



"Honouring Our Voices"








Sik-e-dakh (2012-2017)
Comprehensive Community Plan:
goals & strategic directions



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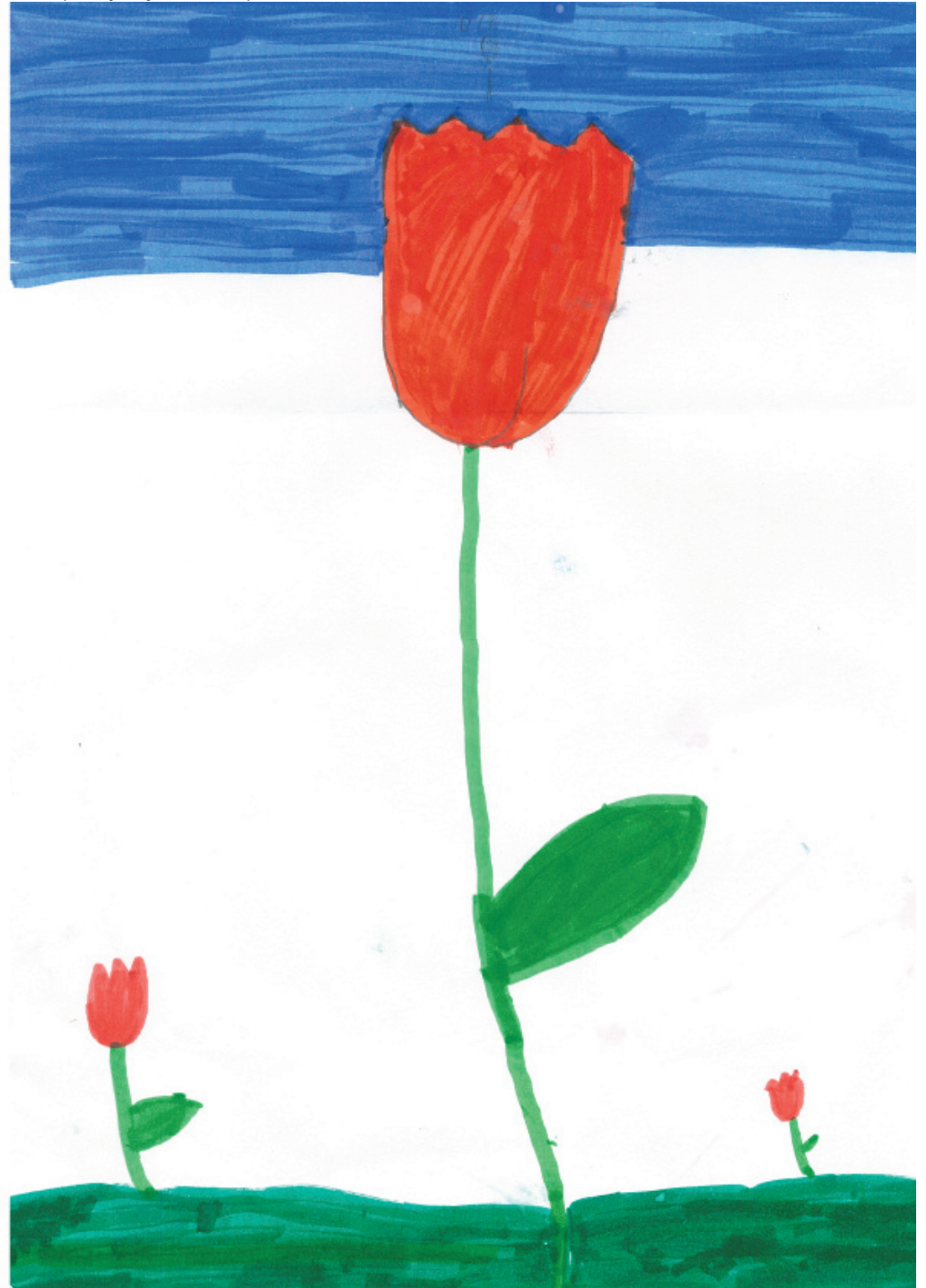
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"What is notable is that when Gitxsan work together, all their problems seem to disappear.

It's called *Gitxsan Galiiaax*.

There is no clan, no tribe, no house, there is only Gitxsan working."

– anonymous



Acknowledgements

The Comprehensive Community Planning Team wishes to first thank community members (Elders, families, individuals, children, youth) who participated in this important project. Community members were the center of this project and it is their time, energy, creativity and honesty that have given meaning to this plan. We also thank CopperMoon for their great work on the community vision project, which laid the foundation of this plan.

The Comprehensive Community Planning Team is also grateful to the Gitksan Government Commission (GGC) and the Band Council and the Administration for encouraging this process. Special thanks are expressed in advance for the future leadership role that the Band Council and Administration will play in turning this plan into action with the support and help of community members. The Gitksan Government Commission and the New Relationship Trust have funded this initiative.

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The Sik-e-dakh community won the Comprehensive Community Planning Survey contest by having the highest percentage of the total population complete the survey. Congratulations Sik-e-dakh!



Introduction

The *“Honouring Our Voices”* project was an inclusive grass roots approach to planning for the future of our community. The Sik-e-dakh Comprehensive Community Plan (CCP) in your hands is one (1) of three (3) documents created for Sik-e-dakh as part of the *“Honouring Our Voices”* planning project. Each of the documents is explained in this introduction.

The purpose of the Sik-e-dakh CCP is to express the vision of our community and our goals and strategic directions for the next five (5) years (2012-2017). The Sik-e-dakh CCP is the reflection of community members voices and is organized to reflect the culture and history of Sik-e-dakh as well as to outline the pathway to improve community life for everyone.

There are several sections in the Sik-e-dakh CCP. This introduction section is followed by the *“Honouring Our Voices”* planning process. Our community vision, mission statement and core values are outlined next, along with our community strengths. Following that, there is a short discussion about how to honour the voices of the community by implementing this plan, followed by an abbreviated history of Sik-e-dakh. Next comes an overview of the seven (7) planning domains that were used to organize the community engagement process. A summary page of our community planning goals is next, which is followed by a complete list of the goals and strategic directions. The key facts (Fast Facts) that are presented throughout these sections are sourced from the following sources: Sik-e-dakh Strategic Planning Session Summary Report (2011), Sik-e-dakh Comprehensive Community Planning Survey (CCP Survey: 2011), the Sik-e-dakh Community Vision Project (CopperMoon: 2011) and data from Gitksan Government Commission. A Gitksanimx glossary of community development terms is provided at the end of this document.

In this document, you will find some drawings. These beautiful images and quotes represent children and youth views on the meaning of ‘majagalee’, which roughly translates into English as child or flower. As part of the *“Honouring Our Voices”* project, there were over 50 drawings handed in by children and youth.

