



GE'NI'ZHAAYING

THE DIRECTION WE WILL GO

CHRISTIAN ISLAND
COMMUNITY
PLAN 2018

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during the 2016-2018 Council Term

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Councillor Kelvin Jamieson
Councillor Clayton S. King
Councillor Hank Monague
Councillor David Sylvester

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Chi-meegwetch to Keeper of Our Language

Myrtle Jamieson

for providing Anishinaabemowin translations.

MESSAGE FROM LEADERSHIP

We are at a very exciting time in the history of our great nation, it is a significant difference in comparison to our history in the last 200 years. Remember, at the end of the War of 1812, the government of the day wanted to keep their allies close but had forgotten about our original agreements and our people have suffered for the longest time.

As Anishinabek, we have made a great contribution to Canada as a country and it is time that Canada honours their part of our agreement.

What is just as important at this time in our history is that we have to make the best of what we have today to make a brighter future for our community and our membership.

It's important that we reaffirm our sovereignty within ourselves as a nation and to further define our future on our own terms for the sake of the generations to come.

Over the past year, many of us participated in developing our Community Plan. This plan will guide us forward. Council and staff will now be planning based on what you indicated were priorities for our community.

There was a lot of energy put into this plan by community members and our Community Engagement Team coordinated by Renee Jamieson. I think they deserve recognition for their efforts and determination to see this very important planning document completed this year. Even though this part of the process has concluded along with the Williams Treaty Settlement, our work as a community is just beginning.

This new beginning brings more hope for a more productive and prosperous community that we dreamed of for a long time, and it is one that our ancestors knew would one day be here.

In the spirit of Pride, Unity, Strength and Vision, I encourage those of you who have always participated in community events to continue coming out and encourage your family and friends to join you to become part of creating this new space that we will call our future.

Miigwech
Chief Guy Monague

INTRODUCTION

"Our Comprehensive Community Plan (CCP) is an overarching and holistic plan that was developed by our members for our community. Our CCP focuses on nation building and community development by addressing a wide range of planning themes that include but are not limited to Community, Culture, Infrastructure Development, Education, Health, Economy, Governance, and Lands and Resources. This is an important initiative to strengthen our community, and we recognize that our community members are an important stakeholder in the development and implementation of our CCP"

- Chief Mary McCue-King - September 2017

Ge'ni'zhaaying or, "the direction we will go" is the result of a community driven effort inspired by our community, for our community.

Ge'ni'zhaaying was created by the ideas, goals, priorities, and planning by community members to ensure a bright, vibrant, and healthy future for G'Chimnissing and our people.

Many elements make up our community and for the purposes of this document, community means the people, land, infrastructure and buildings of Beausoleil First Nation.

The term "community members" will be mentioned throughout this document and will refer to all Beausoleil First Nation members, here and abroad.

Planning for our future is important and this compilation of statements, goals, and actions will guide our leaders for years to come.

Our plan will not fall by the wayside, and our plan is a living and breathing document.

Be Proud!

OUR VISION

We are the proud people of G'Chimnissing

We continue to protect our history,
traditions and language.

We are keepers of our sacred lands
and resources, and we are protectors of the
pristine waters that surround us.

We are healthy in mind, body and spirit,
and we support and help each other.

We are strong, independent and safe.

We are open, transparent, and
promote good governance.

We promote economical and
environmental sustainability.

We promote community involvement
in all that we do.

We value our youth, cherish our elders,
and respect each other.

We recognize that we all have a
responsibility to G'Chimnissing and

G'Chimnissing is our Home.

Our vision statement was shaped by the many ideas and
contributions by Beausoleil First Nation members that participated
in community engagement events hosted by the
Community Engagement Team

A Plan for G'Chimnissing

Ge'ni'zhaaying is based on the pre-planning guide that was researched, authored and submitted to Chief and Council by Peggy Monague in October of 2016. The intent of the pre-planning guide "Charting Our Course" was to complete an action-oriented preliminary planning guide and/or tool to aid in the community planning process, specifically for Beausoleil First Nation.

Ge'ni'zhaaying is wholistic with the purpose of achieving a shared vision for Chimnissing. Ge'ni'zhaaying also identifies what needs to be done to deliver that vision. Ge'ni'zhaaying will guide our leaders, community members, and organizations as we come together to improve the well being and quality of life for all.

Ge'ni'zhaaying will also ensure that the plans, strategies, priorities and programs will be integrated and complement each other, now and in the future.

The community planning process requires that we all work together and keep our long-term view in sight as well as achieving balanced growth and development, safety, sustainability and well-being for our community.

Charting our Course

A pre-planning guide for Comprehensive Community Planning

In the community of Christian Island

October, 2016



Gaaming Dizhaa

Charting Our Course - Pre-Planning Guide

Guiding Principles

The following core principles were followed and incorporated throughout the development of Ge'ni'zhaaying:

Long-term Vision

Ge'ni'zhaaying will be future oriented and adaptable to change.

Broad in Scope

Ge'ni'zhaaying will consider the sustainability of our economic, environmental, social and cultural needs of our community.

Collaboration

Ge'ni'zhaaying will be created by seeking input from all members and partners that form our community.

Community Engagement

Our plan will create a strategy that requires on-going consultation with community throughout the development and implementation of the plan.

Capacity Building

Ge'ni'zhaaying will help increase capacity in our community through member participation and involvement.

Implementation

Ge'ni'zhaaying will turn our goals into achievements.

Monitoring and Evaluation

Ge'ni'zhaaying will set measurable targets and methods for tracking results in order to celebrate progress and identify opportunities for improvement.

An Overview of the Planning Process

Gathering Background Information

By undertaking and owning a community plan, we will instill a sense of community pride, accountability to ourselves and leadership to allow the community plan to guide us.

Community Analysis

Start With Our Truth (S.W.O.T):

The information (input) that community provided the team will contribute to determining the dynamics of our community.

Developing Vision & Goals

Our community is a proud community and without vision and values, how do we retain that pride if we do not have a grasp on a realistic, big picture of our community's future? We now have it!

Building the strategic framework

This framework forms the foundation of our community plan. It is sorted into several key areas that will contain the goals and objectives, projects, activities and desired outcomes that reflect the vision of our community now and into the future.

Setting our goals & objectives

We set our goals & objectives as a community. By applying the S.M.A.R.T goal criteria, we can achieve these goals.

Achieving our goals

To ensure that activities and projects are completed, they will be included in work plans for administration and staff. The community plan will guide our present and future leaders!

Implementation

The implementation strategy will contain priorities, indicators of success, responsibilities, time frames, required resources and support for implementation. This step involves prioritizing for community benefit, community capacity and technical feasibility.

PART I: WHERE HAVE WE BEEN?



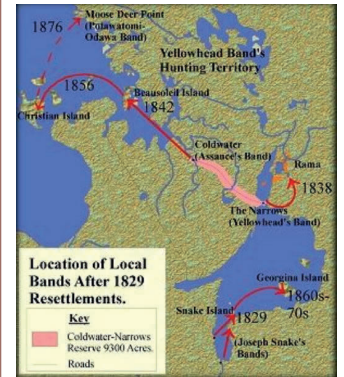
OUR HISTORY

Our ancestors of modern day Beausoleil First Nation currently living on Christian Island moved south from the area north of Lake Superior in 1683. While this group originally lived a nomadic existence in these hunting areas (traveling as need and seasons dictated), the government was moving non-Native settlers into this area and moved to establish treaties with the First Nation in 1798 and 1815.

The treaty of 1815 saw the transfer of 1,592,000 acres of land south of Georgian Bay, and a government splitting of the nation into three separate "bands" (who later became Beausoleil, Rama and Georgina). By 1828, other First Nations people had joined these bands, many of whom were Pottawatomi from the Upper Great Lakes area.

These newcomers were accepted by the Ojibway nation, and their descendants still may be found as part of all three modern day First Nation communities. In 1830, the government established a post at present day Coldwater with the intent that the Ojibway nation would settle in this area, leaving the other lands free for settlement by immigrants to the area. The Band, under the leadership of Chief Aisance, settled at Coldwater Narrows, while Chief Yellowhead's group moved to the Lake Couchiching area on the northeast side of Lake Simcoe.

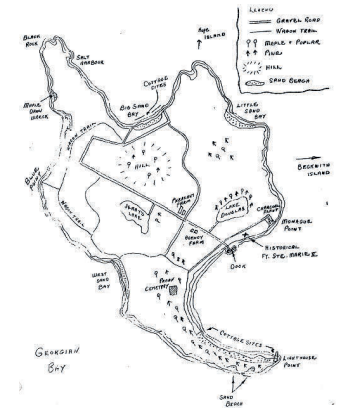
The third group, led by Chief Snake, moved to Snake Island near the west end of Lake Simcoe. This move by the bands, orchestrated by the government, represented the first ever establishment of a "reserve" in Canada, and is commonly known as The Coldwater Experiment.



Location of Local
Bands
1829 Resettlement



Christian, Beckwith &
Hope Islands



Map of Christian
Island in 1967

OUR HISTORY

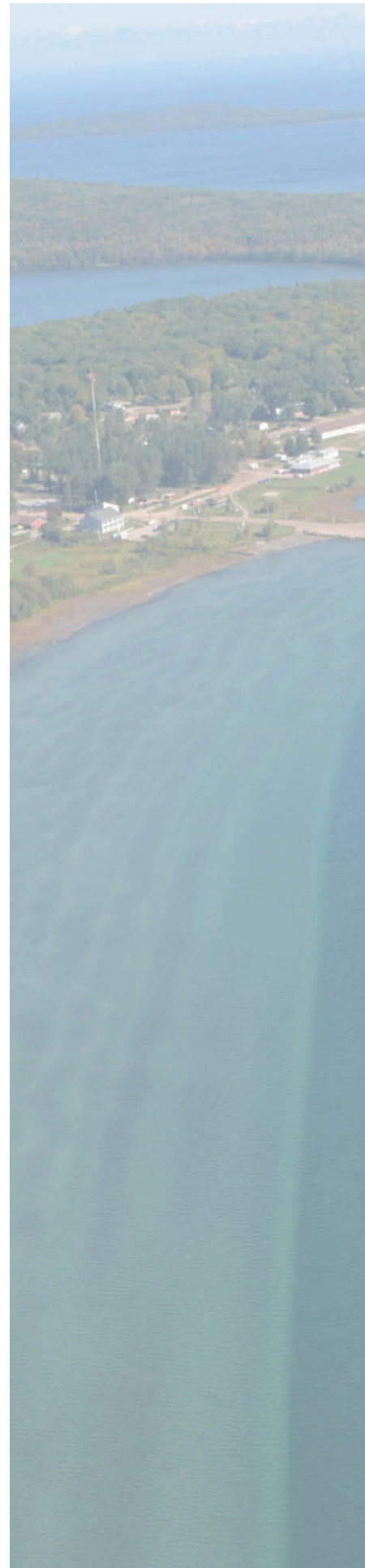
Around the same time, a small group of Pottawatomi people from Moose Deer Point came to live on Christian Island. By 1836, the nomadic group of the Ojibway Nation had found this arrangement to be less than beneficial, and the area at Coldwater was "surrendered" in a treaty.

