our buildings to be places that inspire us and encourage us to come together for gatherings, celebrations, and activities. In addition, buildings should be easily accessible to all of our community members, with enough parking spots for Elders. Community members are most interested in the construction of a community centre that would include a gym, offices, meeting spaces, a community kitchen, and a youth centre.

 ***Goal: Buildings and infrastructure reflect the needs of Homalco and are designed to encourage community togetherness.***

 ***Objective 1: Build a Community Centre that includes a space for youth, along with recreation and programming for all community members.***

Recommended Actions:

- Secure funding for community centre
- Engage and work with community members in the process and design of a community centre
- Engage and work with youth to determine needs and requirements for youth centre

 ***Objective 2: Improve accessibility of transportation between Homalco and Campbell River.***

Recommended Actions:

- Work with Campbell River Municipality to connect municipal bus service to Homalco
- Develop a Homalco-run transportation service to offer rides at low cost to community members



Objective 3: Build infrastructure at Church House in order to increase accessibility and strengthen our connection to our traditional territory.

Recommended Actions:

- Complete feasibility studies for the development of:
 - Youth Treatment Centre
 - Retreat Centre for Elders and Families
 - Cultural centre
- Build a new dock to access Church House
- Clear land at Church House for building

“I think we need a bigger hall on the rez. A community centre for our people. A treatment centre for our people, for their addiction... to heal.”




Totem Pole in Homalco Community Hall

Planning Area #8:

GOVERNANCE & LEADERSHIP

Governance refers to the people and systems that make decisions. In Homalco, we are currently governed, under the Indian Act, by one Chief and four Councillors, that we vote for once every two years. While this system is different from how we used to govern according to our traditional ways, our leaders work hard to provide for us. We recognize that our leaders and managers are often overworked, and do not have enough capacity to meet all of our immediate needs. Moving forward, we want our leadership to be more transparent and accountable to Homalco membership by attending more community events and by providing more reports to the community about the work they are doing. We also want to ensure that there are structures in place that enable community members to be more involved in Homalco's governance. These efforts will help to ensure that commitments made to the Homalco community are honoured, and that projects and programs are carried through when new leadership is voted in. Overall, these efforts will enhance the stability of our nation.

 ***Goal: Effective and accountable governance and leadership that reflects the desires of the Homalco people.***

 ***Objective 1: Increase the effectiveness and efficiency of Band Administration to maximize community benefits.***

Recommended Actions:

- Develop an organizational chart to define responsibilities and work flow of staff
- Band Administration to develop volunteer committees to assist on priorities
- All employees use a shared work calendar
- All areas of the Band Office utilize Xyntax software