The second document that accompanies the CCP is entitled the Annual Implementation Plan (AIP). This is a document that is created on an annual basis by the Band Council and Administration that consists of a selection of goals and strategic directions that will be the focus of funding and effort for a single operating year. The AIP includes timelines, roles and responsibilities, budgets, performance measures and reporting guidelines. If the CCP is a wheel and the community is the road, then the AIP is where the rubber hits the road. The AIP is the main tool that can help us keep our big ideas for positive change off the shelf and put into action year after year so we all grow healthier together.

The third document that accompanies the CCP is the Compendium of Research and Evaluation (CORE). The CORE is a binder of relevant information about Sik-e-dakh that has informed the CCP. In the CORE, one can find the community input from the *“Honouring Our Voices”* project (e.g., survey results) and previously completed policy and planning documents.

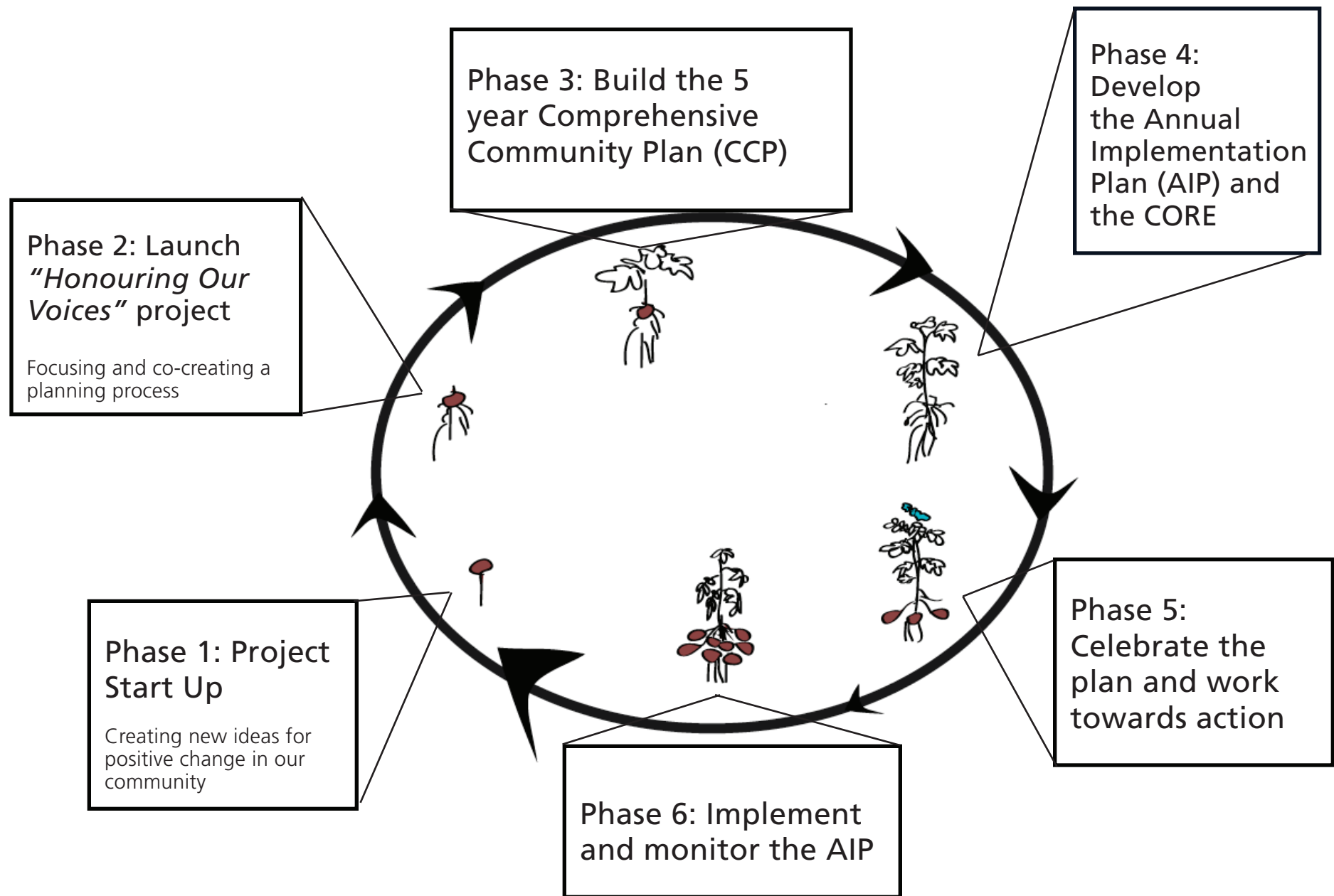


“Honouring Our Voices” planning process overview

There are six (6) phases to the “Honouring Our Voices” planning process. The phases, timing and activities are outlined below.

Timeline	Project phases	Key activities and results	Status
Jan 2011	Phase 1: Project start up	<ul style="list-style-type: none"> Research and develop a community-based approach to planning Hire CCP Facilitators Establish CCP Advisory Committee (Jan. 18, 2011) 	✓
Feb - May 2011	Phase 2: Launch CCP project and reviewing literature	<ul style="list-style-type: none"> 2nd Advisory Committee meeting to plan the project launch (Mar. 15, 2011) Invite community members from Gitanmaax, Gitanyow, Sik-e-dakh and Kispiox to launch and co-create the method for the CCP process (Apr. 4 , 2011) Create community based Working Advisory Groups 	✓
June - Sept 2011	Phase 3: Build a Five Year Comprehensive Community Plan (CCP)	<ul style="list-style-type: none"> 3rd Advisory Committee meeting to review CCP process (Sept. 13, 2011) CCP Survey (May-Aug. 2011) and a youth workshop (Aug. 2011) Speak Out CCP validation workshops with community members (Aug 17, 2011) Present CCP draft at gathering of all Councils (Sept 12, 2011) Solicitation of CCP draft with Chiefs, Councils and Band Administrations (Oct 2011- Jan 2012) 	✓
Sept 2011 - Feb 2012	Phase 4: Develop Annual Implementation Plan (AIP) and Compendium of Research and Evaluation (CORE)	<ul style="list-style-type: none"> Prepare CORE for each community, summarizing all planning project information Submission of CCP draft to Chiefs and Council for endorsement in principle Workshops with Chief and Council to develop AIP based on the CCP All Councils forum (Dec 8, 2011) 	✓
Apr 2012	Phase 5: Finalize CCP, AIP and CORE and host community celebration	<ul style="list-style-type: none"> Final revisions made to CCP and AIP Adoption of final CCP and final AIP by Chief and Council (Band Council motion) Celebratory gathering of all communities to review the final CCPs and AIPs 	✓
Apr 2012 onwards	Phase 6: Implement and monitor the AIP	<ul style="list-style-type: none"> Implementation of actions Identify measures of success and regular (semi-annual) reports to community members about progress on the AIP and CCP Adjust the AIP and CCP as necessary 	Ongoing ★

Our planning process: Like the life cycle of a potato plant



Community vision

A healthy, safe, positive community that is sustainable now and for the future generations.

