



VISION WORKSHOP REPORT

May 25, 2019

About the Meeting

On May 25th, 2019, Peters First Nation (PFN) held a community meeting for members to give input into the future of Peters First Nation. Over twenty members attended the meeting and gave feedback and suggestions about changes they would like to see. The meeting included a workshop with an introduction to the long-term planning strategies and the mechanics of establishing a vision. There was group discussion, feedback, and communication from membership about planning for a sustainable future in the best interests of current and future generations of Peters First Nation.

Goals Accomplished

Members submitted ideas they would like to see happen within the next 20 years during the long-term goal planning session. Membership also submitted ideas, suggestions, and goals for the interim and short-term. These ideas were all placed within four major categories;

1. Planet (Environment)
2. People (Community)
3. Process (Governance)
4. Profit (Economy).



Results Overview

Peters First Nation members gave input, anonymously generating ideas and then displaying them for discussion. This was followed by an open ranking process where each member voted for the ideas most important to them. Over thirty-five ideas were generated by the community for the future goals of the Nation and things they would like to see changed in the administration. The following are the top key findings that community members voted as the “Most Important”.





1

Regenerative Fisheries
Culture Based Hatchery &
Improved Ecological
Community

Voted Most Important

2

Respecting Land Based
Teachings

3

Bringing Forward
Traditional Food Preserving
& Canning

PLANET

(Environment)



The top priority Peters First Nation membership wished to see happen in the short term was the building of a Regenerative Fisheries Program (hatchery) that would support the community. There was also discussion about implementing cultural based teaching around respecting land and natural resources. Finally, there was interest in bringing forward traditional practices such as canning and preserving.

1

Communication: Becoming one family that helps each other + working together. Supporting community members who don't receive any service from the band by creating opportunities to support them in their own lives wherever they are.

2

Supporting all members through community services / Early Years, Youth, Elders, Housing, Education, Employment, Health.

3

Community getting along / Families all working together / Families all working together by supporting dreams and aspirations.

3-way tie

People (Community)

When it came to positive change around community and people, the biggest issue that resounded with the members was having to do with communication and community support. This includes working together as one family, supporting one another, and creating opportunities that would benefit everyone.

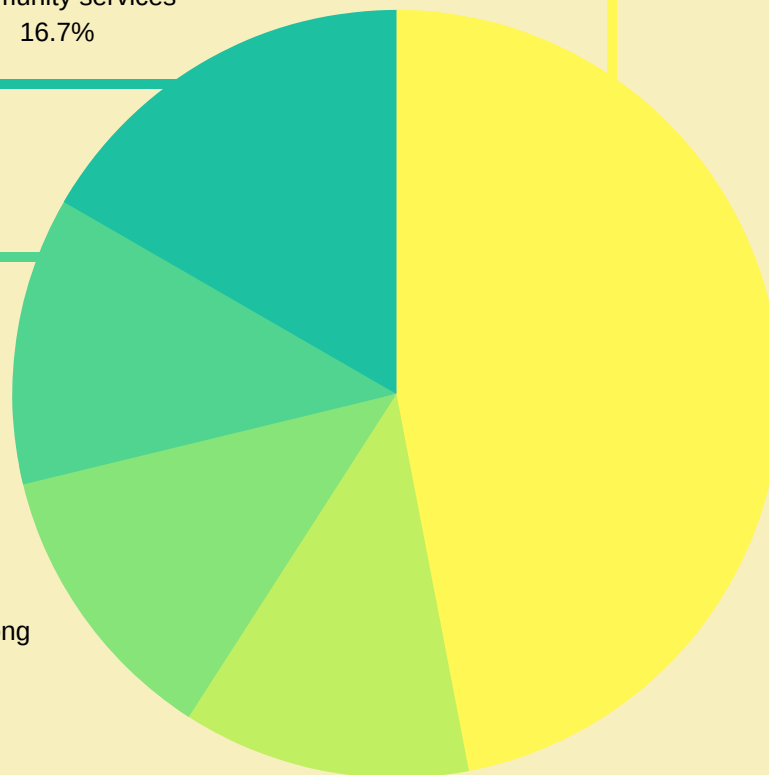
Community services
16.7%

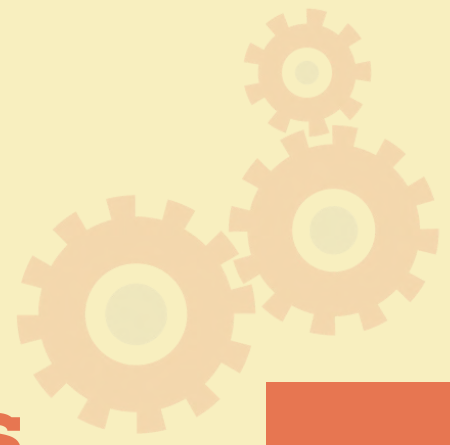
Families working together
12.1%

Community getting along
12.1%

Empowering Healthy Individuals
12.1%

Improved Communication
47%





Process

(Governance)

- 1 Housing Strategy Policies and Goals.
- 2 Multi-year goals. (short term)
- 3 Open & transparent communications between members and council.

Process refers to how Peters First Nations Chief & Council and community govern the nation as a whole. Community members put forth ideas and suggestions having to do with the structure and leadership of Peters First Nation. One of the biggest issues members would like to see addressed was a housing strategy put in place with clear policies and goals for the future. There was also expressed interest in setting up an series of financial goals to ensure the long-term “multi-year” success of Peters First Nation. Lastly, there was a request for the communications to be more transparent between council and membership. As promised, this report and its findings is part of the many multi-step beginning of opening up the lines of communication between community and council.