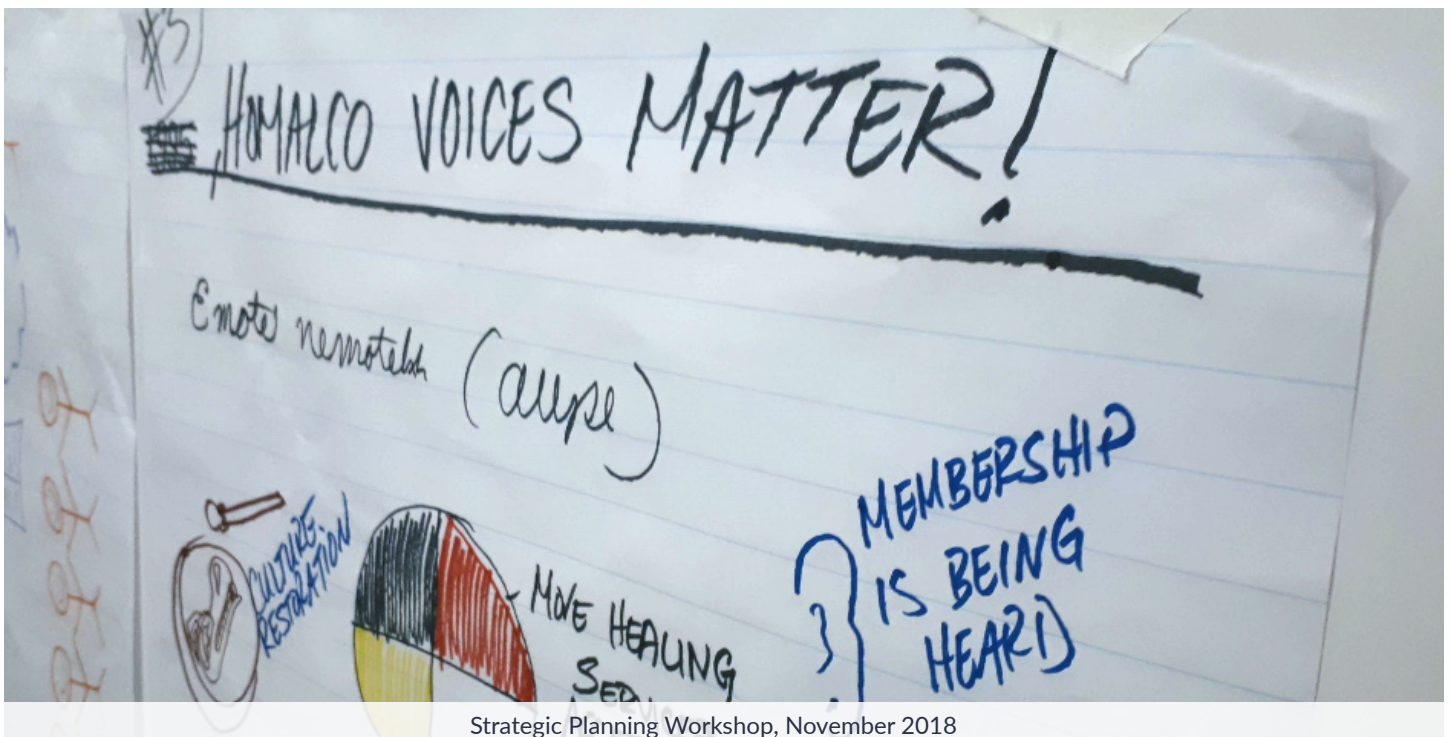


Objective 2: Improve communication and information-sharing in order to increase transparency and accountability of Homalco governance.

Recommended Actions:

- Band Office keeps an up-to-date member database
- Develop new Homalco website
- Administration creates and distributes a monthly newsletter with upcoming events and community updates
- Provide information to community members on how to access audited financial statements
- Homalco Administration publishes an annual report, distributed to every community member
- All Chief and Council members attend more community events to communicate with band membership
- Band members are provided information on all projects that require a vote, weeks before the vote takes place (Treaty Lands, Land Code, Land Use projects, etc.)
- Band Membership has the opportunity to attend bi-monthly Chief and Council meetings

***"I want to feel that things are moving forward,
that there is action happening."***



Strategic Planning Workshop, November 2018

Planning Area #9:

COMMUNITY TOGETHERNESS

Homalco has always been a tight-knit community - our Elders remember growing up in Church House feeling well-cared for by a network of parents, siblings, aunts, uncles, Elders, and neighbours. We have a strong desire to maintain and nurture this feeling. It is important to come together to support and celebrate one another, through lateral kindness, as united Homalco people both living at home, and away from home. Our community also expands outside of Homalco to our Sister Nations - Sliammon, Klahoose, and K'omoks - with whom we share so much. We seek to further develop these relationships by increasing access between our communities, and partnering for retreats, camps, and cultural activities.

 **Goal: Homalco is united as one strong community.**

 **Objective 1: Community gatherings are frequently offered and are accessible to all who wish to attend.**

Recommended Actions:

- Create more spaces to host events
- Organize transportation to and from events for Elders who are unable to drive or walk
- Ensure event notices are circulated to all community members in advance

 **Objective 2: We celebrate our successes.**

Recommended Actions:

- Recognitions for achievements (graduations, a birth, the completion of treatment, good grades, etc.) are posted in monthly newsletter
- Community dinners offered to celebrate successes

 **Objective 3: Community members living off-reserve are connected through regular events and gatherings.**

Recommended Actions:

- Provide opportunities for off-reserve members to come home for cultural events and celebrations
- Host an Annual Winter gathering for cultural winter events in Vancouver
- Host a Summer BBQ in Vancouver
- Updates and event invitations are distributed by mail and email to all off-reserve members, on a quarterly basis



Objective 4: Develop strong partnerships with Sister Nations.