Mission statement

We will achieve our vision by helping people to help themselves through education, economic development, positive reinforcement and traditional teachings.



Our values

We act with integrity through honesty and honouring our traditional values.

We communicate effectively to ensure everyone is on the same page.

We believe in and support the well-being of our community and its members.

We practice, share and incorporate our culture in all we do.

We are accountable for what we say and what we do.

We act and think with positivity and a solution-oriented mindset.

Our community strengths

The following strengths are among those identified within the Sik-e-dakh CCP survey.

1. **Eager to learn.** The people are interested in skills training that would bring good jobs to the community.
2. **Eager to work and volunteer.** There are many available labourers interested and willing to work. As a community, we have learned to pull together to succeed with a strong history in volunteer work.
3. **Fertile lands.** There is plenty of land that can be used for farming and gardening.
4. **Strong Gitxsan culture:** Sik-e-dakh has strong ties in Gitxsan culture. We can use our strengths in Gitksanimx and Gitxsan dance and arts to celebrate our community.
5. **Sharing of skills:** We have trained individuals who can share knowledge with others in the community who want to learn.



Turning our plan into reality

It takes a whole community to create the positive changes everyone wants to see. The main challenges we face as a community are too big and complex for any one person or organization and therefore working together to implement the CCP is essential for success.

Most people agree that too many planning documents end up on the shelf and are never used. The key to turning the CCP into action is by creating a practical and possible Annual Implementation Plan for the Band Council and Administration. The AIP is created once a year, revised accordingly throughout the year, and used on a regular basis to make sure the CCP is helping guide how decisions are made.

An AIP is a living document and can be organized into a set of tables such as the one below. The idea is to take a few goals and strategies each year and organize an action plan that leads to progress in the selected areas.

Goal:				
Strategic direction:				
What does success look like in this area at the end of the year?				
What activities need to happen?	Who is responsible for this activity?	What resources are needed? (new or existing)	When does this need to be done?	How will we communicate to the community?

For Band Council and Administration, the development and use of the AIP is essential to helping the community realize its vision and goals. Involving community members in the change process is vital to its success and communicating out to them when strategic directions are being pursued and have been achieved is equally important.

For community members, the CCP and AIP can provide a way for everyone to have a role in a positive community change process.

History of Sik-e-dakh (Glen Vowell)

The oral history of the Gitxsan villages starts far back in time in the large community of Temlaham, which was located on the Xsan (Skeena) River somewhere below Hazelton, and was apparently destroyed with a landslide from Roche Deboule, several thousand years ago. The people dispersed, some forming the villages of Kuldo'o and Gis gaa ga'as. It is understood that Ansp'ayahw (the hiding place) was settled long ago by people from these two villages. It was a winter dwelling place, with the families moving onto their traditional territories to harvest the resources and fish over the summer and fall, and trade with other communities over the extensive network of 'grease' trails. Salmon were harvested in large quantities from the Skeena and the Kispiox rivers, utilizing complex weir systems that required many skilled hands to construct and maintain. Hard work was required over the summer period, but the land, "from mountain top to mountain top" provided well, and winters offered opportunity for leisure, feasting and potlatch ceremonies. Ansp'ayahw became one of the more powerful of the Gitxsan villages, with a protective fortress established on an island upstream on the Skeena.

European trade goods started to make their appearance in the community as early as 1820's. Waves of epidemics followed of European diseases drastically reduced the population, from about 800 in the 1860s to only 225 by 1890. This tragedy seriously disrupted the culture. There was a major incursion of Europeans when the Collins Overland Telegraph line construction reached Kispiox in 1866, opening the road to the community and valleys beyond. Missionaries, notably Tomlinson and then Pierce, established churches in the community and encouraged adaptation to the new ways. A very successful sawmill was constructed and did good business for a number of years.

There was also opportunity for employment transporting goods, trapping, and working the coastal fishery. The Canadian government set up the 'reserve' system at Kispiox, over the continuing objection on the Chiefs, in 1891, adding Agwedín and Sik-e-dakh by 1898.

Some Kispiox families converted to the Salvation Army while working on the coast, and friction amongst the competing religions resulted in twelve families establishing a new community in 1899, downstream at Sik-e-dakh, later to be joined by other Salvationists from other communities. Land was cleared for agricultural pursuits, and a fine church was constructed.

The Reserve name is derived from that of Arthur Stewart Vowell, who surveyed the town site in 1898 during the eponymous Vowell Commission, one of a series of Royal Commissions concerned with allocating Indian Reserves across British Columbia. The community was first identified on official maps in the BC Mines Department records from 1910 as "Glen Vowell Salvation Army Mission." By 1922 this was adjusted to "Glen Vowell (Mission)" and as "Glen Vowell (Indian Village & Mission)" in the 1930 BC Gazetteer.

Overview of community development areas

The goals and strategies presented in this document are organized in seven (7) community development areas. The seven (7) development areas are briefly defined below:

Sustainable jobs and businesses

Job creation and developing sustainable businesses involves using community strengths to meet the economic needs of the community. Sik-e-dakh tourism, food growing, catering and construction businesses are examples of economic development successes in Sik-e-dakh.

Health and well-being

Health and well-being includes balance, spiritual wellness, connection to the land, language and culture. Personal health and community well-being can be experienced when everyone has equal opportunity and resources to pursue their own vision of a good life.

Community facilities, housing and communication technologies

This area includes streets and street lights as well as the parks and buildings where children, families, youth, adults and Elders connect. This community planning area also includes housing which is a cornerstone of community health and well-being. Communication technologies such as internet, home phone service, cell service and radio are also included in this planning area.

Band Council governance and its relationships

This area involves the structures and processes by which community decisions are made and goals are accomplished.

Community safety

This involves creating a place where people work together to reduce harm and help and support those who have experienced hardships. This involves building on the strong ways of caring for one another that has always been a part of Sik-e-dakh.