Profit

(Economy)

1

Land Purchased: Growth of the economy for employment & profit. To make more money for future and investment into the community.

2

Economic Development. (That respects the land and keeps with the culture)

3

Partnerships.

Members gave input into the financial future of Peters First Nation and provided suggestions of what they collectively would like to see happen. There was equal interest with the importance of economic development and handling of invested funds to make more money available for the future of the community. There was discussion on how land was to be developed and making sure it keeps with the culture and respects the land.

Conclusions & Next Steps

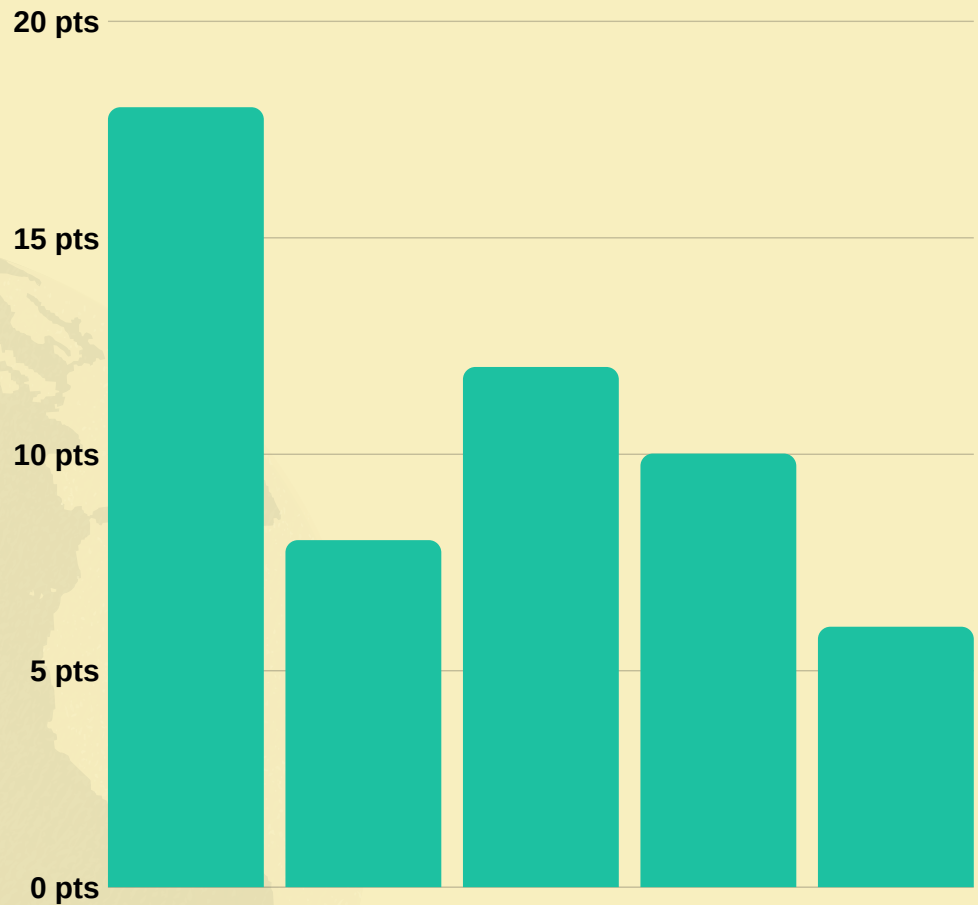
This initial vision meeting was very successful in hearing the voices of the community members and finding detailed data on what issues are most important to the membership. Many issues and suggestions have been raised to awareness of Peters First Nation Chief and Council which will help them develop policy and procedures that support the direction the community wants to go.

Next steps: there will be a continuation of community meetings having to do with vision casting, voting on community values, and working together towards achieving the above goals. Please keep informed of upcoming meetings by visiting the website or emailing administrator@petersfn.ca