Recommended Actions:

- Partner with Sister Nations to secure funding for cultural events and trips to traditional territories
- Work with Sister Nations to develop a Guardian Watchmen Program on traditional territories
- Provide funding and transportation for Elders to attend funerals in Sister Nation communities
- Organize Family Camps and canoe journeys with Sister Nations

“We need to overcome the divisions in our community.”



Canoe outing on Mclvor Lake, Summer 2018. Photo: Homalco Wildlife and Cultural Tours

Planning Area #10:

ECONOMIC DEVELOPMENT

Homalco's current economic development initiatives take place on our traditional territory. This includes Homalco Forestry LP, the Orford Fish Hatchery, and Homalco Wildlife and Cultural Tours. While these industries are successful and growing, community members are interested in exploring the feasibility of more economic development projects, especially on Homalco reserve lands. This will help us achieve self-sufficiency by providing jobs for our community members and generating income for our nation. Most importantly, our economic development initiatives must reflect our values as Homalco people.



Goal: Homalco is self-sufficient through sustainable economic development that is in line with our values.



Objective 1: Homalco creates its own revenue by operating businesses on our reserve and in our traditional territory.

Recommended Actions:

- Complete feasibility studies for:
 - Gas station
 - Small grocery store/corner store
 - Casino
 - Restaurant
 - Saw Mill
 - Eco-Tourism and Fishing Lodge in Bute Inlet
 - Food bank with traditional foods
- All Band members have the opportunity to access all licenses for harvesting traditional foods



Objective 2: All economic development prioritizes our traditional knowledge of how to care for the land and water.

Recommended Actions:

- Participate in environmental assessment processes to ensure alignment of projects with our environmental values
- Develop Guardian Watchman Program in our traditional territory
- Community members are consulted in approval processes for new economic development projects on an ongoing basis
- Invest in Hatchery program by obtaining licenses from DFO and training additional workers

“Our hatchery could contribute to food sovereignty.”



Bear Tour in Bute Inlet. Photo: Homalco Wildlife and Cultural Tours

Planning Area #11:

HEALTH & WELLBEING


We, as Homalco people, want to be physically, mentally, and spiritually well. We also want to ensure that all future generations feel this way. Due to colonization and the trauma that has come from our experiences, so many of us are not currently feeling well or healthy. We need to heal from our trauma in order to live in a good way. Ongoing healing requires increased support to tend to our day-to-day health needs. This includes increasing the capacity of our Health Centre, providing more support for mental health (such as depression and anxiety), and encouraging our community members to be invested in their own wellbeing. We want our community members to make healthy choices and to feel comfortable seeking help when it's needed. If we work together, we will set ourselves on a path towards wellness.

 **Goal: Homalco people are physically, mentally, and spiritually healthy.**

 **Objective 1: Health and Wellness Department has the capacity to meet the health needs of the Homalco community.**

Recommended Actions:

- Secure funding for more staff at the Health Centre
- Health Centre and Band Office work together to establish distinct roles of staff and management
- Establish a clear referral process for all health inquiries and provide training to all Homalco staff on this process

 **Objective 2: Health and Wellness Department has a team dedicated to supporting the mental health needs of Homalco community members.**

Recommended Actions:

- Secure funding to hire a team of mental health workers and addiction counsellors of all genders
- Hire a youth counsellor to support Homalco youth in a holistic way
- Secure funding for ongoing programming that supports healing from trauma and abuse



Objective 3: Community members prioritize their health and wellness and understand where to access the services they need.

Recommended Actions:

- Host more frequent Wellness Weekends
- Invite health and wellness professionals to offer regular and ongoing educational workshops and training sessions
- Circulate updated contact information of each Health Centre staff member on a regular basis (such as when staff are away or when new staff are hired)

“We’re trying to meet everyone where they’re at, with what we’ve got.”