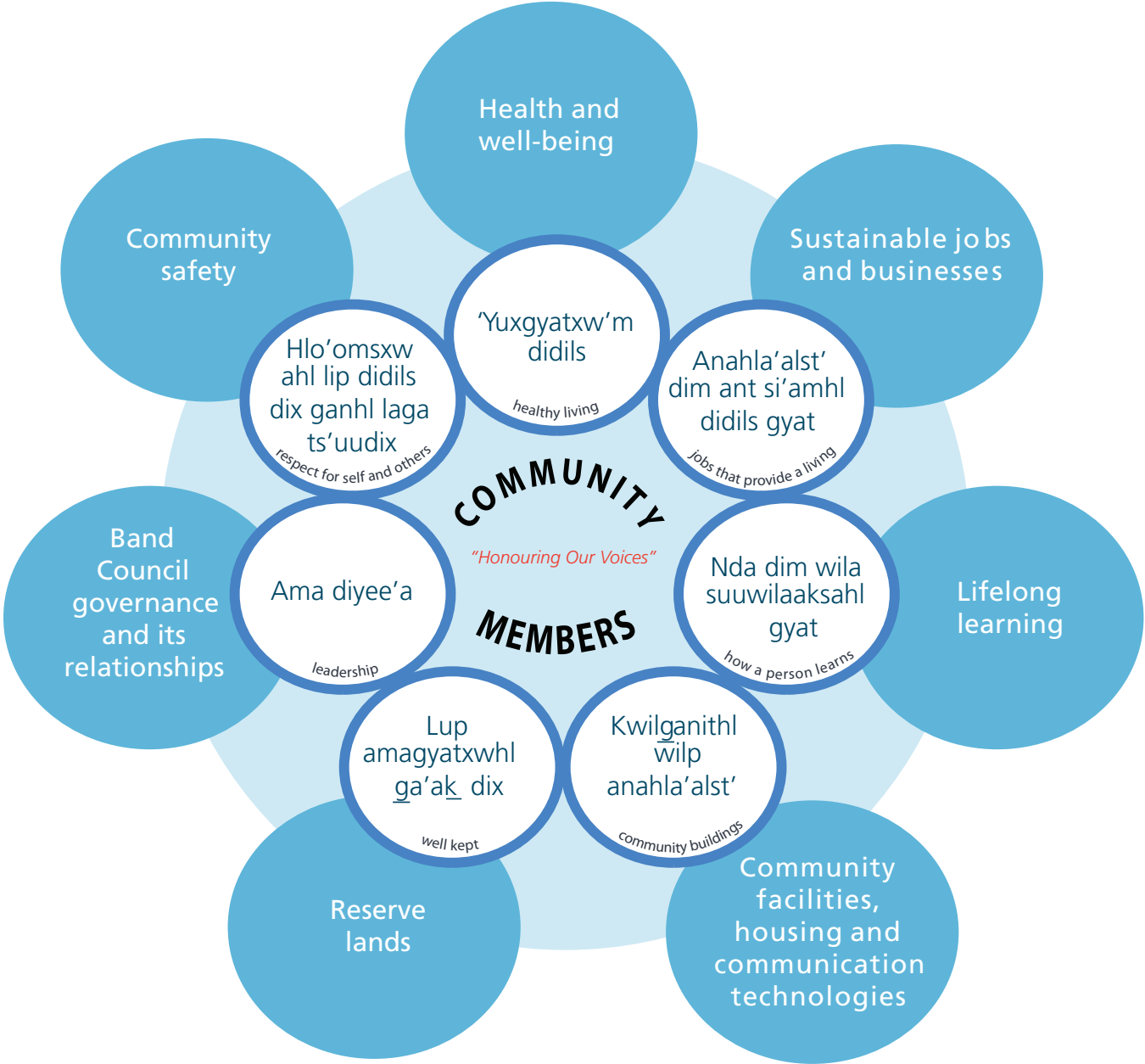
Lifelong learning

This area is concerned with how a person learns throughout her/his life. Lifelong learning includes formal education – the school system that runs from primary school all the way to university. It also includes informal education – how we develop our language, attitudes, values, skills and Gitxsan knowledge from the people we know and live with.

Reserve lands

This area involves setting priorities to guide decisions about how reserve lands can be best used.

Planning for positive change: community development areas



Summary of our community development goals (2012-2017)

Below are the **19** community development goals for Sik-e-dakh.

Sustainable jobs and businesses

Goal 1: Continue to support our community's involvement in sustainable forestry practices

Goal 2: Develop and engage in viable economic development opportunities

Goal 3: Collaborate with other communities on economic development

Health and well-being

Goal 4: Promote healthy lifestyles and our traditional ways

Goal 5: Provide more opportunities for sports and exercise

Goal 6: Address substance abuse/addiction and support recovery

Goal 7: Support families that are facing challenges with substance abuse, family violence and mental health

Community facilities, housing and communication technologies

Goal 8: New community facilities are established that support healthy living

Goal 9: Improve housing conditions and increase number of housing units

Band Council governance and its relationships

Goal 10: Band Council communicates to the community and involves them in decision-making

Goal 11: We have diverse partnerships and collaborative relationships

Community safety

Goal 12: Our community is safe and welcoming

Goal 13: Address illegal activity on reserve by enacting and consistently enforcing by-laws

Lifelong learning

Goal 14: Increase the employability of community members through career planning and job training

Goal 15: Community members can speak Gitksanimx̓ and know about Gitxsan culture and traditions

Goal 16: Members travel to learn about other cultures

Goal 17: New parents' educational interests and needs are supported

Reserve lands

Goal 18: We use our land for prosperous agriculture developments

Goal 19: We are proud of our land and community

Sustainable jobs and businesses

anahla'alst' ^{jobs that provide a living} dim ant si'amhl didils gyat
 simgit hetxw ^{loyal} goliit' ^{locally based} lax ts'ap dim ganla bakxhl ansuuwilaaksa
 lip gyat ^{self sufficient}  ^{"Honouring Our Voices"}
 ongoing training heegal ^{hard working}

Context

When community members were surveyed in 2011, they identified the lack of local employment as their major concern. The largest areas identified for potential employment were in agriculture and silviculture. Community members identified the following as their economic strengths: trades, traditional medicines, arts, administration, culinary arts, agriculture, beauty, sports, GPS, First Aid/emergency response and living off the land.

The idea of forming an economic development corporation is being explored by Chief and Council. So far, Sik-e-dakh is home to a successful construction business as well as an engine and autobody business.

There are currently several community members interested in business development. Also, many community members are actively building their employment skills to work in the mining and explorations sector.