By 1842 Chief Aisance's group had left Coldwater and settled on Beausoleil Island. The island proved to be unsuitable for cultivating, and the bad suggested to the government that they move to Christian Island. This was finally carried out in 1856, after the Georgian Bay Treaty had ceded (given) these areas to the government.

The Pottawatomi and the Ojibway Nations lived together on Christian Island until the time of the Robinson Huron Treaty when a small group of the Pottawatomi returned to Moose Deer Point at King Bay. In 1857, the Beausoleil Band invited the Ojibway of Colpay's Bay to join them, and the offer was accepted, resulting in the loss of some 6,000 acres. Following these moves, our community at Christian Island became permanent (Curriculum Resource: Beausoleil First Nation).

It was then that the people of Christian Island began their livelihoods and built houses, cleared land, farmed, and fished. Some other industries that existed on our island during this time were logging and lumbering. Our people were also skilled crafts people.

After the war, many of our people began leaving the island to work in local cities and towns. Our young people back then completed their studies and went on to work in Toronto and other cities but came home on vacation to be with family and friends.





A CONVERSATION WITH OUR LEADERS

"If your actions inspire others to dream more,
learn more, do more and become more,
you are a leader"

-John Quincy Adams

CONVERSATION WITH OUR LEADERS

The New Millennia - Valerie Monague

In early March of 2018, the Community Planner met with four of our past and current leaders to gather information and vision from their time as chief of Beausoleil First Nation.

For the past twenty years, Beausoleil First Nation has become a progressive community that has embraced change and welcomed growth. During this time, our community found itself in a new millennia and into the information age where then chief Valerie Monague recalls that the focus in the early 2000's was to ensure good financial standing in administration.

To promote this, Val instituted freezes on supplies and travel for up to, and as long as a year to achieve fiscal responsibility in all areas of the organization. This strategy is credited as paving the way to financial accountability in all areas by leadership that continues today.

Val recalls a "community scan" that revealed what needed to exist in our community at the time. Many facets of today's infrastructure were born as a result of this scan. The Public Works department was created and waste management in our community became a priority to leadership.

The construction of N'biish Gamig in 1999 and a water treatment facility at Cedar Point in 2006 ensured clean water for our community for generations to come.

In 2006, G'Chimnissing celebrated many milestones, most notably the 150 years that our people have been settled on Christian Island.



Chimnissing N'Biish Gamig



Enjimaawnjiding



Dreamcatcher 2004

CONVERSATION WITH OUR LEADERS

The '150 Years' Celebrations was a committee driven project with many community members and leaders participating in the year long planning project to be ready for 2006. It was noted that our community required much needed space to host our annual Island in the Sun Powwow, and operations were underway to construct the new grounds at the lake.

Another milestone was the grand opening of Enjimaawnjiding or "Where We Gather", a project that Valerie and Council submitted as a cost-sharing proposal to the provincial & federal governments at the time.

G'Chimnissing was now equipped with a state of the art recreation centre complete with fitness and sports equipment. The Carl Monague Baseball Field was also constructed in 2006 and is enjoyed every Spring, Summer and Fall by the many ball players G'Chimnissing has produced, young and old.

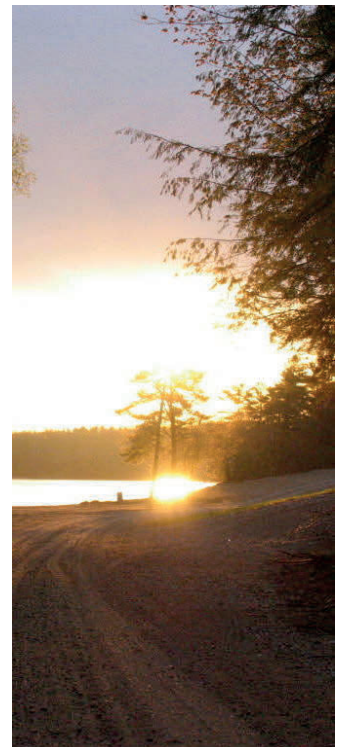
Many other changes occurred to existing community infrastructure during Val's years as chief that include the Daycare building expansion, Health Centre addition and the school multipurpose room.

Economic development in our community at the time had little to no capacity and operated with a very limited budget and as a result not many projects could be supported through this program.

Vision was important to Val during her tenure as chief as much as it is now two decades later. Her vision was then, and still is empowering our people and bringing about organizational change as staff growth was accelerating at the time and that growth still occurs today.



Constructing the new
Powwow Grounds



Road to permanent
Powwow Grounds



Island in the Sun
Powwow Site

CONVERSATION WITH OUR LEADERS

The Mid-2000's - Rod Monague

Rod Monague (Rambo) offered that to him, leadership was about handing the baton forward. He states that this baton represented remaining financially sound and carrying forth projects that had great impact in our community from the previous term(s).

Some of the projects included addressing on-going ferry issues and enhancements such as the addition of a hovercraft to our transportation system. Rod's term also sought to bridge the operational gap in the transportation program.

Under governance, potential self-government was also of great importance. Despite the possibility of a macro scale shift in First Nations governance through the UAC during this time, on a micro scale, it was during the 2008-2010 term that some discussion about the structure of our very own council took place.

A survey distributed to the membership resulted in support for a reduced council size from 10 to 6. This reduction of council was passed during Rod's term and activated for the 2010-2012 term of office. Rod, and all the chiefs agree that challenges still exist no matter the council size.

It was also during Rod's term that the conflict of interest created when a member serves as both leader and employee was removed and was implemented into personnel and council policies. Rod's term was also responsible to have established a council budget separate from administration budgets.

The completion and implementation of Council Governance policies was also important to the 2008-2010 council term.



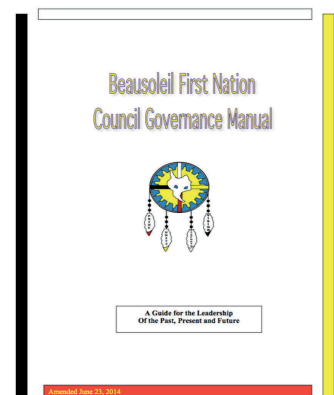
Transportation
Crew 2 - 2006



Office of Council
2008-2010



Hovercraft Project
2008



Council
Governance Manual

CONVERSATION WITH OUR LEADERS

The Mid 2000's continued

Transparency and accountability are inevitably important to each council term as administrative and financial practices were improved to sustain good financial standing, and carried forward from term to term.

Own source revenue budgets were also created to reflect the needs of the First Nation and to foster growth. An area of importance was that policy and practices of the First Nation provided the opportunity to include all members and their families in our affairs, promoting inclusiveness membership wide.

All chiefs at this informal gathering opined that things should go back to the way they used to be when it comes to community events and activities. "Little Christmas" would be an all day event or having meetings on the boat because it is really the only time we can lend our ears to discuss community issues.

In recent engagement with our community, our elders have pleaded for more community involvement. "We all have a responsibility to community, don't we?" they lamented.

So many changes have impacted our community and in turn, these changes create the need for policies to reflect those changes. When it comes to governance in our community, the chiefs agree that the idea of dismantling the Indian Registration System will be a concern. How will we determine who is a member of Beausoleil First Nation?

If we do away with the Indian Act in its entirety, what sort of governance structures will we have in place?

These are questions that significantly impact our community and membership and will require on-going consultation and engagement.



CONVERSATION WITH OUR LEADERS

The 2010's - Roland Monague

In more recent years, Beausoleil First Nation has grown significantly in terms of membership. More recently as a result of the McIvor Decision and with that growth many challenges existed and still exist now.

Challenges to the Indian Act and amendments resulting from these court cases, as a First Nation we must be prepared for that growth and be able to accommodate the surge in membership and population. We must demonstrate that proper planning is key, specifically as another amendment to the Indian Act has received Royal Assent as of December 2017, that will inevitably further grow our membership. So we must ask ourselves, are we prepared for that growth?

Roland Monague leads us through the importance of releasing ourselves of restrictive Indian Act policies that were designed to hinder our true potential. Roly suggests that a self-government model would benefit our community as we are continuously demonstrating the capacity to govern ourselves away from bureaucratic methods.

Our financial capacity and position remains an important legacy to take with us to the future. We need to remind ourselves of the great work that has occurred over the past twenty years to be where we are today. "The INAC way of doing things is not working well for us," Roly admits.

These bureaucratic methods follow us into all aspects of our community, from leadership to staff, to the delivery of programs and services. It continues to be a struggle where the mechanism of INAC funding just does not do it for us. It almost ensures failure when projects are pushed through last minute at the behest of "the department", and losing funds in the process.



Chief Valerie Monague
2000-2002, 2003-2004
2004-2006



Chief Rod Monague Jr.
2006-2010



Chief Roland Monague
2010-2016



Chief Mary McCue-King
2016-2018

CONVERSATION WITH OUR LEADERS

The 2010's continued

However, Roly indicates that we do our best when we are under the greatest of pressure. If we jettison from the INAC machine, we would be thinking outside the box and start doing things for ourselves. For example; building our own ferry using the resources we know and value, demonstrating our capacity and independence.

Valerie adds that while empowering our people was a focus of hers during her leadership, it would also benefit the First Nation if we utilized in-house professionals to complete INAC work that will allow First Nation projects to be completed in a timely manner.

By streamlining processes, the chiefs agree that we need to embrace and solidify community planning now so that future elected officials can focus on relationship building with government and external agencies if there are already plans in place.