Data Report

DATA FROM THE VISION WORKSHOP

Planet Environment



Regenerative Fishing Culture (hatchery) supportive Community

Sustainability

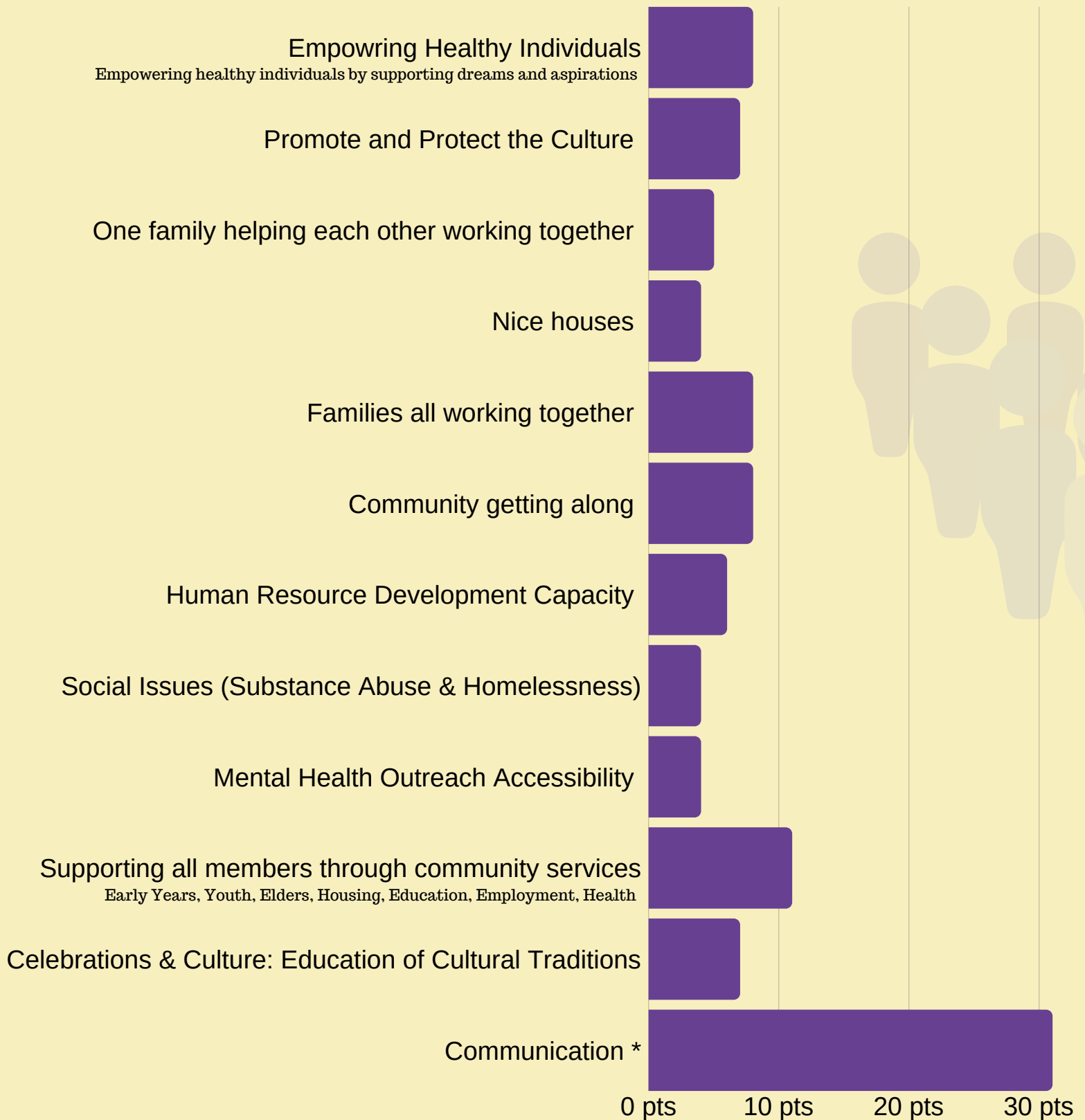
Respecting Land Based Teachings

Bring Forward Our Fishing Traditional Preserving

Better Cemetery "a resting place" not by a noisy highway

Each member was given three votes.

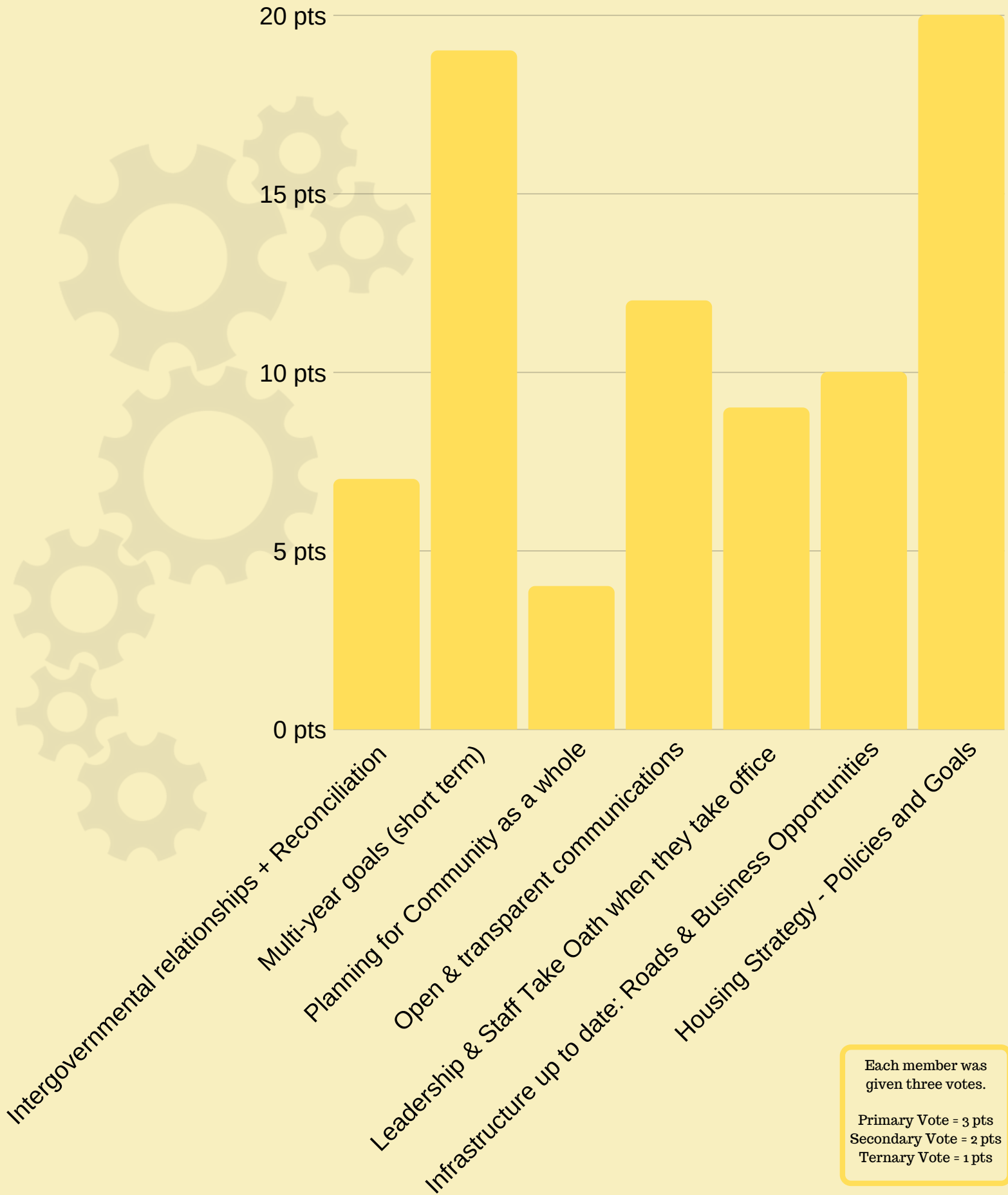
Primary Vote = 3 pts
Secondary Vote = 2 pts
Ternary Vote = 1 pts