Fast Facts

Community members chose 'food and dining' as the top type of job positions or businesses that could work in the community. (CCP Survey: 2011)

The unemployment rate in Sik-e-dakh was 70% in 2010. (GGC: 2011)

A majority of the employment is considered public sector (67%) in 2006 however almost 34% are private sector jobs. (GGC: 2011)



Sustainable jobs and businesses

Goal 1: Continue to support our community's involvement in sustainable forestry practices

Strategic direction 1.1:

Create a mentorship program which pairs individuals currently employed in the forestry industry with individuals who are interested in a forestry career

Strategic direction 1.2:

Explore the feasibility of starting a
Sik-e-dakh silviculture company

Goal 2: Develop and engage in viable economic development opportunities

Strategic direction 2.1: Explore and establish an economic development corporation that will benefit the community

Strategic direction 2.2: Develop an opportunity feasibility study and create a business plan for ventures that pass feasibility tests

Strategic direction 2.3: Create a human resource inventory

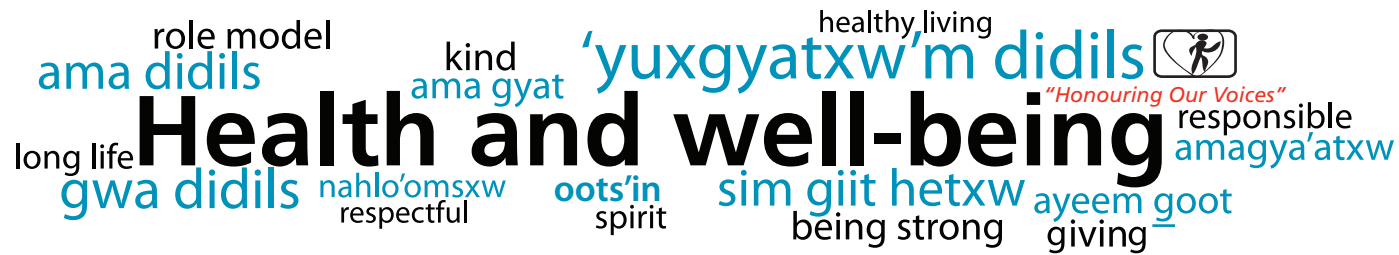
Strategic direction 2.4: Secure funding for training opportunities for members with an interest in new local economic opportunities that pass feasibility tests

Goal 3: Collaborate with other communities on economic development

Strategic direction 3.1:
Support the creation of a community based Gitxsan Development Corporation

Strategic direction 3.2: Work with businesses outside of community in order to link up talent pools

Strategic direction 3.3:
Develop partnerships that will benefit Sik-e-dakh



Context

CCP Survey respondents viewed community health as living in peace and being a united community where everyone is treated equally.

Sik-e-dakh's members indicated they would like to see and support more healthy individuals free from reliance on drugs and alcohol, strong personal relationships and active lifestyles. Community members are ready to help by offering support to form community groups and activities, being positive role models and fostering mutual respect.

The health and well-being section addresses four main goals to improve the quality of life for all community members.

Fast Facts

Community members chose '*services for seniors*' as the top health and well-being service needed in the community. (CCP Survey: 2011)

Sik-e-dakh health center currently provides services and information for: Diabetes, dental care, HIV/AIDS, home and community care, maternal child health, youth suicide prevention and child assistance.

There are 18 seniors (65+) in Sik-e-dakh, representing 8% of the total at home population. (GGC: 2011)

25% are active in team sports or other recreational activities (CopperMoon: 2011)

Sik-e-dakh, as part of Gitxsan Health is currently part of the Northwest Community Engagement Hub, focusing on the transition of health services from Health Canada to First Nations Health Society. (GGC: 2011)



Health and well-being

Goal 4: Promote healthy lifestyles and our traditional ways

Strategic direction 4.1: Work with members to identify and plan the types of community events that members are most interested in and where they can help (e.g., feasts, picnics, guest speakers, food preservation workshops, etc.)

Strategic direction 4.2: Seek out opportunities to provide health and cultural promotion activities

Strategic direction 4.3: Establish a voluntary committee to lead community initiatives, including a volunteer appreciation night

Goal 5: Provide more opportunities for sports and exercise

Strategic direction 5.1: Identify types of organized sports/exercise programs that youth and Band members would like to be involved in, and seek funding to support new programs

Strategic direction 5.2: Organize sports and exercise programs in areas of interest



Health and well-being

Goal 6: Address substance abuse/addiction and support recovery

Strategic direction 6.1: Advertise outreach services to members that may be interested in Wilp Si Satxw Community Healing Centre and other Gitxsan societies

Strategic direction 6.2: Dialogue with members about the possibility of making the reserve a “dry reserve” and hold “dry” community events

Strategic direction 6.3: Explore the feasibility of creating another Gitxsan community healing centre within Sik-e-dakh

Strategic direction 6.4: Create a support program for people who go into treatment by visiting them when they return back home (e.g., home visits)

Goal 7: Support families that are facing challenges with substance abuse, family violence and mental health

Strategic direction 7.1: Help address underlying issues of family violence by using a hereditary/traditional approach regarding violence and substance abuse

Strategic direction 7.2: Identify what types of workshops, healing sessions are most in demand, and work with Wilp Si Satxw to bring outreach sessions to the community

Strategic direction 7.3: Create a safe home on reserve for people and families coming out of treatment



Context

Council and the community worked with the Gitksan Government Commission (GGC) staff in 1998 to create a Physical Development Plan (PDP), which guided decision-making around future development needs. As part of the community development planning, Council is currently striving to update this work in order to access funding for development of required infrastructure over the next five years. Council approved a Terms of Reference (ToR) in 2009 and entered into a contract with LaPointe Engineering Ltd. The June 2010 “Capital Projects Status Report” resulted in a better understanding of the community’s infrastructure needs and priorities, but the work did not progress far enough to develop any of the identified projects ready for a funding submission or construction. Council has expressed a need to engage with another firm to carry this work forward and a revised ToR was drafted. This work needs to be expedited as there are now only four serviced lots available. The current Five Year “First Nations Infrastructure Investment Plan” (FNIIP) submission by Council is included in the CORE document.

Administration of the 14 Social Housing units continues to be problematic for successive Councils as continued difficulty in rent collection causes funding shortages for other required programs and limits the Council’s ability to access further mortgages.

There are three main goals addressing community/recreation facilities, adequate housing and a Gitksan cultural centre.

Fast Facts

Capital expenditures for the past decade (2000-2010) were \$3.6 million and include:

- Fire hall, truck and equipment \$845,500
- Dykes and erosion protection \$1.25 million
- Housing renovations and construction \$1.4 million (GGC: 2011)

Community members chose a gymnasium as the community facility the most in need of development in Sik-e-dakh. (CCP Survey: 2011)

In 2011, the reserve population of Sik-e-dakh is 235. There are 66 occupied dwellings out of 75. (GGC: 2011)



Community facilities, housing and communication technologies

Goal 8: New community facilities and technologies are established that support healthy living

Strategic direction 8.1: Continue to engage the community in the planning and development of capital projects

Strategic direction 8.2: Support the implementation of community development plans with a focus on the building of the multi-purpose community hall

Strategic direction 8.3: Continue to enhance the existing facilities available to the community with a specific focus on playgrounds and sports fields

Strategic direction 8.4: Explore the creation of a new sub-development

Goal 9: Improve housing conditions and increase number of housing units

Strategic direction 9.1: Continue to renovate houses in need of repair

Strategic direction 9.2: Identify community members who are interested in helping out with inexpensive renovations to existing homes

Strategic direction 9.3: Provide training to community members in basic carpentry skills so that they can help with house maintenance and repairs