Several issues spanning many terms such as transportation, and more specifically our ferry issue, continued to be a top priority for all leaders during their years as chief and continues to this day despite role reversals from leader to stakeholder. Changes in leadership at the federal level and priorities for such an acquisition result in changes to priority status and deferrals. Roly states very clearly that it was always 3 steps forward and 2 steps back with this on-going battle between the federal government and our ferry system, and these struggles continue today.

For all our chiefs, being a leader of our community is a community service and not there for personal gain. By changing the conversation around "election time", we may be able to erase the stigma that exists in First Nation communities when it comes to electing leadership and accountability on all fronts.



Affirming the CTC Relationship
2010



2010-2012 Office of Council



2012-2014 Office of Council



2014-2016 Office of Council

CONVERSATION WITH OUR LEADERS

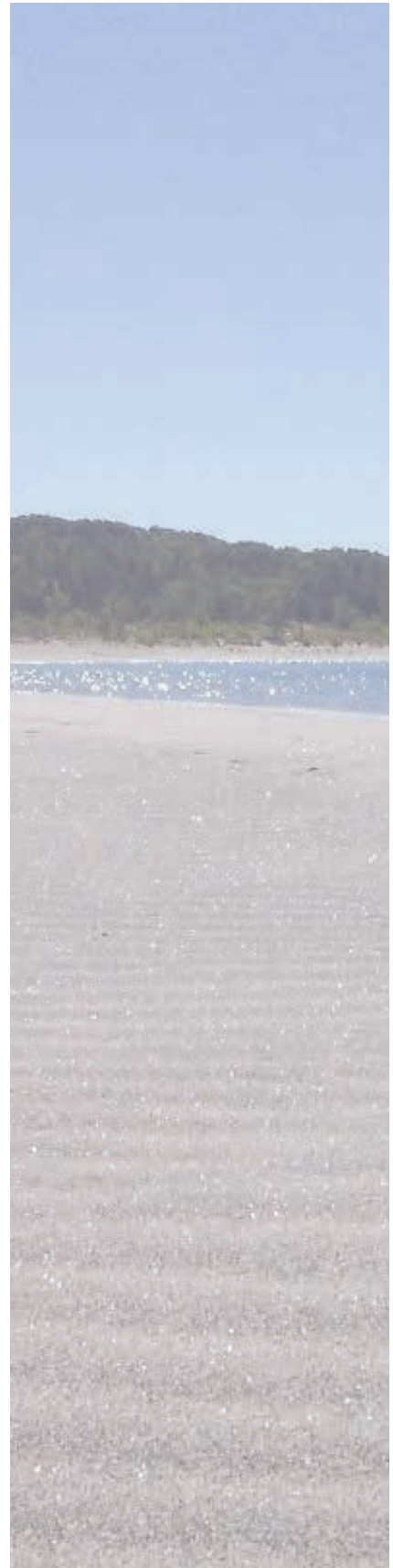
It's 2018. Where are we now?

Chief Mary McCue-King agrees that leadership, in the context of elected chiefs and councils, our community benefits from carrying forth projects and initiatives from previous council terms. Each leader conveyed that they did and still do have vision for our community, but each have had challenges on how to get there. Being chief is a learning curve and it takes a collective effort by staff and council to ensure the successes we continue to celebrate within our community.

Economic development is important to the leaders gathered here, each giving several examples of business opportunities that they would like to see in the future. The notion of starting small and growing from there will likely prove to be a more successful venture. We must also, prior to inviting potential investors, consider the possibility of building these ventures and 100% own it ourselves. We must always remember to build upon what we do well. Eco-tourism is also important to our leaders with Roly adding that "off-the-grid" businesses would promote environmental sustainability and ensure the protection of our pristine surroundings.

The leaders opined that we must always think in terms of growth and we must be able to accommodate for that growth through any project we undertake today. An example is the upcoming wharf project. We could utilize more space on the Cedar Point side to provide an area for fuel services as a business in the future, lending to the theme that we should always think ahead.

Chief King suggests that with any new project, including a new ferry system, must be able to provide accessibility for all, as this has been raised as an issue throughout community engagement efforts.



CONVERSATION WITH OUR LEADERS

Chief King tells the group that currently our financial standing is good with no debt, and no long term debt. It is important to note that good financial standing and transparency to all stakeholders of Beausoleil First Nation is a good start to building a solid foundation to good governance and organizational leadership.

The chiefs here today have relayed their concerns on issues in our community and acknowledge that health and social issues have significantly escalated in recent months. Through the community plan and aligning its goals into departmental work plans, we will begin to be able to address some of these issues.

Chief King suggests it would be a great idea to bring role models in to highlight their attitudes and create awareness to the various issues that exist in our community. Chief King acknowledges that the issues we experience are not isolated to our community, they exist everywhere.

A recent example is Mike Scott. Mike is a renowned motivational speaker and has presented his life's testimony to our community in February of 2018. We look forward to having him return to our community in the future.

"You can live a life full of depression if you want to, or you can change your position by changing yourself and learning to love who you were truly destined to be. Nothing is impossible and nothing is out of reach, only you can put a limit on what u need and deserve in this life. So be kind to yourself and have faith in a brighter day! Life is what you make of it" - Mike Scott



A concerned community member contacted Mike Scott to come to our community and tell his story. Through assistance from program resources, Mike visited Chimnissing in February 2018 to tell his story to 80 plus community members.

"I have a genuine love for the community and the addictions are getting worse. It impacts all of us"
-Community Member

"The greatness of a community is most accurately measured by the compassionate actions of its members"
- Coretta Scott King

CONVERSATION WITH OUR LEADERS

Relationship building with local municipalities and governments to educate them on First Nation issues would be a great start to building a rapport with these agencies so future partnerships may be established to combat like issues and mutual concerns.

In relation to our governing systems, the chiefs acknowledge that our First Nation requires a constitution and perhaps revisiting the decade old Chi-Naaknegewin for implementation could be an option.

Another area to visit is the development of strategic plans at the beginning of each term, based in part by the previous term's strategic plan where major projects are involved that span multiple terms. This would tend to the flow of information from one term to the next. A result may be more time to focus on issues such as the on-going battle with our ferry system.

The chiefs state that they have often been the first person community members approach with a grievance or issue. The leaders suggested that a community complaints procedure be developed in conjunction with a process for Council complaints, and incorporate these two very important procedures into our governance structure.

By engaging community members, a council code of conduct would be developed to ensure accountability to the membership and council members themselves. Currently, there is no clear process for disciplinary measures for complaints or conduct of council and the chief addresses these situations individually.

By being accountable to our stakeholders and each other, we are establishing the pathway to good governance.



Chief King and Midland Mayor Gord McKay renew a working relationship
Photo Andrew Mendler/Metroland



Chief King with Mayor George Cornell and Patrick Brown

ENGAGING OUR COMMUNITY

① CULTURE GOALS

Culture & Language
Revitalization

Cultural / Language

- Culture & Language Revitalization
 - Cultural Heritage Center
 - to include CUBANIAN LANGUAGE CLASSES (ongoing)*
 - Church Services in Ojibway
- Fluent language Speakers
- More ceremonies
- Cultural & Heritage Events:
 - "Heritage Week, Cultural Days"
- Traditional, spiritual & healing activities
- Social & Cultural Unity
- Bring community closer



- Financial transparency for BEN business
- Information sharing
- Community capacity building
- Vetting process / screening
 - ↳ Impact analysis
- "Due diligence"
 - ↳ Community
- CEDAR POINT T-monitoring
 - Security
 - beautification
 - parking
- cottagers - leisure fee (ATV's etc.)
- Enhance compliance personnel (seasonal?)
- Forestry Plan
- ~~haz~~ Pesticide controls
 - harvesting for medicines
- Medicines



ENGAGING OUR COMMUNITY

The engagement process

Throughout the Community Planning process, many ideas and goals for our community's future have been passed on through a series of engagement sessions and events. Whether you attended our events or replied to a simple question on social media, we retained that very important information, anonymously.

It was important to the Community Engagement Team that our plan was developed using Asset Based Community Development. ABCD focuses on community assets and strengths rather than problems and needs. It also identifies and mobilizes individual and community assets, skills and passions. ABCD is community and relationship driven where we demonstrate building our community from the inside out.

It is important to recognize the challenges and concerns in our community and try to work on solutions for them, but it is equally important to build upon the positive aspects of community development.

We are certain that it is as important to you as it is to the project team that the entire community planning project is 100% developed our own people. The only people that know what is best for us, is us.

The following pages outline how we engaged our community in the planning process. By preparing ourselves to be ready to contribute to our community and recognizing that we all have a vested interest in our community's future, we began to have conversations and started thinking about where we want our community to go.

"How do you feel about our community?"

"As a community member who has never lived on the island and have visited as often as I could, I love the community and yearn to visit as often as possible. I would love to be able to afford to build a cabin on the island to have a place to visit during the spring, summer and fall. I feel a sense of belonging to the community. I love how the island is taken care of, garbage is picked up, houses are maintained, roads are maintained and people are so friendly. I like that there are businesses in the community and that I can get food and a cold juice while I'm there. I would love to be able to spend more time there"

-Question posted on social media. Many responses were received and many focused on positive things about our community.

Starting Our Journey

June 2017

To launch the Community Planning project, the Community Engagement Team decided it was a great idea to symbolize the start of our journey by launching a birch bark canoe that our community's youth learned to build. The canoe launch signaled that it was time to navigate toward our future.

Engagement Review

July 2017

The Community Planner met with department staff to learn about their practices in community engagement. What works? What can we do to improve engaging with our members?

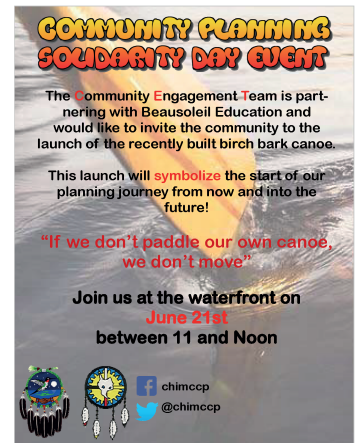
The information gathered during these meetings were compiled and available in our Community Engagement Strategy that will be used moving forward.

PSSE Program Essays

August 2017

Participants of the Post Secondary Student Employment Program (Nookmis) were asked to provide a one page essay on how they they envisioned G'Chimnissing in 20 years.

The submissions were consistent with focusing on what we have now and what we can improve upon realistically. Well done and thank you to all students for taking the time to reflect on their own vision for our community's future!