* Communication: Becoming one family that helps each other - working together. Community members who don't receive any service from the band.
Need to Create opportunities to support them in their own lives

Process

Governance



Profit

Economy

Economic Renewal Strategy

Partnership

Economic Development

(That respects the land and keeps
with the culture)

Land Purchased

Growth of business for employment
& profit. To make more money for
future of community to invest

0 pts

2.5 pts

5 pts

7.5 pts

10 pts

Each member was
given three votes.

Primary Vote = 3 pts
Secondary Vote = 2 pts
Ternary Vote = 1 pts

20 YEAR GOAL

LONG TERM GOALS & VALUES
SUGGESTED BY THE MEMBERSHIP



Shared Community Center (with swimming pool and lazy river, dry sauna to help with arthritis, indoor for kids to play and a nursing station + library) with an apartment building. (How fast can the money in the bank build up for this?)

19 PTS

Teaching of tradition medicine / Teaching of hunting and preserving



13 PTS



Trust, Love, Peace, Culture, Communication, Growth, with ALL of the members

11 PTS

A Safe Place to Be.



10 PTS



Profitable economy, safe housing, healthy members, elders children, families

9 PTS

Good communication between youth and Elders



9 PTS



Long house for Family group gatherings (history, teaching & cultures, feeding family, group canning for elders and families.

8 PTS

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VISION WORKSHOP REPORT

July 30th, 2019



About the Meeting

On July 30th, 2019, Peters First Nation (PFN) held the second community vision meeting for members to give input into the future of Peters First Nation. Over twenty-three members attended giving input into issues they wish to see resolved.

The meeting included a review of the last vision meeting and the results. Membership discussed findings and the necessary next steps in moving ideas forward into fruition. This was followed by membership giving input on values.

Understanding the Problems. Finding Solutions.

Members were asked to answer two questions: 1) What is the Problem? 2) What is the Solution / Why is it important? Members submitted issues they believe are problems currently within Peters First Nation. Possible solutions were also discussed and provided.

These issues/problems/solutions were all placed within four major categories;

1. Planet (Environment)
2. People (Community)
3. Process (Governance)
4. Profit (Economy).

Results Overview

Peters First Nation members gave input by writing down problems and their potential solutions on "sticky notes" and placing them within the Four Major Categories (Planet, People, Process, Profit). Over 40 problems with corresponding solutions were generated by the community. Below are the results.