Strategic direction 9.4: Facilitate Habitat for Humanity houses on reserve



Community facilities, housing and communication technologies

Strategic direction 9.5: Address issues associated with administrating rental units

Strategic direction 9.6: Bring back “worker bees” parties to help Elders renovate/maintain their homes

Strategic direction 9.7: Build/renovate homes to provide accessible housing for Elders with disabilities

Strategic direction 9.8: Create an Elders’ emergency housing fund to address emergency repairs

Strategic direction 9.9: Assist members in applying for the housing loans program

how to make good decisions
naada dim wila amasigootxws
dip nidiit xsihixgya'atxw't

good dialogue
nda dip wila k'akhl liseewa

respectful
lak'oosinsxw

Band Council governance and its relationships

"Honouring Our Voices"

ama diyee'a
leadership

needi agwi dim 'yaxwsit'
open communication

wila 'nidinsxwhl
sayt wanit
consensus



Context

Sik-e-dakh members prefer being informed of Band Council updates by newsletter, the Bulkley Browser and pamphlets available at the Band office. The community wants to see a fair use of funding and decision-making that is well communicated and discussed.

This section on Band Council governance addresses three goals with which to improve communication and collaborate on decision-making as well as explore partnerships with other communities.

Fast Facts

Community members chose *'regular meetings about progress of Band activities'* and *'putting community plans into action'* as the top ways in which they would like to be involved in decision-making. (CCP Survey: 2011)

Community members thought that *'reporting out on decisions and how they are made'* was the area of Band governance and administration the most in need of improvement. (CCP Survey: 2011)





Band Council governance and its relationships

Goal 10: Band Council communicates to the community involves them in decision-making

Strategic direction 10.1: Provide opportunities for community members to offer their ideas about community development directions (e.g., opportunities to speak at Council, focus groups, community surveys)

Strategic direction 10.2: Establish a youth advisory committee and Elders advisory committee to advise Band Council on youth and Elders interests

Strategic direction 10.3: Hold regular meetings with all the members to update the community on recent activities

Strategic direction 10.4: Provide regular two-way communications on progress of Band activities through various mediums (e.g., e-mail list, newsletter, pamphlets)

Goal 11: We have diverse partnerships and collaborative relationships

Strategic direction 11.1: Build institutional capacity to pursue own source revenue

Strategic direction 11.2: Identify potential partners and create partner profiles

Strategic direction 11.3: Seek resources outside the community to identify potential revenue sources to benefit Sik-e-dakh

Strategic direction 11.4: Identify, select and formalize partnerships that will benefit Sik-e-dakh

Strategic direction 11.5: Collaborate with other Gitxsan communities on projects of mutual interest (e.g., agricultural development)



Context

Sik-e-dakh has a history of community care that is demonstrated by the number of volunteer forces that assisted with recent flooding. The community can use their ability to work together to address their safety issues.

Drug dealing and lack of lighting were seen as the biggest concerns about community safety. Members identified that they could have a role in sharing their knowledge about wrong doings, as well as preparing their members to be more responsive to threats to community safety.

This section addresses the two main aims to improve community concerns about safety. Community strategies are identified below for building a safe environment for everyone.

Fast Facts

Community members chose *'more activities for youth'* as the best way to improve community safety. (CCP Survey: 2011)

'Drug dealing' and *'lack of lighting in some parts of town'* were the two biggest safety concerns for community members. (CCP Survey: 2011)

The Gitksan communities have developed the Gitksan Social Development Policy as a better, more locally based policy for income assistance. (GGC: 2011)

Sik-e-dakh is working in partnership with the RCMP on community safety issues. (GGC: 2011)



Community safety

Goal 12: Our community is safe and welcoming

Strategic direction 12.1: Continue to support the ongoing training of volunteer firefighters

Strategic direction 12.2: Establish a local emergency response system that is led by an emergency response committee

Strategic direction 12.3: Prevent crime by improving environmental design (e.g., remove bushes that obstruct sight lines, improve street/pathway lighting, improve road conditions, fix broken windows)

Strategic direction 12.4: Create and sustain an overnight safe house for children and youth

Strategic direction 12.5: Encourage community members to talk about issues and concerns with councillors and designated Elders

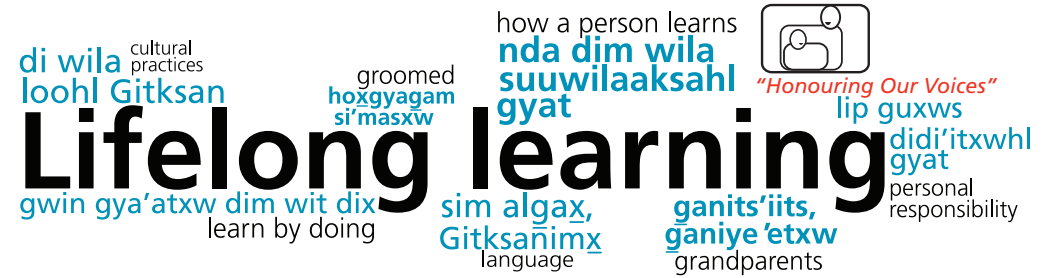
Strategic direction 12.6: Provide information and education about wildlife safety

Goal 13: Address illegal activity on reserve by enacting and consistently enforcing by-laws

Strategic direction 13.1: Work closely with RCMP to address drug dealing and bootlegging on reserve

Strategic direction 13.2: Explore Gitxsan ways to address criminal activity (e.g., facilitated meetings, work with Gitxsan Unlocking Aboriginal Justice Society)

Strategic direction 13.3: Open dialogue with other Gitxsan communities about auxiliary policing through the RCMP



Context

Sik-e-dakh has had many community members succeed in areas like education, business and trades, community sports and fundraising. Encouraging others, providing mentorship and celebrating accomplishments were suggested ways to continue to motivate individuals to work for success.

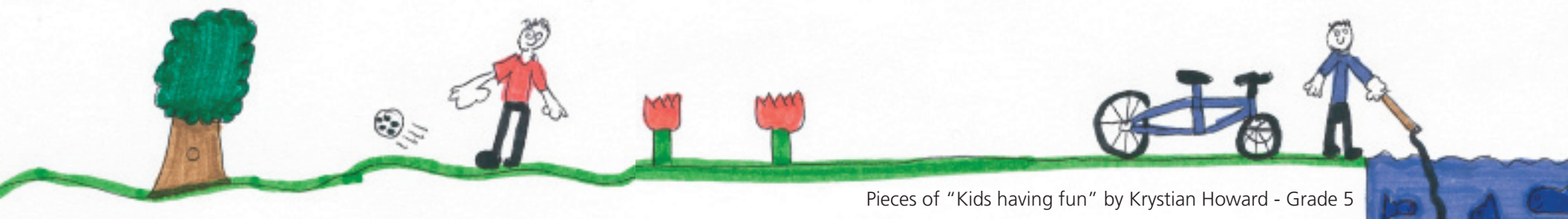
Fast Facts

25% of members aged 15-24 had a certificate, diploma or degree in 2006.