"Who you are and where you came from is important because it is your foundation on which you build yourself up, these are your roots planted into Mother Earth. Creator gives you special gifts for a reason, to be proud and strong!" -Cheryl J.

"...there will be a much more enriched economy, higher living standard, and a booming tourism industry" - Tim M.

"I see the community of Beausoleil First Nation expanding in it's infrastructure. I believe that it is a beautiful island that has come very far in regards to it's expansion, but also has potential to grow even more." - Justine C.

Strengthening Our Voices

October 2017

The goal of the *Strengthening Our Voices* workshops was to offer tools that can help participants eliminate barriers and promote active participation using their own voices. The workshops were intended to be a strategy for community engagement, healing, empowerment, capacity building and of course “strengthening our voices”.

A proposal was submitted to the United Church of Canada in which our project was selected for approval of funds to host the Strengthening Our Voices workshops and our very own Marie Norton was contracted to facilitate the two day event.

Marie was passionate about telling her personal story to participants over the two day session. Participants sat in circular format and were given the opportunity to introduce themselves and their reason for attending. The purpose of the workshops was introduced and a discussion about the concepts of healing, empowerment and capacity building and how we define them took place. To form a relaxed atmosphere, a guided meditation exercise took place as a teaching tool.

By applying skills learned at the Strengthening Our Voices workshop, participants were able to identify strengths they have now and three areas where they wanted to strengthen. These identified areas were used to create a personal “vision board”. By using magazines, photos, words or stickers, participants were able to envision what they wanted for themselves and their life.

The introduction of SMART goals allowed participants to apply that same criteria to their own personal goals and later on apply the concept to goals for our community and create community vision boards.

What we learned:

Commitment of the CET to the CCP project.

-

Strong community members!

-

Impromptu support - people are willing to step in and help.

-

Establishing comfort zones by utilizing circles.

-

Creating experiences for participants

-

We learned a lot about each other's strengths

-

We learned to share what we feel and think and that we are not alone.

-

We learned to practice using our voice.

-

There is a desire for change in our community and people are open to finding ways to bring about change to live healthier.

-

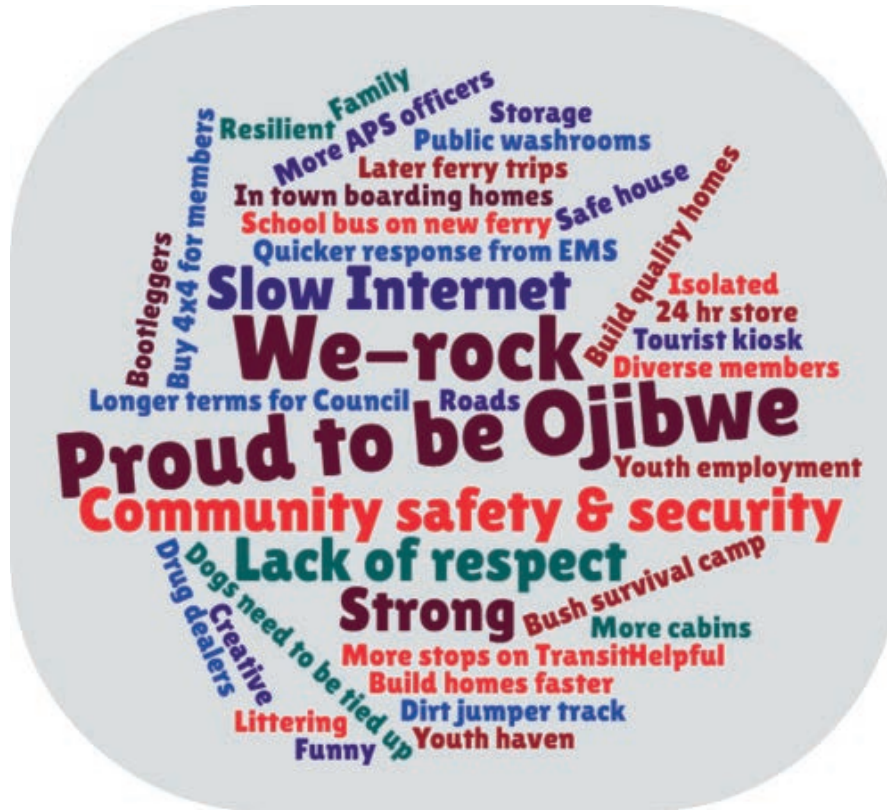
The opportunity to be creative and reflective; to go back to basic thinking.



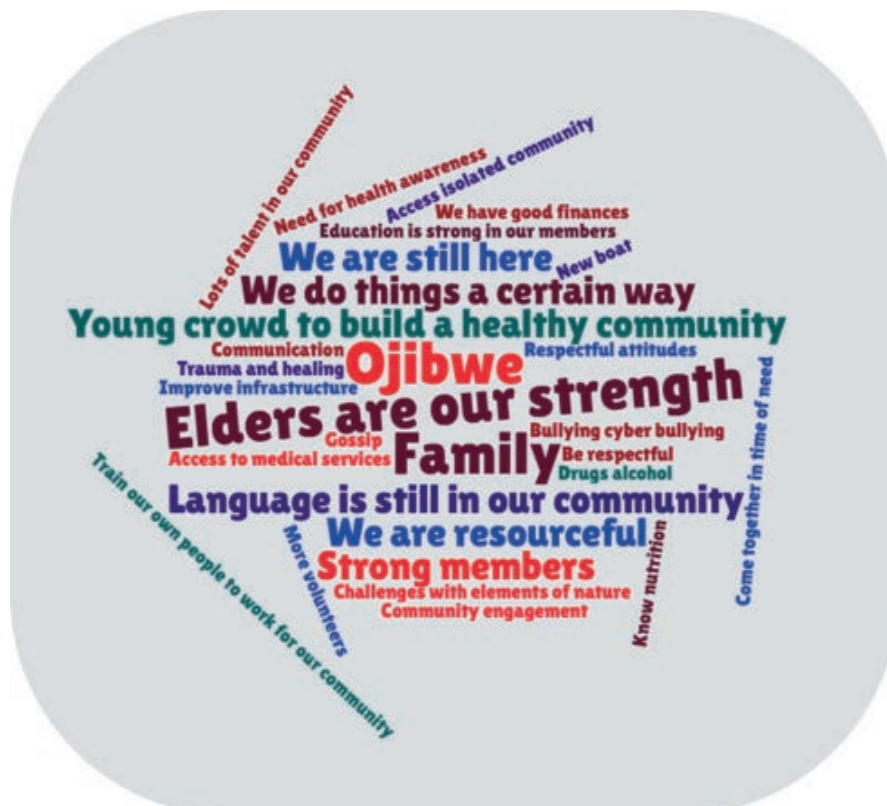
Strengthening Our Voices
Invitations

Strengthening Our Voices

Our youth identified strengths and challenges below:



Our elders identified strengths and challenges also:



Lessons Learned:

Requests for these types of workshops are available to the community, in a quick pop up workshop or through smaller informal focus groups.

Requests for elementary school age to have workshops like this.

People also indicated they like the idea of having a personal phone call to learn about workshops.

Some individuals found the circle format uncomfortable.

Reminded people that they are not alone in their thoughts and feelings.

Further opportunities for members to learn how to reach their goals.

Participants were given time to be reflective.

Engagement with Elders

November 2017

Our world has changed in so many ways that sometimes we forget the personal aspect to communicating with each other. We get lost in a world of acronyms and short form, or confused and misinterpret text on a hand held screen.

Our Elders understand that and they tell us that we need to get back to doing things the way they used to be done, for example Achievement Day. Community beautification is also important to our Elders and they would like to see more community involvement in the things we do and want to do.

They tell us that things are not the same anymore and reflect on past days where they would gather at each others homes and sit and talk.

Another concern of our Elders is that they feel that respect has diminished so much so that they have to ask to be taken care of these days. There is no price tag on the values that teach us to be good to each other and we need to get back to that way of thinking and doing things.

Short Program Review

December 2017

The goal of the Short Program View was to gather information from departments about the programs and services they offer, what improvements could be made within the department and if they had more resources, how could those resources be used to improve service delivery in our community. By cross-referencing this information with what community engagement tells us, we may be able to identify and address any existing gaps. It is important to note however, a more comprehensive method to measuring the output of our programs and services in our community is through the more extensive process of program evaluation.

Ogemaa Geeshig

January 2018

Taking advantage of community events was a strategy that the Community Engagement Team thought would be the best opportunity to gather data.

During Ogemaa Geeshig, the CET distributed "paddles" (to signify the steering of our journey ahead) to attendees and were asked to write what they would like to see in our community in the short-term, medium-term and long-term.



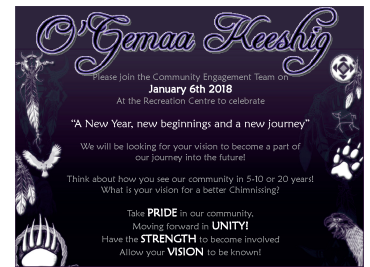
Community goals with timelines

Visioning Activity

February 2018

Creating a community vision statement for our community plan is one of the most important components of Ge'ni'zhaaying.

Our community is a proud community and without vision and values, how do we retain that pride if we do not have a grasp on a realistic, big picture of our community's future?



Ogemaa Geeshig
CET Event Poster

Our community members, young and old, participated in this event and told us they would like to see everything from a dinosaur, to a new school, and something as simple and free as a "smile"



Visioning Activity

Our community's vision is a collection of ingredients for a recipe for our future. These include people, lands and resources, and infrastructure. Our vision will be guided by a collection of aspirations, interests, values, dreams, roots and potentials, gathered from you, the people of G'Chimnissing.

We then mixed the ingredients together and formed a vision statement for our community, found at the beginning of Ge'ni'zhaaying.

Community Planning Forum

February 2018



Join the Community Engagement Team for an interactive session to gather your input for our community's future!
LET'S DISCUSS OUR FUTURE!



-Rides can be arranged for those that require one.
Call 247-8967

-Enjoy lunch on us!

-Let's promote community involvement!

-If you cannot make it out to the planning forum, please let us know! Your input is still needed! One on one appointments are available!

For more information or to sign up for a ride, please call: (705)-247-8967 or email planning@chimnissing.ca

Participants at the planning forum were given the opportunity to provide their input for our community's future, one on one with members of the Community Engagement Team.

Many of the goals you will see in Part III of Ge'ni'zhaaying were born from the tables of the Planning Forum.