Homalco Health Centre

Planning Area #12:

LANDS & RESOURCES

Our culture, language and traditions come from the land. Our traditional territory is incredibly beautiful and we are proud of what it has to offer. It is our responsibility, as stewards of the land, to preserve it for future generations. In addition to our traditional territory, community members want to care for our Homalco reserve by keeping it clean and by growing fruit trees and gardens.

 ***Goal: Homalco people are stewards of the land and we treat it with care and respect.***

 ***Objective 1: We seek opportunities to protect and benefit from our lands and traditional territories.***

Recommended Actions:

- Develop stewardship programs to protect our traditional lands and waters (including Guardian Watchmen Program)
- Continue working towards Treaty Lands settlement
- Continue working towards purchasing Additions to Reserve lands
- Develop a ten-year development plan for Orford Bay

 ***Objective 2: Homalco is a clean and beautiful community.***

Recommended Actions:

- Install more bear proof disposal bins on reserve (garbage, recycling, and compost)
- Distribute educational materials about recycling on reserve
- Expand recycling program on reserve to include glass disposal
- Initiate a safe composting program on reserve and circulate information about composting
- Hire a Band Member to collect large-item garbage on a monthly basis
- Build a waste disposal and recycling centre
- Plant more trees and flowers on reserve
- Organize regular community clean-up days

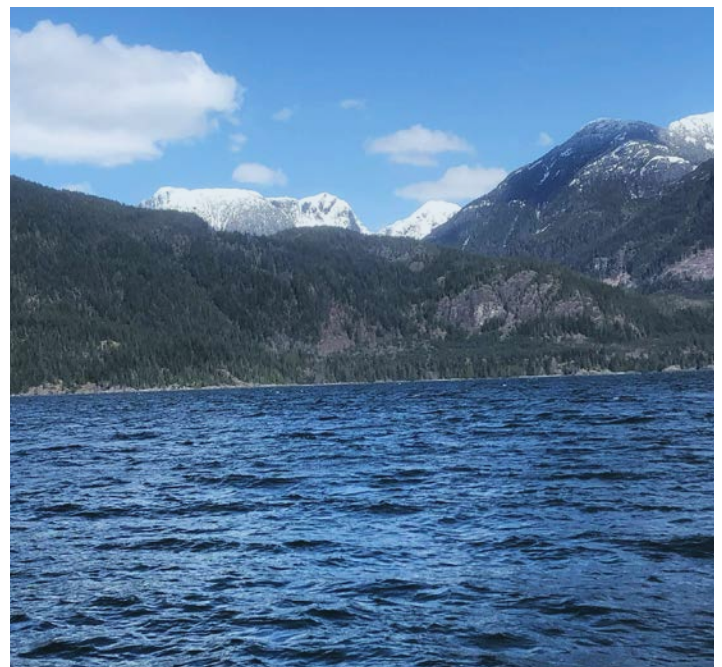


Bears in Homalco Territory

“We have maps and photos and video, but until you actually see our traditional territory, you can’t compare it.”



Orford Bay



Orford Bay

Photos: Janet Wilson and Homalco Wildlife and Cultural Tours

Planning Area #13:

RECREATION

Recreation activities offer fun, safe, and healthy ways for us to come together as a community. By coordinating and distributing a schedule of consistent recurring recreational activities, our community members will be aware of what is being offered, and when. Most of all, our community members have expressed a strong interest in having a community centre built on our reserve (see Planning Area #7: Infrastructure). This community centre could include a gym where we can gather and play.

 ***Goal: All community members have access to fun and healthy recreational activities.***

 ***Objective 1: Provide a wide range of recreational activities in Homalco.***

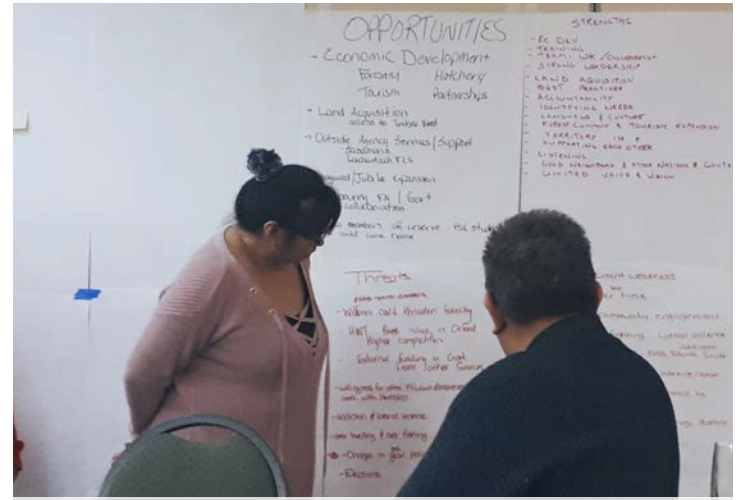
Recommended Actions:

- Circulate a monthly calendar of recreation activities offered
- Create a recreation committee to liaise with Band Administration on priorities for community recreation
- Create Homalco sports teams and plan tournaments in which people from outside Homalco and from other Nations can participate
- Improve and expand outdoor play facilities
- Install outdoor recreation facilities (basketball hoops, tetherball court)
- Organize a community sports day
- Encourage participation in canoe journey every summer
- Bring in instructors to teach music lessons
- Hold art contests and talent shows

“On the canoe journey, once we found a fitting spot for everyone, it all went smoothly. Once we bonded, there was no stopping us.”



Drum Group, February 2020



Strategic Planning Workshop, November 2018



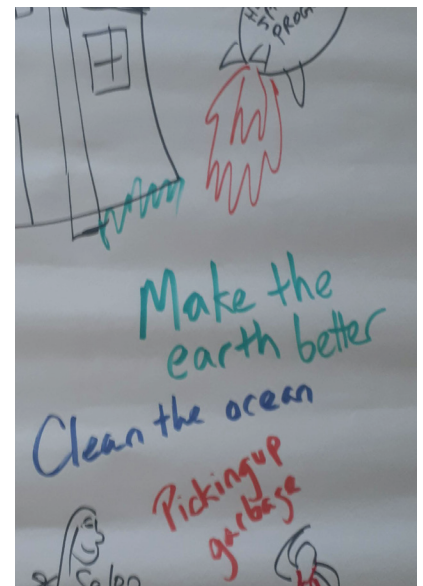
Youth Visioning feedback, November 2018



Vancouver Christmas Dinner, December 2019



Vancouver Christmas Dinner, December 2019



Youth Visioning, November 2018



Homalco Christmas Gathering, December 2019

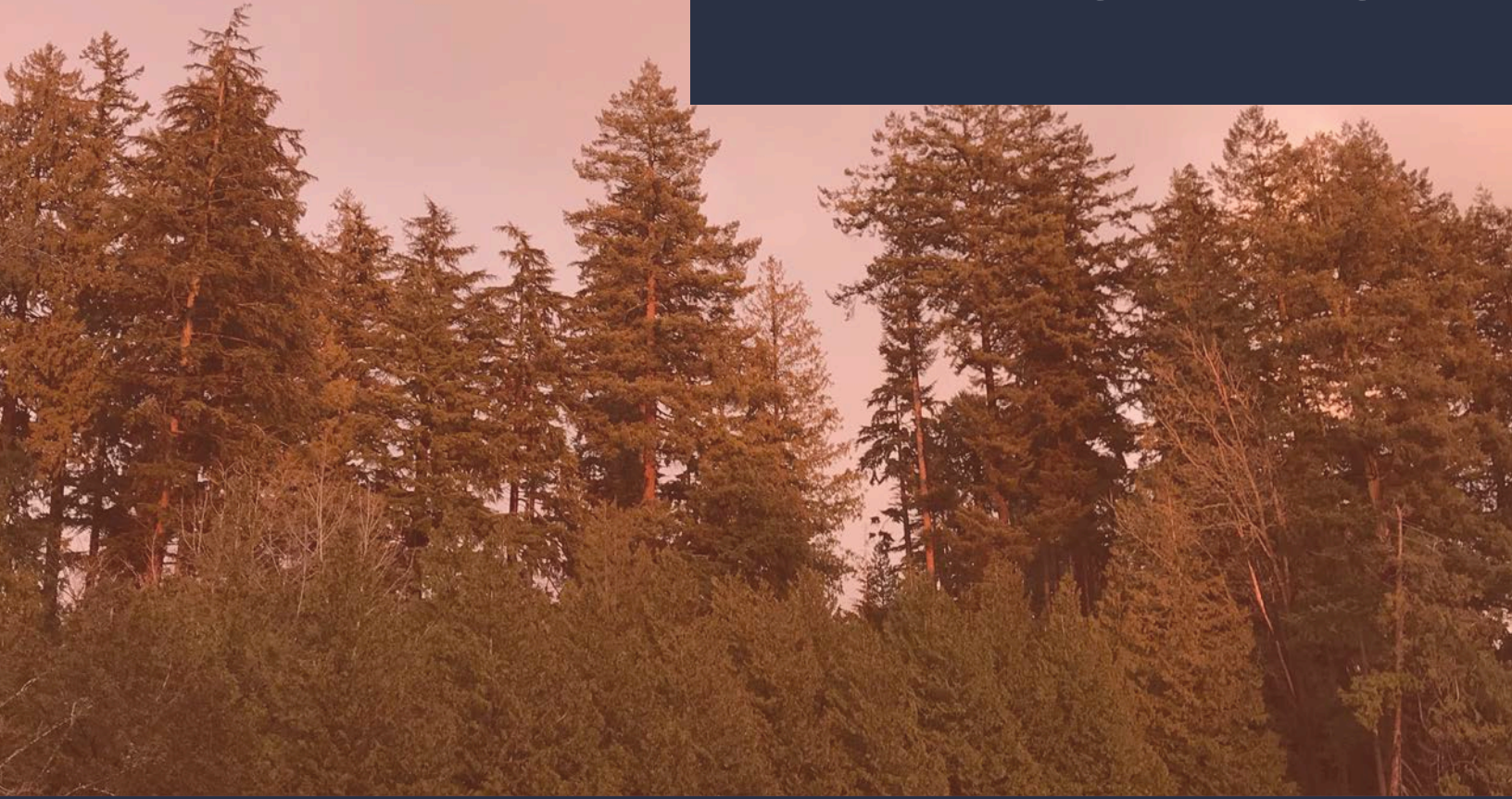


Community feedback, December 2019



Going Door-to-Door, October 2019

NEXT STEPS



Bear by Marselis Carmichael



NEXT STEPS

In March 2020, the CCP Team had planned two open houses, one in Homalco and one in Vancouver to gather the community's feedback on the Draft CCP. Due to the COVID-19 pandemic, both open houses were cancelled and the CCP Team was not able to gather community input on this draft. As a result, this document is very much a draft. As the CCP is community driven, it is important to continue working with the community to gather feedback and approval of the Draft CCP. Once it is safe to gather again, the CCP Team will identify clear steps to gather community feedback and to move the process forward.