23% of members aged 25-64 had a certificate, diploma or degree. (Census: 2006)

16% of community members speak the Gitksanimx in 2011. (CopperMoon: 2011)

Gitksan Education Policy is in its final draft version for post-secondary student supports with local rates to better meet student needs. (GGC: 2011)



Pieces of "Kids having fun" by Krystian Howard - Grade 5



Lifelong learning

Goal 14: Increase the employability of community members through career planning and job training

Strategic direction 14.1: Continue to work with the GWES education coordinator and other stakeholders to help community members achieve the educational goals

Strategic direction 14.2: Establish a mentorship program which connects youth with individuals who work within their field of interest

Strategic direction 14.3: Celebrate educational successes in the community

Strategic direction 14.4: Offer training in Essential Skills (i.e., skills that are necessary to be successful in any employment)

Strategic direction 14.5: Offer more youth training programs (e.g., babysitting course, cashier training, equipment use training, Food Safe, etc.) and create volunteering opportunities to put new skills into practice

Goal 15: Community members can speak Gitksanimx and know about Gitxsan culture and traditions

Strategic direction 15.1: Provide opportunities for members to learn Gitksanimx and Gitxsan teachings

Strategic direction 15.2: Support classes where members can learn dancing and other parts of Gitxsan traditions (e.g., songs, stories and games)

Strategic direction 15.3: Offer day trips out on the land to learn about Gitxsan culture



"Majagalee" by Alden Sampson - Grade 8



"Sik-e-dakh-Majagalee" by William Sampson - Grade 6



Lifelong learning

Goal 16: Members travel to learn about other cultures

Strategic direction 16.1: Hold workshops that teach about other cultures that are of interest to community members

Strategic direction 16.2: Encourage opportunities for Band members to visit other communities and exchange information and knowledge about cultures

Strategic direction 16.3: Research funding grants and fundraising opportunities for continuing and distance education

Goal 17: New parents' educational interests and needs are supported

Strategic direction 17.1: Facilitate parents participation in infant development programs where they can learn about parenting skills

Strategic direction 17.2: Facilitate parent and child (2-4 year olds) participation in StrongStart programs and early learning programs



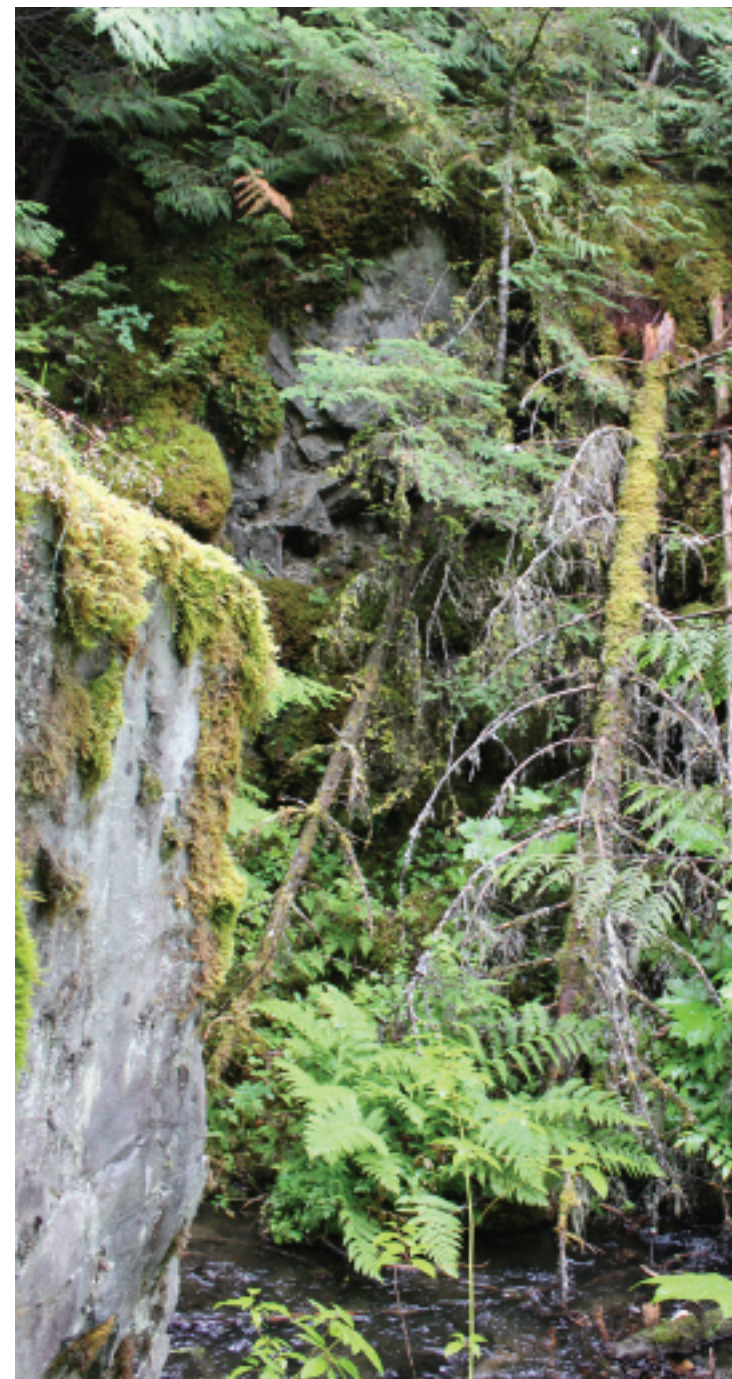
Context

Sik-e-dakh's community members agree that their beautiful location is the top strength of the community. Sik-e-dakh is located on the beautiful Skeena River and is the second largest community in the Kispiox Watershed. The Glen Vowell Band occupies the Sik-e dakh Reserve #2. The southern portion of DL 697 has recently been added to the community's land holdings, adjacent to the east property line of Sik-e-dakh, increasing the total area to 632 hectare. Photo mapping and surveyed information of these holdings are included in the CORE.