Time to take off!

Then Communications Officer, Guy Monague assisted our event by facilitating the visioning exercise and took us on a ride through time. The event started with a meditation exercise that allowed our bodies and minds to relax. In our relaxed state, we were beamed up to Guy's special spaceship.

In our spaceship we were able to visit the old days and see what our community was like back then.

After inventorying the old days of our community, our spaceship took us to more recent years and we were able to acknowledge and learn from more challenging times in our community and appreciate the best of days our community has had to offer.

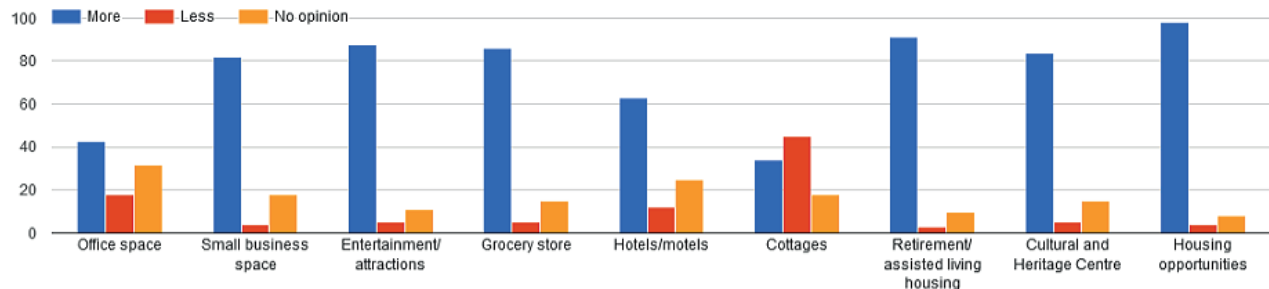
Our journey took us into the future and being able to see where we have been and where we are now, we can now make realistic goals to make our community's future as bright as it can be.

Community Planning Survey

February & March 2018

The least personal tool to gather information is developing and using a survey. However, it is regarded as just one way of reaching our membership, who live all over the world.

Which of the following types of development would you like to see more of in Chimnissing?

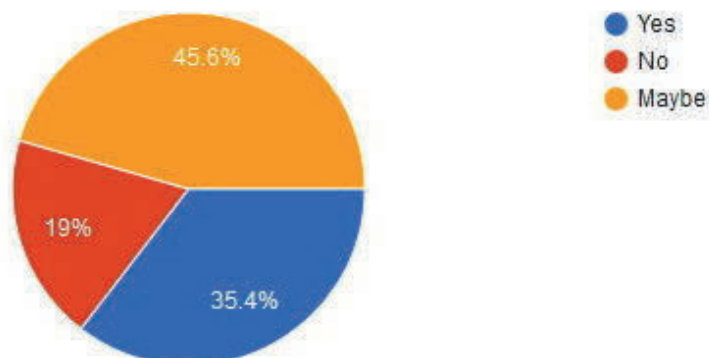


Participants of the survey would like to see more:

- Housing opportunities
- Retirement/assisted living housing
- Cultural & Heritage Centre
- Entertainment & Attractions
- FN Grocery Store
- Small Business Space
- Hotels/Motels
- Office Space
- Cottages

If you do not live in Chimnissing, is moving to Chimnissing a possibility in the future?

79 responses

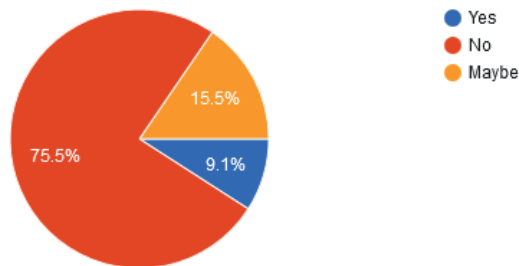


Above - Are we prepared for growth?

Community Planning Survey

In your opinion, is there sufficient housing in Chimnissing to accommodate growth in our community?

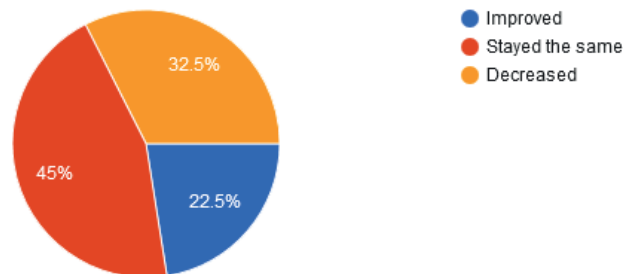
110 responses



Some members feel that we do not have sufficient housing to accommodate growth in G'Chimnissing.

If you have lived in Chimnissing for over 5 years, has the quality of life improved, stayed about the same or decreased?

80 responses



Some members feel that for the most part, our quality of life has stayed the same.

	IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT
Safe and Clean Community	97%	3%	0
Cultural & Heritage	78%	22%	0
Home Atmosphere	77%	20%	3%
Adequate Health Programs	91%	9%	0
Housing Opportunities	83%	16%	1%
Quality of Schools	88%	12%	0
Shopping Opportunities	48%	39%	13%
Environment/Water Quality	96%	4%	0
Recreation Facilities	70%	26%	4%
Public Services (Fire, Police)	90%	7%	3%
Proximity to Employment	72%	24%	4%
Transportation Systems	89%	10%	1%
Agricultural Opportunities	61%	31%	9%

Some members feel that the highlighted are most important to the quality of life in our community.

Participant Concerns

- Drug/Alcohol
- Community safety
- Roads
- Addictions
- Vandalism Theft/Break-ins
- Bootleggers
- Lack of police presence
- Dogs
- Speeding
- Suicide crisis
- Better resources for health
- Bullying
- Better school environment
- Jobs
- Child safety
- Child welfare
- Adult education
- Maintain cultural heritage
- Too many strangers
- Expand transit service
- Social & mental health Attitudes
- Sense of powerlessness
- Power outages
- Elder abuse
- Diabetes/Cancer
- Expel drug dealers
- Domestic violence
- Lack of parenting
- BFN owned gas station
- Community Beautification
- Internet access
- Poor housing

Community Planning Survey

How our members described our community in one word:



Below: What do our members like most about living/visiting at home?



Survey Highlights

Some participants of the survey indicated their reasons for moving back home to G'Chimnissing:

- Retirement
- Jobs
- Clean environment
- Family
- Better opportunities
- Better transportation
- Community feeling
- Give back to community
- Spend final days
- It's home
- Housing opportunities
- Property availability
- Lifestyle
- Beautiful beaches
- For the experience

Community Planning Survey

We did try to include the most important aspects of your input to help us on the community planning journey. It is this information that tells us where we want to be, or in some cases, where we would like to remain. We should always think ahead, but also take into consideration what we value most about our community and protect those things.

Visioning Activity

May 2018

More visioning exercises to form our community vision statement.

Goal Setting & Prioritizing

May & June 2018

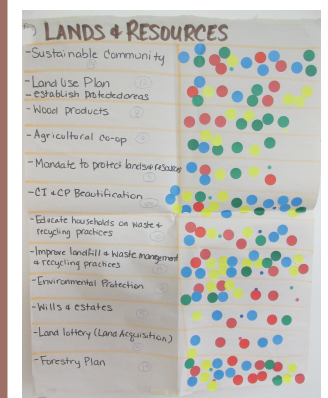
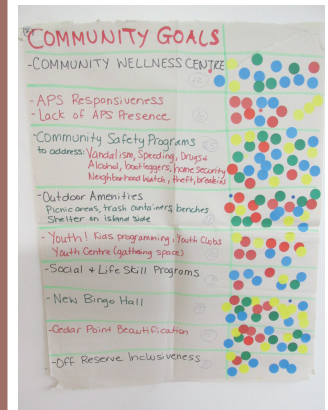


Our goals had been formed and the time came to prioritize our goals. Community members were given the opportunity to review goals that have been collected from members over the past year and prioritize them by applying the SMART goal principle. The CET had our goals displayed at events throughout the

next few months and community members, using the dot voting process (see right), let us know which goals they would like to see achieved for our community in the short-term, medium-term and long term. These (SMART) goals will appear in the next section, and how we achieve those goals will accompany them.

CCP

Dotmocracy



Our Community Story

Out of all our engagement activities and events throughout the past year, Our Community Story was the most celebrated event and inspired many community members to tell their stories and begin to think ahead.



Erica Bota (left) of ThinkLink Graphics was on hand ready to animate while facilitators Peggy Monague and Vicki Monague led the well attended group into revealing stories they remember about our community and what we want for our community in the future.

Our Community Story

Come out to the **Recreation Centre** on
Wednesday July 18th at 2:00 p.m.

For a fun and interactive afternoon of
telling **YOUR** stories to form our
COMMUNITY STORY!

What was our community like 20 years ago? 30 years ago?
What is our community like now?
What does it look like in the future?

Chili & Scone at 5 p.m.

Our story will be captured on a story board by
Think Link Graphics, like the one below and will
forever become a part of our community and journey
forward! Let's visualize our story of **where we have**
been, where we are now, and where we want to GO!

What will **OUR** community story
look like?