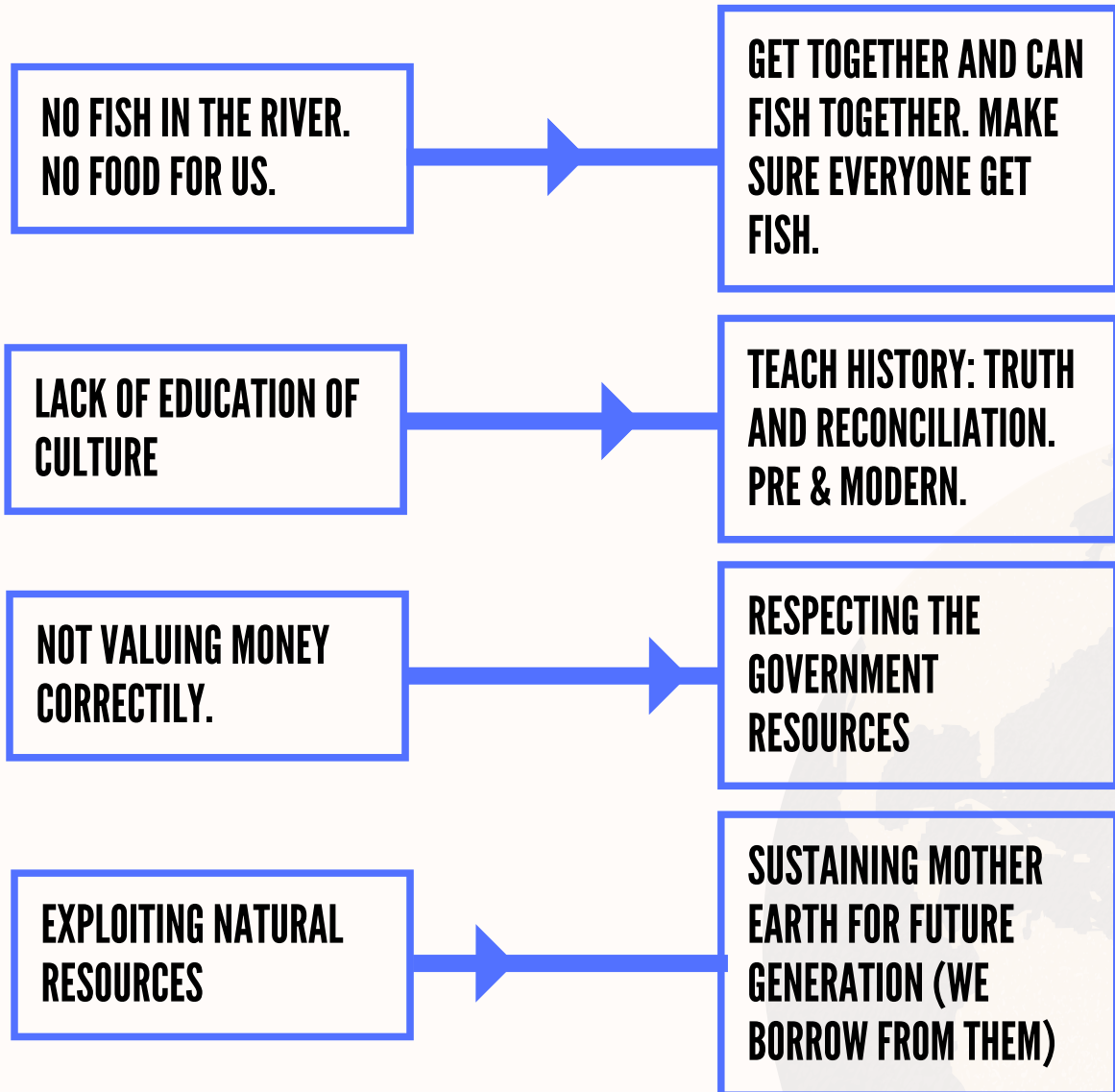


PLANET

(Environment)

What is the Problem?

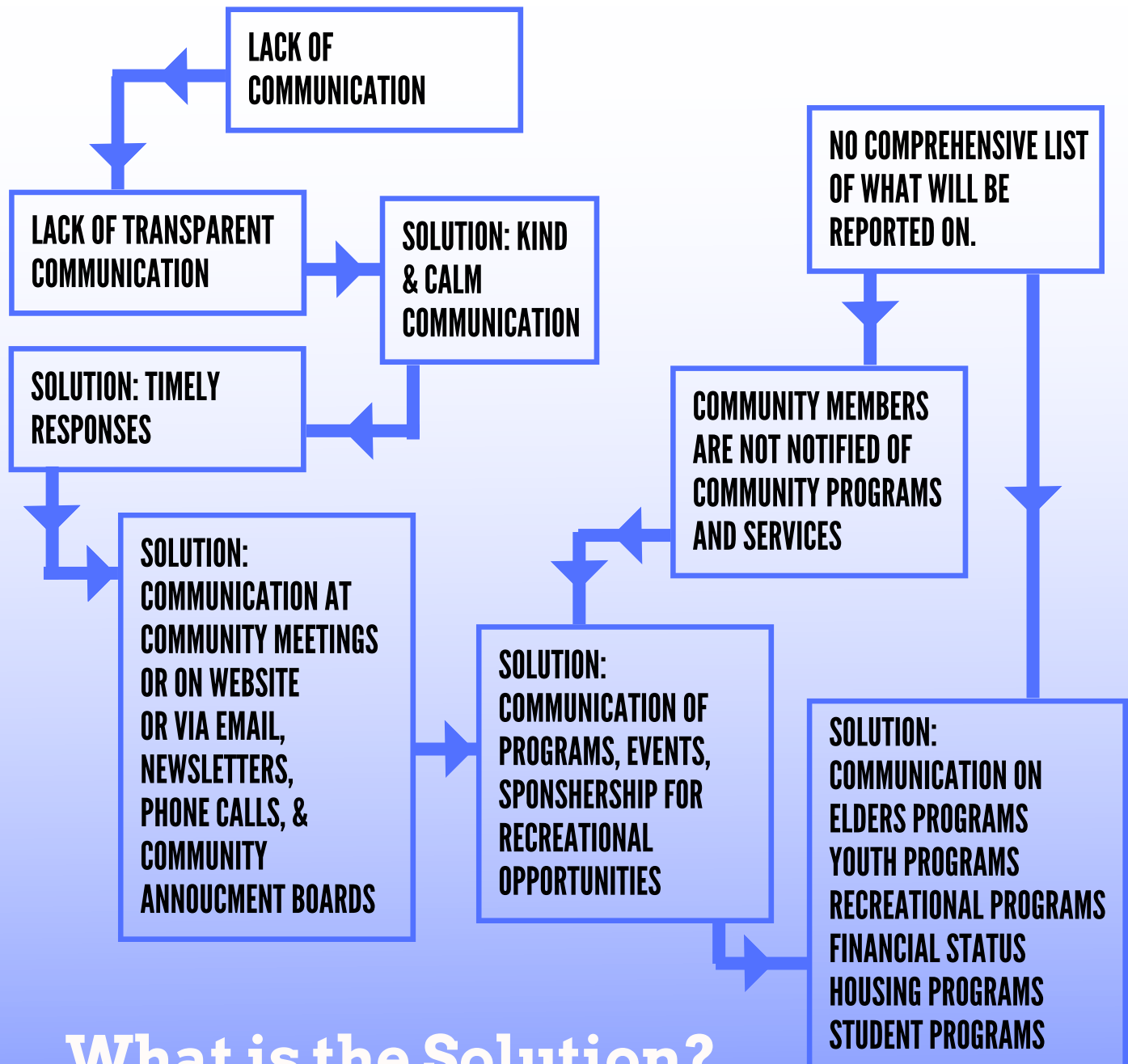
What is the Solution? / Why is it important?