Once the Draft CCP is approved by the community, the CCP Team, staff and Chief and Council will work together to identify implementation strategies. Implementation strategies include identifying potential funding options, developing work plans and identifying quick starts. To help keep the CCP alive and moving forward, the CCP Team and Band Administration can:

- Remind community members which projects are coming out of the CCP;
- Ensure that work included in Strategic Plans reference the community's desires as reflected in the CCP; and
- Provide all staff members with a copy of the CCP.

In the monitoring and evaluation stage of the CCP process, the CCP Team will work with Band Administration to develop a monitoring plan which will identify how and when the CCP will need to be updated. The monitoring and evaluation of the CCP will assist in determining if the plan is having the desired effects on the community. This stage is an ongoing process that will help the CCP Team and Band Administration to learn from their work to implement the plan and be responsive to change.

This Draft Comprehensive Community Plan reflects the hopes, dreams and vision of the community. As such, Chief and Council will use this plan to guide and inform their decision making to ensure that decisions reflect the community.

To the Homalco community, this Draft CCP is your plan. If you see things in this plan that you want to help with or plan, go for it. This plan is for your community. The work of keeping this plan alive is just as much up to community members as it is up to leadership and staff. Investing time in this plan will help it stay alive and bring our dreams into reality.

For Homalco's CCP to be a success, ongoing meaningful engagement must happen with the entire Homalco nation.



Emote.

Thank you.