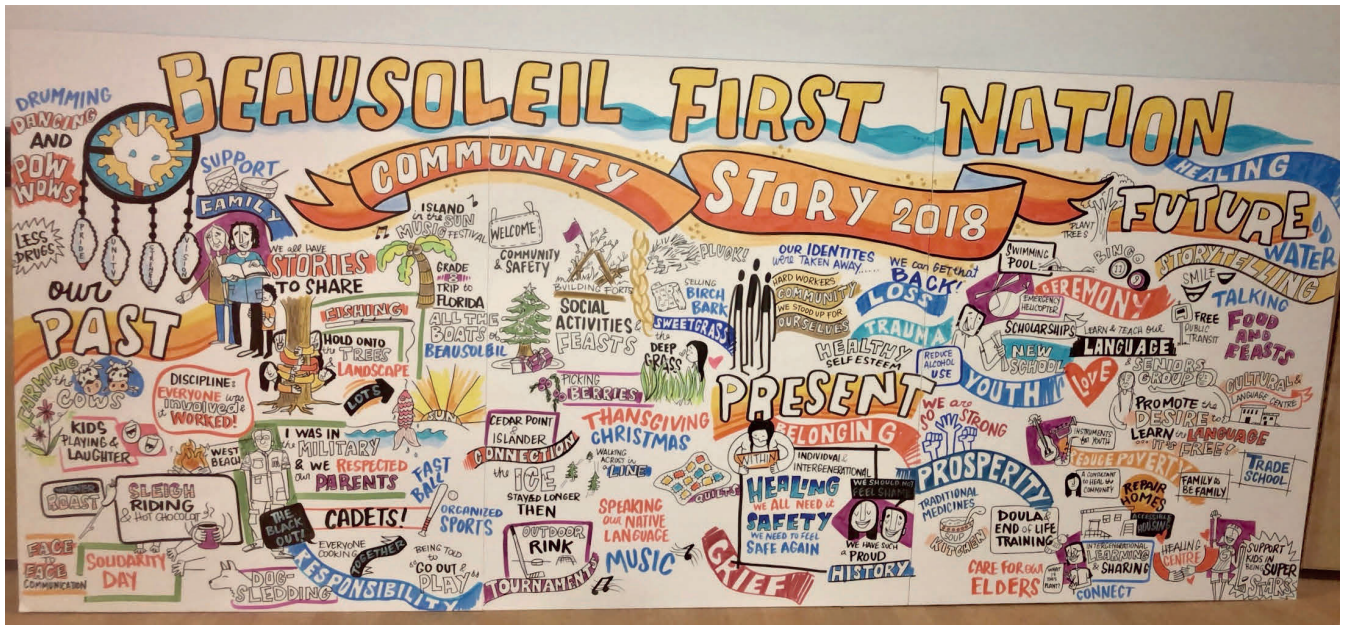


Facilitators Vicki Monague (L)
and Peggy Monague



Community members of all ages participated in forming Our Community Story. Each story told was drawn out in real-time. After the event, Erica relayed to the team that hearing our stories had a profound effect on her, and she was honoured to have been chosen to visually interpret our community's story.

Our Community Story



Our Community Story is on display at Enjimaawnjiding

The next and final section will describe in detail the work ahead. The goals given to us through you, will have been evaluated and further put through the SMART goal process. Section III is the "implementation" phase of this plan and will require monitoring and evaluation for the life of this plan (up to 20 years).

Remember, Ge'ni'zhaaying is never complete. It will inevitably change and will require updating periodically to reflect changes in our community.

Ge'ni'zhaaying serves as a guideline as a result of the coming together of our community to ensure our future.

PART III: WHERE DO WE WANT TO GO?

HOW DO WE GET THERE?



Our Goals, Our Priorities

This section of Ge'ni'zhaaying will describe in detail the work ahead. The goals given to us by you, will have been evaluated and further put through the SMART goal process ensuring realistic and achievable goals by organizational leadership.

We all recognize our responsibility to our community, as described in our vision statement, by participating in the work that we have identified to be completed by department staff, leadership and community members ourselves to ensure our community's future. Using each one of our voices and actions will only make achieving our goals easier.

Community members have identified the goals and priorities in the next section, and departments will have applied the SMART goal criteria even further to become achievable. To highlight each theme, individual parts of the Ge'ni'zhaaying vision statement is included within so that we may never lose sight of that vision.




Governance


Our Vision: "We are open, transparent and promote good governance"

Goal	How do we get there?	Status
Create a strong governance structure consisting of a custom election code, membership code, and constitution	<ul style="list-style-type: none"> • Reinstall the Governance Committee • Update the 2013-2018 Governance Strategic Plan • Obtain funding and build capacity to develop our own constitution. • Engage with all community members on what our constitution will contain • Revisit the G'Chi-Naaknigewin (2005) and see if it is right for us • Instill into all the we do, that the only people that know what is best for us, is us. 	To do!
Transparency with Chief & Council and improved communication	<ul style="list-style-type: none"> • Regular general band meetings with updates and reporting from Chief & Council to the membership. • Updates and reporting from staff and committees to the membership at general band meetings. • Develop and implement a Council Governance Manual that will provide accountability to community and accountability towards each other • Ensure that strategic planning for Chief and Council and Administration from term to term occurs with the priorities, needs and interests of our members as outlined in the community plan. • Implement the Communications and Community Engagement Strategy across all departments and organizations within our community. 	To do!
Engagement with Youth & Elders	<ul style="list-style-type: none"> • Recognition of youth and elders as a resource for knowledge and needs. • Implement the Community Engagement Strategy across all departments and organizations within our community. 	To do!
Enforceable By-laws	<ul style="list-style-type: none"> • Create bylaws for the health and safety of our community and people. • Obtain funding and increase capacity to enforce bylaws. 	To do!

Lands & Resources

Our Vision: "We promote economical and environmental sustainability"

Goal	How do we get there?	Status
Short-term Goal Land Code	<ul style="list-style-type: none"> We were directed by Chief and Council to attempt to ratify the Land Code for the third time. Back in December 2018, some important changes to the Framework Agreement received Royal Assent and the timing couldn't be any better for Beausoleil First Nation. One of the most important changes is to Sections 7 and 8 of the Framework Agreement, which eliminates the current minimum 25% threshold of yes votes required of all eligible voters. The majority of participating voters will now decide, which is consistent with other important votes in Canada. We will be going back to the polls in June of 2019. We have completed a BCR which reconfirms Beausoleil First Nation's commitment to the Framework Agreement and our desire to pursue a third vote. We will be working closely with the Lands Advisory Board and will request funding assistance for the vote. Community engagement will begin immediately. 	
Short-term Goal Visitor Screening	<ul style="list-style-type: none"> Back in the summer of 2017, two individuals were hired by Chief and Council to conduct a survey on all visitors. The information was to be compiled for statistical purposes. This pilot project was deemed unsuccessful as the information was not captured and recorded and it was problematic to retain committed individuals to conduct the surveys. There was some confusion about the role of the survey taker and the security of the staff was an issue. Going forward, as this is a priority once again, proper planning must be conducted prior to the summer season to determine how this project could improve and the types of training that staff would have to take. Funding to employ summer positions needs to be identified. We will work with Council, Transportation and APS in the next few months to prepare for this project. 	To do!
Short-term Goal Forestry Plan	<ul style="list-style-type: none"> The Beausoleil First Nation has a Forestry Plan in place. This was approved for use in October 2004, with one revision in February 2012. This document may require further updates and a full review will be conducted in the winter and early spring in preparation of any forestry projects. 	To do!

Goal	How do we get there?	Status
Medium-term Goal Cedar Point Monitoring	<ul style="list-style-type: none"> • The idea of creating a new department outside of Economic Development and Lands has been discussed at length. A Parks and Tourism Department is ideally a priority and would be primarily responsible for Cedar Point, all beach and public areas within our territory. • We will continue to meet with Chief and Council, Economic Development, Transportation and Nookmis to finalize plans. 	
Medium-term Goal GIS Mapping	<ul style="list-style-type: none"> • GIS mapping will assist in identifying all areas of interest. It will allow us to map Species atRisk Habitat, Medicinal plant habitat, invasive species tracking, Wetlands, forestry activities etc. GIS will assist in Land Use Planning and many other components to Lands Management. • There are fees tied to the GIS software and Training is required. Currently the Lands Department is acquiring the Hardware and GIS software to assist in the Climate Change project. • Georgian College and Lakehead University will be assisting in the set up and may provide training for the Lands Staff. 	To do!
Medium-term Goal Environmental Protection	<ul style="list-style-type: none"> • Create by-laws/ Land laws regarding protection of Species at risk / habitat. • Ensure that the Forestry Management plan is being implemented and enforced. • Limit access to Beaches in order to protect Sand Dunes from further destruction. • The Education Department is currently working on a climate change project regarding wind and water monitoring. We are attempting to monitor the Wind and water affects due to climate change. The data captured will be useful in identifying the risks posed to Health, Environment and day to day livelihood. 	To do!
Medium-term Goal Culture Based Lands & Resources	<ul style="list-style-type: none"> • This item remains as a continued priority within our work-plans. We anticipate that upon completion of the larger projects that we currently have underway, we can take a look at creating a long-term program for all membership to take part in. • We discussed fishing, snaring, traditional cooking, leather work, building shelters, language camps as some activities. We would partner up with knowledgeable community members and invited guests. These activities could be done in collaboration with other similar activities already being offered. 	To do!

Goal	How do we get there?	Status
Medium-term Goal Enhance Compliance Personnel	<ul style="list-style-type: none"> Currently there are two Compliance officers and one Supervisor. We will continue to work with Chief and Council and all other departments to provide continued service/support as required. Funding of all positions remains a fiscal concern as these positions are not supported through Lands funding. Additional training will be provided for existing staff. 	To do!
Medium-term Goal Wood Products	<ul style="list-style-type: none"> Following the BFN forestry plan we may have the potential to harvest our forests for timbers that may be used for milling, lumber, furniture, flooring or Heating purposes. The goal of the forest plan is to harvest sustainably and ensure that the well-being of our forests are taken care of. BFN Forestry Plan requires review and approval followed by enforcement. BFN will need to create by-laws/ Land laws to support the enforcement of the forestry plan. Business plans for Wood Products should be reviewed and awarded to those that follow the BFN forestry plan, and demonstrate sustainability. May require funding to review, amend “if necessary” and enforce the BFN Forestry Plan / Laws. 	To do!
Medium-term Goal The Family Homes on Reserves & Matrimonial Interest or Rights Act	<ul style="list-style-type: none"> Whether or not we ratify the Land Code we need to determine whether we want to adopt our own Matrimonial Real Property Law. By doing so, the Provisional Federal Rules will no longer apply to our reserve land. We will ensure to periodically provide information on the Act so that our community is aware of the rules. The Centre of Excellence for Matrimonial Real Property has provided assistance and training and we will continue work together to provide the information you need to know. This will ultimately affect each and every one of us. Please contact our office and we will provide you with important information on how to pre-plan or deal with marriage breakdowns or a death of a spouse as it relates to matrimonial real property on reserve. 	To do!
Medium-term Goal Land Use Plan	<ul style="list-style-type: none"> Preliminary work must include accessing funding and updating surveys. We have already had some discussion with Indigenous Services about our intention to create a land use plan. 	To do!

Goal	How do we get there?	Status
Long-term Goal Sustainable Community	<ul style="list-style-type: none"> • This priority is in line with land use planning. Although not specifically addressed by the community as to what sustainability encompasses, we have taken the approach that our community wants to go back to our roots as farmers, harvesters and fishermen: a time where we had the ability and capability to sustain our community. • This should be a community driven project and we will engage our membership by way of community meetings and workshops to gather information and ideas. 	To do!