SUMMARY: The overarching theme of concern for PFN Membership surrounds the use of Lands & Natural Resources. There is a desire in giving community members opportunities to interact with the Land within a Traditional/Cultural way,

People (Community)

What is the Problem?



What is the Solution?

SUMMARY: Communication is the major theme when it came to PFN Membership discussing issues within the community. Efforts for PFN Administration to communicate consistently and transparently must be made along with specific communication around programs and their benefits to the community membership.

Process (Governance)

What is the Problem?

What is the Solution?

**CONFLICT OF INTEREST:
ACCOUNTABILITY POLICIES,
PROCEDURES**

**ELEMINATING CONFLICTS OF
INTEREST WITH STAFF AND
CHIEF & COUNCIL. CREATING
A POLICY**

**CONFLICT OF INTEREST:
BAND COUNCIL HAVE JOBS @
THE BAND OFFICE**

**HIRING STAFF TO FILL THE
ROLES AT THE BAND OFFICE**

ACCOUNTABILITY

**CREATING CODE OF CONDUCT
POLICY AND OTHER HR
POLICIES**

**LACK OF DEFINED
ORGANIZATIONAL
STRUCTURE**

**CREATING GOVERNANCE
POLICIES**

**COMMITTEES LACK
PROTOCOL AND STRUCTURE**

**CREATING POLICIES & ROLES
AND RESPONSIBILITIES FOR
MEMBERS**

SUMMARY: Two of the main concerns for the Administrative Process or Governance was the lack Policy within the PFN Administration. A call for accountability was made by the community desire to see policies be created and put in place. There was also desire expressed to see more committees come into place with membership involvement.

Process

(Governance)
Continued...



What is the Problem?

**COMMITTEES NEED MORE
GENERAL MEMBERS ON THEM
NOT JUST STAFF**

**LACK OF REPORTING ON
PROGRAMS**

REPORTING ON FUNDS SPENT

**NO HOUSING POLICY OR
PLANS AROUND DEVELOPING
INFRASTRUCTURE**

**LACK OF BYLAW
ENFORCEMENT & PENALTIES**

What is the Solution?

**ENCOURAGING MORE PFN
MEMBERS TO JOIN
COMMITTEES**

**REPORTING ON PROGRAMS
AND DELIVERABLES
PROMISED BY THE
PROGRAMS**

**FINANCIAL REPORTS ON HOW
FUNDS WERE USED**

**HOUSING POLICY & CLEAR
PLANS & POLICY ON ROADS,
WATER, SEWER, ETC.**

**POLICY IN PLACE, BYLAWS
ENFORCED, AND PENALTIES
PAID IF VIOLATED**



PROBLEM: LACK OF LAND FOR ALL MEMBERS OF BAND

SOLUTION: EQUAL OPPORTUNITIES FOR MEMBERSHIP TO OWN LAND & HOUSES

PROBLEM: LACK OF MONEY TO PURCHASE LANDS FOR MEMBERSHIP

SOLUTION: USING SPECIFIC CLAIMS MONIES TO HELP PURCHASE LAND

Profit (Economy)

PROBLEM: PROCESS OF TRANSFER OF LAND TAKES TOO LONG FOR PEOPLE TO GET CROWN PROPERTY

PROBLEM: LACK OF FINANCIAL COMMITTEES

SOLUTION: FINANCIAL COMMITTEE, HR COMMITTEE, CAPITAL COMMITTEE

PROBLEM: NO INFORMATION ON BAND'S CAPITAL ASSETS

SOLUTION: PUBLIC ACCESSABLE LIST OF BAND OWNED ASSETS

PROBLEM: LACK OF INFORMATION ON AGREEMENTS/CONTRACTS WITH PIPELINE AND OTHER VENTURES

SOLUTION: COMMUNICATION AND INFORMATION FOR COMMUNITY TO HAVE A GOOD UNDERSTANDING OF THE AGREEMENTS IN PLACE.

SUMMARY: PFN Membership would like to see housing policies put into place along with more communication and financial reports on PFN projects and agreements.



Conclusions & Next Steps

This second vision meeting was very successful gathering data on which issues the community members would like to addressed. A lot of the issues surround the theme of communication. There is a desire for Peters First Nation Staff and Chief & Council to give more information on: 1) the various programs & benefits the community can have access to; 2) reports on financial decisions and endeavors; and 3) communication around policies and procedures 4) new committee that have membership involvement.

Next steps: Using this data, Peters First Nation Administration will implement policy and procedures and increase transparency and communication. Job positions for staffing at the Band Office will also begin within this quarter. Furthermore, development of committees will also take place in order to accomplish the above solutions outlined by the community. The next meeting will focus on strategic steps in order to develop Peters First Nation towards the direction the community wishes to see.

Please keep informed of upcoming meetings by visiting the website or emailing administrator@petersfn.ca

www.petersfn.ca

VISION WORKSHOP REPORT

STRATEGIC PLANNING

October 3rd, 2019



About the Meeting

On October 3rd, 2019, Peters First Nation (PFN) held the third meeting with community members as part of the 2019 Community Visioning and Strategic Planning process. The purpose of this third meeting was to confirm the input that was received at the Community Visioning meetings held with membership on May 25th, 2019 and July 30th, 2019, and to begin discussing steps towards implementing a strategy to achieve the vision set out by the community and Chief and Council.