Fast Facts

The Sik-e-dakh community is 632 hectares in size. (GGC: 2011)

Community members chose 'home landscaping' and 'community landscaping' as the top ways to make the community cleaner and more environmentally friendly. (CCP Survey: 2011)





Reserve lands

Goal 18: We use our land for prosperous agriculture development

Strategic direction 18.1: Develop a business plan to support the growing, processing and sale of community food

Strategic direction 18.2: Continue to enhance the potato garden project

Strategic direction 18.3: Look into building green houses to grow crops year round

Goal 19: We are proud of our land and community

Strategic direction 19.1: Develop an incentive program for cleaning up yards and community spaces

Strategic direction 19.2: Create a beautification project and provide training to members on community beautification and home landscaping

Strategic direction 19.3: Educate community on: division of lands and boundaries (e.g., ownership issues, personal lots versus Band land and agriculture opportunities)

Strategic direction 19.4: Raise community awareness about recycling and explore community based recycling services

Strategic direction 19.5: Undertake a gravesite restoration project

Glossary of Gitksanimx terms

Health and well-being

being strong: **sim giit hetxw**
giving: **ayeem goot**
healthy living: **'yuxgyatxw'm didils**
kind: **ama gyat**
long life: **gwa didils**
respectful: **nahlo'omsxw**
responsible: **amagya'atxw**
role model: **ama didils**
oojin: **spirit**

Sustainable jobs and businesses

hard working: **heegal**
jobs that provide a living:
anahla'alst' dim ant si'amhl didils gyat
locally based: **goliit' lax ts'ap**
on-going training: **dim ganla bakxhl ansuuwilaa ksa**
self sufficient: **lip gyat**

Community facilities, housing and communication technologies

basic needs met: **am dim wila jaxjokhl lip ligit naa**
communication: **'ndahl wila laxnisxwhl gyat**
community buildings: **kwilganithl wilp anahla'alst'**
equal treatment: **sayt k'i'y dim wildix ahl malak'uulit gyat**
good living: **ama didils**
proper housing – affordable: **amhl ga'anjakjokhl nii jokhl lax ts'ap; needim dii gatgetxwt'**

Lifelong learning

child/flower: **majagalee**
cultural practices: **di wila loohl Gitksan**
groomed: **hoxgyagam si'masxw**
grandparents: **ganits'iits, ganiye'etxw**
how a person learns: **nda dim wila suuwilaaksahl gyat**
language: **sim algax, Gitksanimx**
learn by doing: **gwin gya'atxw dim wit dix**
personal responsibility: **lip guxws didi'itxwhl gyat**

Community safety

consensus: **wilga 'niidinsxwhl gyat**
good decision-making: **hoogyamgam sigootxw**
healthy coping:
- **ama xsigyaala ahl lip didils dix**
- **dim ganla hlimootxwhl sipseepxwt**
respect for self and others: **hlo'omsxw ahl lip didils dix ganhl laga ts'uudix**
violence free: **naa amaga'atxw**

Band Council governance and its relationships

consensus: **wila 'nidinsxwhl sayt wanit**
good dialogue: **nda dip wila k'akhl liseewa**
how to make good decisions: **naada dim wila amasigootxws dip nidiit sxihixgya'atxw't**
leadership: **ama diyee'a**
open communication: **needi agwi dim 'yaxwsiit'**
respectful: **lak'oosinsxw**

Reserve lands

clean: **saksxw**
conservation: **needim di amat'xw'm wil hlgyadihl ts'ap**
do not waste: **needi dim di agwi doxhl amamiit'**
well kept: **lup amagyatxwhl ga'ak dix**
yards in good shape: **needi gwi dim luu laagit'**

Majagalee

These art pieces and notes were entries from Sik-e-dakh's Healthy Kids 2011: Youth Impressions Art Contest. The children and youth were asked to draw and write what majagalee means to them.

Tell us what majagalee means to you.

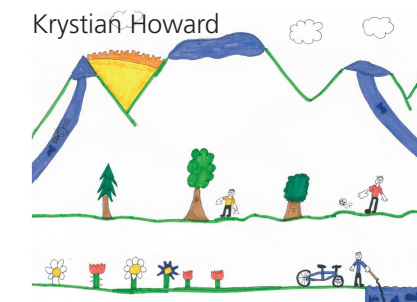
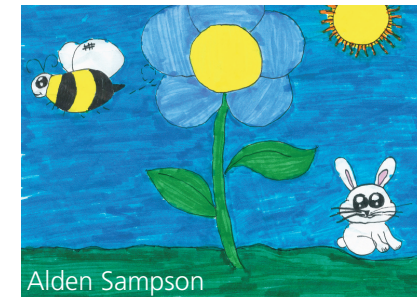
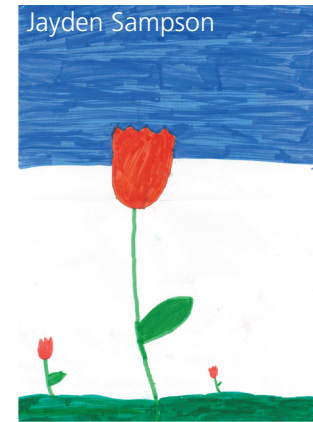
I picked The Tulip, Because They
are Tamed and Beaufull flower's

Majagalee Means a
flower and a new life and
every life

Gitksan Child same as flower (new life)
every life.

First it is born it can be ugly or pretty.

Next it needs good soil like good parents and need water
like us and the sun for food it is delicate. It can be
any colour like blue, red, purple and yellow like us we can
be white, brown, black and tan. Also the weeds choke the
flowers like people getting negative thoughts and gettin
bullied. Finally they die like us and we will be
remembered for marks and beauty of what we've done
or shared



Our community voices

land ownership
DIA
Reserve

Reserve
-including territorial other members
-negative: lack of enforcing by-laws
-incentive for clean up/acknowledgement
-creating mustel respect
-educating youth

I include health
+ social + education
professionals to
help where appropriate

Empower community members to take
issues and ~~concern~~ concerns in
privacy. (in status)
-Elders involved
in establishing
Feast to address
wrong - doing

Involving as many
as possible
Enthusiastic, good
energy

Establish
a dry
reserve

Establish a
Voluntary Committee
to lead whatever
needs to get done
(i.e., Carpenters, Fire Chief, etc.)
Hire Architect, nurses, Minister
and use
existing

Reserve Lands
-dependency on "supermarkets"
-lack of "volunteering" vs being paid
-loss of "self sufficiency"
→ traditional ways
- local foods + gardens
- help one another, working together
clamones helping
sapinsiw - helping
(2 words) 'lone' -

GREEN HOUSE YEAR ROUND
EXPAND 100 Fold GARDEN Size
To include ALL VEGETABLES
"Ride the waves of life...
whether good or bad"
most feast to acknowledge all
community accomplishments

More youth programs
1. More field trips
2. Activities: sports, painting,
canning
3. Attend Pow-wow's in
Victoria, Masset
4. Digital Media Center

• Sik-e-dahk •
-forming a committee
-getting volunteers
-advocacy role
-evidence based
-a good plan has space for everyone
-concern with how funds are being spent
we need
more
capital
-hall
+
* know

Celebrate / Appreciate
Volunteers



Our community at work



"Honouring Our Voices"

Sik-e-dakh (2012-2017)

Comprehensive Community Plan:
goals & strategic directions