Our Mission Statement




The Beausoleil First Nation Lands Department
is dedicated to the membership of
Beausoleil First Nation – present and future.

We will respect our lands.
We will do so by providing the highest quality of service using
the most effective lands management practices
while maintaining and respecting
the vision of our community.

Community & Social

Our Vision: " We promote community involvement in all that we do and we recognize that we all have a responsibility to G'Chimnissing"

Goal	How do we get there?	Status
Short-term Goal Emergency Management & Preparedness	<ul style="list-style-type: none"> • Update the Emergency Preparedness Plan • Identify if the Community Safety Officer Position is Permanent • Maintain the Emergency Operations Team (EOT) to oversee, implement and update the plan as needed. • Coordinate emergency operations/preparedness and security training for all staff and interested community members. • Ensure this is a mandatory/annual training component. 	Ongoing
Short-term Goal Child Safety	<ul style="list-style-type: none"> • Develop a neighborhood watch program. • Coordinate community education programs for parents/children. • Teach our children learn to be cautious, alert, and prepared. • Give permission to say "No" and tell. • Help children identify trusted adults. • Set body boundaries. • Teach children the buddy system. • Teach children to check with others first. • Teach children telephone skills. • Insist on a child sexual abuse prevention training at school. 	To do!
Short-term Goal Know our Family & Community History	<ul style="list-style-type: none"> • Identify funding through Nookmis • This individual can conduct research on our community's history and compile the information, they can also look back at some of our treaty research to include the information already available. • Coordinate community surveys, meetings and gather pictures. • Develop family trees. • Plan a member gathering. 	To do!
Short-term Goal Build Capacity in our People/ Promote skill development in all the people of Chimnissing	<ul style="list-style-type: none"> • Offer training to both employees and community members. • Conflict resolution training • Customer service training • Teach how to delegate more effectively. • Teach our members to take pride in what you do • Home budgeting training 	To do!

Goal	How do we get there?	Status
Short-term Goal Picnic Areas & Outdoor Amenities Benches/Shelters	<ul style="list-style-type: none"> Budget for more benches and shelters to be constructed around the Community and at Cedar Point. Hire a contractor. Prepare a budget and timeline schedule. 	To do!
Short-term Goal Kids Programming	<ul style="list-style-type: none"> Seek funding to hire a few more individuals to plan programming for our children and youth. Expand our Right to Play Program Create a volunteer program for our secondary students to plan/coordinate children's programming/youth leadership program (community hours can be signed off). 	To do!
Short-term Goal More Outdoor Trash Receptacles	<ul style="list-style-type: none"> Budget and purchase more trash and recycling containers. Education programs for the community around garbage and recycling reduction. Need to keep in mind that the Waste Management Department <i>must</i> be consulted on this item because the more containers put out in the community increases their duties. 	To do!
Short-term Goal Open Houses	<ul style="list-style-type: none"> Reinstate the annual open houses where each department show cases their successes, challenges, roles and responsibilities. Add in draws as an incentive. 	To do!
Short-term Goal New Bingo Hall	<ul style="list-style-type: none"> Bingo events are held in the new Events Centre 	
Short-term Goal Village Beach Area (Playground, Arcade, Splash Pad, Parking Lot)	<ul style="list-style-type: none"> A splash pad has already been approved (through Nookmis) to be constructed. A site/lot needs to be identified. Will need to follow up with the Lands Department. Put together proposals to apply for grants and programs to seek funding for the construction of an arcade. Would need to identify an operations and maintenance budget and security. 	
Short-term Goal Too Many Strangers in our Community	<ul style="list-style-type: none"> We now have screening and security implemented at Cedar Point which identifies who is coming to the Island and for what purpose. Look at keeping this permanently, not just during the pandemic. We will need to lobby for more funding to maintain the employees and offset all costs associated. Look into drafting a membership code. 	

Goal	How do we get there?	Status
Short-term Goal Drug Free Expel Drug Dealers	<ul style="list-style-type: none"> • Provide the security personnel at Cedar Point with the authority to search vehicles. • Formulate an agreement with OPP and K9 to conduct searches at Cedar Point on certain days. • Direct the APS to monitor and arrest known drug dealers. • Chief and Council can endorse a BCR expelling drug dealers from BFN if arrested. 	To do!
Short-term Goal Hope for Our Children	<ul style="list-style-type: none"> • Parents need to speak to their children about their possible futures and instill hope. • Create pathways (goals, achievements, options, and possibilities). • Thinking about the future and making plans is central in fostering hope. 	To do!
Short-term Goal Elder Abuse Awareness	<ul style="list-style-type: none"> • Elder abuse includes physical abuse, sexual abuse, emotional abuse, financial/material exploitation, neglect, abandonment, and self-neglect. • Listen to our elders and their caregivers to understand their challenges and provide support. • Educate ourselves and others about how to recognize and report elder abuse. • Offer to help find the right place to turn to. • Report abuse or suspected abuse to the Anishinabek Police Services (APS). • http://www.eapon.ca/ • Senior's Safety Line – 1-866-299-1011 	To do!
Medium-term Goal Elder Care Centre	<ul style="list-style-type: none"> • Strike a committee which would include the Seniors, Health, Community Members and the Ministry of Long-Term Care. • The committee would prepare proposals and apply for grants. • Hire a consultant to prepare a feasibility study and design. • Identify an available band lot. Consult with the Lands Department. • Identify what annual operations and maintenance will cost. • Hire certified RN's/Doctor. • Draft policies on eligibility. 	To do!
Medium-term Goal Child Welfare	<ul style="list-style-type: none"> • The goal of child welfare is to promote the well-being, permanency, and safety of children and families by helping families care for their children successfully. • "It takes a village to raise a child" is an African proverb that means that an entire community of people must interact with children for those children 	To do!

	<p>to experience and grow in a safe and healthy environment.</p> <ul style="list-style-type: none"> • Raising a child requires unconditional love, consistency, clear guidance, endless giving, a watchful eye, endless patience, thoughtful teaching, careful role modeling, a listening ear, a fair mind and an open heart. • Strike a committee to develop a framework for community child welfare. • In order to promote this, we can ask our Family Services Department to coordinate educational programs to assist the community and families. • Create partnerships with administrators, teachers, and parents to provide the foundation, and skills children need to be productive members of society. 	To do!
<p>Medium-term Goal Community Involvement, More Gatherings, Community Connection & Unity</p>	<ul style="list-style-type: none"> • Once the pandemic is lifted, we can start to plan more gatherings. • Strike a committee to plan such events and obtain quotes. • Prepare a budget and set timelines. • Give community more opportunities to help facilitate gatherings and connections. 	To do!
<p>Medium-term Goal Domestic Violence</p>	<ul style="list-style-type: none"> • Get our mental health and addictions program back up and running with a full complement of staff. • Have staff prepare a work plan on programs and services they can offer that relates to domestic violence. • Kind man/women program • Provincial crisis lines are free and confidential 24-hour helplines that offer: <ul style="list-style-type: none"> - someone to talk to - crisis counselling - emotional support - safety planning - legal information <p>For help getting connected to community, social, health-related and government services in your local area, contact 211 by phone or online.</p>	To do!
<p>Medium-term Goal Community Wellness Centre</p>	<ul style="list-style-type: none"> • Implement a Healing and Wellness Strategy to improve healing, health and wellness through a continuum of culturally appropriate and Indigenous-designed and delivered programs and services. This could include, but is not limited to: <ul style="list-style-type: none"> - Community Wellness Workers - Programs that provide counselling to address mental and emotional issues, crisis prevention and intervention, health promotion and education 	To do!

	<ul style="list-style-type: none"> - Healing Lodges - Shelters and safe houses for women and their children experiencing or at risk of experiencing violence - Prenatal and post-natal care (through the Healthy Babies, Healthy Children Program, and the Maternal and Child Centre) - Mental health and addictions treatment and healing centres 	To do!
<p>Medium-term Goal</p> <p>Community Safety Programs</p> <p>(Vandalism, speeding, drugs/alcohol, bootleggers, home security, neighborhood watch, theft, break-ins)</p>	<ul style="list-style-type: none"> • Making APS more accountable to the safety of our community and members. • Look into accessing the Aboriginal Community Safety Development Contribution Program through the Government of Canada. This program provides contributions to Aboriginal organizations (on and off-reserve), Aboriginal governments and municipalities in collaboration with Aboriginal organizations and or communities to develop tailored approaches to community safety that are responsive to the concerns, priorities and unique circumstances of Aboriginal communities. • Becoming more responsive requires engaging Aboriginal communities in identifying issues and developing solutions; building the capacity of Aboriginal communities to develop and deliver projects; addressing funding issues; and ensuring that relevant programs are adaptable to the diverse needs of Aboriginal communities. • Objectives of the contribution are meant to: <ul style="list-style-type: none"> - Enhance or improve Aboriginal communities' ability to support the development and/or implementation of community safety plans; - Support the development of alternatives to incarceration projects; or - Provide reintegration support. 	To do!
<p>Medium-term Goal</p> <p>Social & Life Skills Programs</p>	<ul style="list-style-type: none"> • Workshops on <ul style="list-style-type: none"> - Self-awareness. - Empathy. - Critical thinking. - Creative thinking. - Decision making. - Problem Solving. - Effective communication. - Interpersonal relationship. • Department collaboration on delivering the above noted programs. • 7 Grandfather Teachings. 	To do!