With over 17 members present, the meeting began with dinner and a roundtable discussion about the results of the last two meetings. This was followed by a presentation reviewing the results of the previous two community meetings, in detail, with the addition of strategic goals and the activities required to address the challenges and solutions identified by the members.



The Process

The overall visioning process has been guided through the identification of problems and solutions within four main categories:

1. Planet (Environment)
2. People (Community)
3. Process (Governance)
4. Profit (Economy)

The Overall Process has been guided by the following principles:

1. Community Focused Dialogue
2. Community Formed Ideas
3. Community Driven Process
4. Goals and Ideas Voted on and Confirmed by Membership

Our Vision
“Family helping Family”

Community Visioning Overview

At the first meeting, on May 25th, 2019, the theme was goal planning. To accomplish this, members submitted ideas they would like to see happen within the next 20 years, separated into long-term and short-term and by each of the four main categories of planet, people, process and profit. Each member was then given an opportunity to vote on the identified goals, effectively setting the level of priority for each goal.

At the second meeting, on July 30th, 2019, the results of the input received at the first meeting was reviewed and confirmed, and members took the goals identified one step further by identifying problems and solutions within each of the four categories of planet, people, process and profit. Over 40 problems with corresponding solutions were generated by the community.

At this third meeting, on October 3rd, 2019, the results of each previous meeting were reviewed and through the integration of the results of both previous meetings, guiding strategies for activities taking place in each of the four main categories of planet, people, process and profit were offered. For each area covered, membership was allotted time to provide comments and updates to ensure the ideas and vision of the members was accurately captured. Members were also given time to comment on and approve the strategic considerations provided for each category.

Planet (Environment)

PLANET (Environment)

1

Regenerative Fisheries
Culture Based Hatchery &
Improved Ecological
Community

Voted Most Important

2

Respecting Land Based
Teachings

3

Bringing Forward
Traditional Food Preserving
& Canning

SUMMARY: The overarching theme of concern for PFN Membership surrounds the use of Lands & Natural Resources. There is a desire in giving community members opportunities to interact with the Land within a Traditional/Cultural way.

What is the Problem?

NO FISH IN THE RIVER.
NO FOOD FOR US.

LACK OF CULTURAL
EDUCATION

FISCAL RESPONSIBILITY

LACK OF
ENVIRONMENTAL
STEWARDSHIP

What is the Solution? / Why is it important?

GET TOGETHER AND CAN
FISH. MAKE SURE
EVERYONE GETS FISH.

TEACH HISTORY: PRE &
MODERN TRUTH AND
RECONCILIATION.

RESPECTING THE
NATION'S RESOURCES

SUSTAINING THE
PLANET FOR FUTURE
GENERATIONS (WE
BORROW FROM THEM)

Planet (Environment)

Strategic Considerations

1. Decisions about Land / Environment will be focused through the lens of PFN Culture...
2. A fishery / canning / preserving program or industry must be included in the future Business development of PFN.

Strategic Goals

1. **Cultural Education Program** - Give members opportunity to interact with the Land in a culturally appropriate way
Immediate Goal: Develop a Canning Program to assist members with learning how to process food fish.
2. **Natural Resource Program** - Establish and resource policies to protect, conserve and enhance PFN's rights in its territory
Immediate Goal: Develop a salmon restoration Program



People (Community)

1

Communication: Becoming one family that helps each other + working together. Supporting community members who don't receive any service from the band by creating opportunities to support them in their own lives wherever they are.

2

Supporting all members through community services / Early Years, Youth, Elders, Housing, Education, Employment, Health.

3

Community getting along / Families all working together / Families all working together by supporting dreams and aspirations.

3-way tie

People (Community)

SUMMARY:

Communication is the major theme when it came to community issues. Efforts for PFN Administration to communicate consistently and transparently must be made along with specific communication around programs and their benefits.

What is the Problem?

COMMUNITY MEMBERS ARE NOT NOTIFIED OF COMMUNITY PROGRAMS AND SERVICES

NO COMPREHENSIVE LIST OF WHAT WILL BE REPORTED ON.

LACK OF TRANSPARENT COMMUNICATION

What is the Solution?

SOLUTION: KIND, RESPECTFUL, NON-VIOLENT COMMUNICATION

SOLUTION: STATUS ON PROGRAMS FOR ELDERS, YOUTH, RECREATIONAL, FINANCIAL STATUS, HOUSING, STUDENT

SOLUTION: CONSISTENT COMMUNICATION METHODS

SOLUTION: COMMUNICATION AT COMMUNITY MEETINGS OR ON WEBSITE OR VIA EMAIL, NEWSLETTERS, PHONE CALLS, & COMMUNITY ANNOUNCEMENT BOARDS

SOLUTION: COMMUNICATION OF PROGRAMS, EVENTS, SPONSORSHIP FOR RECREATIONAL OPPORTUNITIES

People (Community)

Strategic Considerations

1. **Community Focused** – Extending beyond...
 - Creating opportunities
 - Better communication
2. Supporting the **previous generation** and the **upcoming generation (Elders and Youth)**.
3. Unification in **vision and goals**. Working together.

Strategic Goals

1. **Fair Open and Transparent Governance** - Provide members clear and timely information on policies, procedures and activities of the Nation
Immediate Goal: Place approved programs, policies and procedures in 'Members' section of website, including application forms for program access.
2. **Communication Policy-** Establish clear and measurable guidelines on the Nation's communications plans with members
Immediate Goal: Develop and post quarterly community meeting schedule

Process (Governance)



SUMMARY: Two of the main concerns for the Administrative Process or Governance was the lack Policy within the PFN Administration. A call for accountability was made by the community desire to see policies be created and put in place. There was also desire expressed to see more committees come into place with membership involvement.

What is the Problem?

**CONFLICT OF INTEREST:
ACCOUNTABILITY POLICIES,
PROCEDURES &
TRANSPARENCY**

What is the Solution?

**CREATING, IMPLEMENTING,
REPORTING ON CONFLICT OF
INTEREST POLICY**

**ELECTED OFFICIALS HELD JOBS
IN BAND OFFICE**

**IMPLEMENT HR POLICY,
ORGANIZATIONAL CHART &
COMMUNICATE WITH
MEMBERSHIP**

Continued...

Process (Governance) ...continued

What is the Problem?

ACCOUNTABILITY

**LACK OF COMMUNICATION
ON ORGANIZATIONAL
STRUCTURE**

**COMMITTEES LACK
PROTOCOL AND STRUCTURE**

What is the Solution?

**REPORTING ON STRATEGIC
PRIORITIES AND PROGRESS**

**CREATING GOVERNANCE
POLICIES**

**CREATING COMMITTEES THAT
MATCH THE GOVERNANCE
AND FINANCIAL POLICY
REQUIREMENTS**

**LACK OF COMMUNITY
PARTICIPATION IN
GOVERNANCE**

**LACK OF REPORTING ON
PROGRAMS**

**ENCOURAGING MORE PFN
MEMBERS TO JOIN
COMMITTEES AND
COMMUNICATE ON ROLES +
FUNCTION**

**REPORTING ON PROGRAMS
DELIVERABLES & FINANCIAL
STATUS PROMISED BY THE
PROGRAMS**

**NO HOUSING POLICY OR
PLANS AROUND DEVELOPING
INFRASTRUCTURE**

**LACK OF BYLAW
ENFORCEMENT & PENALTIES**

**IMPLEMENT +
COMMUNICATE HOUSING
POLICY, CAPITAL PLANS, AND
STRATEGIC PLAN.**

**CREATE, IMPLEMENT, &
ENFORCE BYLAWS**

Process (Governance)

Strategic Considerations

1. **Community Focused** – Extending
Housing Policies need to be prioritized
2. Communication is key...
3. Multi-year goals for the short term...
an action plan

Strategic Goals

1. **Governance Policy and Procedures** - Provide clear and concise governance, financial and HR policies and procedures.
Immediate Goal: Establish member participation on the Finance Committee, the HR Committee and the Capital Committee.
2. **Strategic Plan:** Establish a multi-year strategic plan.
Immediate Goal: Resource the strategic plan, linking 2020/2021 Fiscal Year activities to budgets and operating plans.

Profit (Economy)



Profit (Economy)

1

Land Purchased: Growth of the economy for employment & profit. To make more money for future and investment into the community.

2

Economic Development. (That respects the land and keeps with the culture)

3

Partnerships.

PROBLEM: LACK OF LAND FOR ALL MEMBERS OF BAND

PROBLEM: LACK OF MONEY TO PURCHASE LANDS FOR MEMBERSHIP

SOLUTION: INITIATE COMMUNITY PLANNING TO IDENTIFY EQUAL OPPORTUNITIES AND A ROAD MAP FOR MEMBERSHIP TO OWN LAND & HOUSES

SUMMARY: PFN

Membership would like to see housing policies put into place along with more communication and financial reports on PFN projects and agreements.

PROBLEM: LACK OF INFORMATION ON AGREEMENTS/CONTRACTS WITH PIPELINE AND OTHER VENTURES

SOLUTION: COMMUNICATION AND INFORMATION FOR COMMUNITY TO HAVE AN UNDERSTANDING OF CURRENT AGREEMENTS, ECONOMIC DEVELOPMENT PLANS AND PROCESSES

PROBLEM: NO INFORMATION ON BAND'S CAPITAL ASSETS

SOLUTION: PUBLICLY ACCESSIBLE LIST OF BAND OWNED ASSETS

Profit (Economy)

Strategic Considerations

1. **Limited land base for development**
(housing / economic / social development)
2. Nation's assets are unknown
3. Financial reports on economic development unavailable.

Strategic Goals

1. **Land Acquisition and Development Plan** – Develop appropriate strategies to increase and develop the land base of the Nation.
Immediate Goal: Develop a Land Use Plan.
2. **PFN Three Feathers Corp** – Implement the Nation's economic development company successfully to benefit from the Kinder Morgan Pipeline development.
Immediate Goal: Have community meeting and report out on economic development activity and job creation plans for PFN Three Feathers.
3. **Economic Development plan:** Establish a multi-year economic development plan.
Immediate Goal: Develop housing and infrastructure needs survey.
Immediate Goal: Develop Community Asset Survey

20 YEAR GOAL

LONG TERM GOALS & VALUES
SUGGESTED BY THE MEMBERSHIP



Shared Community Center (with swimming pool and lazy river, dry sauna to help with arthritis, indoor for kids to play and a nursing station + library) with an apartment building. (How fast can the money in the bank build up for this?)

19 PTS

Teaching of tradition medicine / Teaching of hunting and preserving



13 PTS



Profitable economy, safe housing, healthy members, elders children, families

9 PTS



Trust, Love, Peace, Culture, Communication, Growth, with ALL of the members

11 PTS

Good communication between youth and Elders



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A Safe Place to Be.



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Long house for Family group gatherings (history, teaching & cultures, feeding family, group canning for elders and families.

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