Medium-term Goal Animal Control	<ul style="list-style-type: none"> • Develop a by-law (implement registration and identification tags, spay, neutering) • Develop a compliance policy • Hire an Animal Control Officer to enforce the by-law. • Set up another spay/neuter clinic. 	To do!
Medium-term Goal Community Support for Addictions	<ul style="list-style-type: none"> • In order to address the tremendous impacts of substance abuse, we need to work towards an approach that focuses on prevention, awareness and recovery. • Changing the conversation about addiction and depicting it as a disease that requires treatment, rather than a crime that should be punished, will help shatter the stigma. • By ridding the stigma attached to addiction, more people will feel confident in their decision to seek the help they need. • Create a support group. • Bring back AA/NA • Community education. 	To do!
Medium-term Goal Community Voices Heard	<ul style="list-style-type: none"> • Create an ombudsman position. This person would investigate complaints (usually lodged by private citizens) and attempts to resolve the conflicts or concerns raised. 	To do!
Medium-term Goal Opportunities to contribute to Community	<ul style="list-style-type: none"> • Volunteering • Become a Mentor • Organize a Charitable Event • Attend Community Meetings. • Give an award each year to an individual or department for a community project. 	To do!
Medium-term Goal Looks after all members of Chimnissing	<ul style="list-style-type: none"> • Create equal opportunities • Resource sharing 	Ongoing
Medium-term Goal Create more opportunities to help others shine through their strengths and gifts	<ul style="list-style-type: none"> • Recognize/identify members strengths, talents and gifts. • Create different experiences. • Encouragement • Showcase them 	To do!
Medium-term Goal Ensure our community is somewhere to be proud to live in and raise our families	<ul style="list-style-type: none"> • Community spirit can best be defined as both an attitude and also a willingness to take action to support the people who live in our community. • Feeling of belonging • Health and Safety • Kindness and respect • Helping each other out in time of need 	Ongoing

Goal	How do we get there?	Status
Medium-term Goal Attitudes	<ul style="list-style-type: none"> • Separate the behaviour from the person. • Acknowledge, but don't agree • Influence their attitude • Let It Go. • Implement self-esteem and encouragement workshops. • Customer service training. 	To do!
Medium-term Goal Bullying	<ul style="list-style-type: none"> • Walk away • Tell someone you trust/report it. • Keep telling yourself that you are a good person and worthy of respect. • Implement educational workshops on bullying in schools, the work place and the community. 	To do!
Short-term Goal Community resources to grow with population	<ul style="list-style-type: none"> • Implement and regularly review our Comprehensive Community Plan • Develop a Land Use Plan 	Ongoing
Medium-term Goal Better Services for our Seniors	<ul style="list-style-type: none"> • Conduct a program evaluation • Update job descriptions • Update policies • Hire more personnel • Apply for grants to increase funding • Encourage family members to check in on the elderly. 	To do!
Long-term Goal Happy, vibrant, successful families, everyone doing their part in the community	<ul style="list-style-type: none"> • We need to deal with all past trauma to get to a healthy state. • Offer more counselling services. • Come up with an alternative strategy for addictions • Build a treatment centre. • Encourage our students to further their education. • Encourage our members to apply for jobs • Encourage volunteering in the community. • Increase the morale within the workplace and the community. • Everyone learning to respect each other again. 	To do!
Long-term Goal End reactive, short-term programs to address things that require long-term solutions	<ul style="list-style-type: none"> • Implement and regularly review our community plan with members' input. • Invest in businesses that will provide a capital return • Self-government • Strategic Planning 	To do!

Culture

Our Vision: "We continue to protect our history, culture and language"

Goal	How do we get there?	Status
Short-term Goal Revitalizing our Culture	<ul style="list-style-type: none"> • Jim Dumont for the Creation Story, Clan Teachings History, heritage and legends from our Nation (BFN) • (Storytelling) • 7 Grandfather Teachings • 7 Stages of Life Teaching • Men's Healthy Roles- • Women's Healthy Roles – • Strawberry Fast-girls • Vision Quest- boys • Fire Teachings-male • Water Teachings-female • Sweat lodge teachings and sweat lodge building • Teaching complete drum making • Teaching pipe making • Men's Sharing Circles • Women's Sharing Circles • Hand-drumming – guest Neil Monague, Fawn Wood • Social Gathering – potluck lunches • Community Fires – Monthly • Community Feasts – seasonally/quarterly • Hunting, gathering and harvesting food and medicines • Full Moon Ceremonies • Monthly Language Gatherings 	Ongoing
Short-term Goal Culture Activities	<ul style="list-style-type: none"> • Annual Round Dances • Language Motivator Position • Annual Language Conference • Annual Clan Gatherings • Annual Walking Towards Your Bundle (10 weeks) • Providing All nation teachers • Honouring our Residential Community Members • Collecting of our Historical Knowledge • Oral Video Taping/Survey Monkeys for collections 	To do!


Health & Recreation

Our Vision: " We are healthy in body, mind and spirit. We support and help each other"

Goal	How do we get there?	Status
Short-term Goals Certifications, Increased physical fitness, overcome shyness, community calendar, gatherings, creativity in media	<ul style="list-style-type: none"> Engage coaching certified workshops. Work to a healthy active community. Public speaking workshops. Hold monthly calendar activities. Monthly Pot Luck Dinners. Culture driven workshops. Talent shows, and sound and video workshops. 	To do!
Medium-term Goals House leagues, healthy food catering, our own members being motivational speakers, support other members, learners become teachers	<ul style="list-style-type: none"> Start sports leagues and venture out to other communities. Update the daily diet of what we consume and offer to the community. Public speaking workshops. Hold monthly calendar activities. Monthly get together switch up activity, pot luck, dances, talent shows. Culture driven workshops. Outdoor Activities (Baseball, movies, concerts) 	To do!
Long-term Goals Continued sports, fitness and community oriented activities, and incorporating our culture and heritage	<ul style="list-style-type: none"> Have yearly participants go to Indigenous Games and other sports related events. Encourage healthy diets and reward that lifestyle. Community Members seeking public speaking jobs outside of BFN. Hold monthly calendar activities. Monthly get together switch up activity, pot luck, dances, talent shows. Culture driven workshops. Outdoor Activities. 	To do!

Infrastructure

Our Vision: " We are strong, independent and safe"

Goal	How do we get there?	Status
Short-term Goals New Ferry & M.V. Clearwater 3 Phase Hydro Dock and wharf enhancement Roads Resurfacing	<ul style="list-style-type: none"> Secured 10m for commissioning of new ferry Selected Project Manager for New Ferry Consult and engage with stakeholders often. Proposal submitted and decision expected for 3 Phase Hydro Summer 2019 and installation Summer 2020. Fiber optic cable to accompany. Proposal to INAC to upgrade facilities to decrease operational costs 5m proposal to Canada's Investing in Infrastructure Rural & Northern Stream for road resurfacing Implementation of solar fields, wind turbines & net meters to deduct from actual energy cost Hire a Community Energy Champion in 2019. 	
Medium-term Goals Health Centre Expansion Administration Building Expansion EMS Building	<ul style="list-style-type: none"> Forecast growth Expand current buildings to accommodate growth in services, personnel & programming Future building and construction is considered as per Land Use Plan. All capital projects are considered as a result of our Community Plan Ensure there is adequate space and security for storage of materials & equipment Ensure each space provides a welcome environment for community members 	To do!
Long-term Goals Long-term energy sufficiency New school Cedar Point development Tiny Lot development Off-reserve housing opportunities Off-the grid house	<ul style="list-style-type: none"> Implementation of 3 phase hydro will support long-term energy sufficiency Construction of new school to include learning space for all ages Develop Cedar Point to include Marina/Gas services, adequate parking facility Engage with Tiny Township on lot development Explore off-reserve housing opportunities Build an off-the-grid house for data collection purposes 	To do!

In constructing future facilities, community members indicated that the following are important considerations:

- Is financially sustainable
- Generates pride, has adequate landscaping and is a result of the community plan.



Housing





Our Vision: "G'Chimnissing is our Home"

Goal	How do we get there?	Status
<p>Short-term Goals</p> <p>Good home maintenance Capacity Development: Purchase housing software</p> <p>The goal of providing home maintenance workshops for the community will be to educate tenants and homeowners on the importance of maintaining your home</p>	<ul style="list-style-type: none"> Funds approved and received from INAC to provide home maintenance workshops for tenants & homeowners Funding to purchase housing software program (additional funding request). First Nation Market Housing Fund can provide training dollars to have staff trained to complete data entry in Housing Database Department currently planning for upcoming workshops in the new year and looking into different software to assist the Housing Department with tracking rent payments, maintenance etc. Amendments to policy and implementation as tenants are selected for new homes and rental units 	To do!
<p>Medium-term Goals</p> <p>Shortage of housing units Improve conditions of poor housing (private homes) Emergency housing crisis</p>	<ul style="list-style-type: none"> Begin compiling data/statistics on the number of units required. Work with the Housing Committee and make recommendations Work with our Leadership to find a solution to address poor housing needs (apply for more funding through CMHC annually, BMO On-Reserve Housing Loan Program or Trust funds) 	To do!
<p>Long-term Goals</p> <p>Housing for Youth (18-29) and single people</p>	<ul style="list-style-type: none"> Begin compiling data/statistics on the number of units that may be needed. Work with the Housing Committee and make recommendations. More consultation from community Work with our Leadership to find a solution to address housing for youth and single people (apply for more funding through CMHC annually, BMO On-Reserve Housing Loan Program or Trust funds. Amendments to Policy and Implementation 	To do!

Economic Development

Our Vision: "We promote economical and environmental sustainability"

Goal	How do we get there?	Status
Short-term Goals Beckwith Island Tourism Development	<ul style="list-style-type: none"> A collaborative project involving Nookmis Trust Office and Economic Development office has been ongoing for 2 years now to establish a Yurt Rentals and Campsites at Beckwith Island. Last year, we continued work on development, however, were not open for boaters or visitors due to COVID-19. In 2021 season, we will be open late for business and will run until after Thanksgiving long weekend. We have a crew working there cleaning and performing before and after set up. Crew members will alternate patrolling/collecting at both beaches at Beckwith. A website is soon to launch for booking the yurts/campsites/transportation to Beckwith that is e-commerce enabled to alleviate cash collection on site. 	 Almost There!
Short-term Goal Small Business	<ul style="list-style-type: none"> A turnkey business opportunity was created at the Event Centre kitchen. Last Boat Eatery has now opened operations. We have started our own First Nation Business Permitting Accessed funding to support small businesses affected by COVID-19 On-going promotion of community member's businesses in annual visitor guide Planning for more e-commerce business 	
Short-term Goal Jobs/More Employment	<ul style="list-style-type: none"> We work collaboratively with the Trust Office, Ogemawahj Tribal Council, other BFN departments and Ontario Works continuously. We work towards building the skills and employability of our members. 	Ongoing
Short-term Goal Farming - Sustainable Community	<ul style="list-style-type: none"> It all starts with the individual. Food sovereignty has been in the forefront since the global pandemic – many community members have their own gardens at home, and a community garden has been established once again. More capacity is needed by community members pitching in to help. 	Ongoing



Short-term Goal Better Internet Service	<ul style="list-style-type: none"> Continuous upgrades to equipment, towers, access points, and backhauls enable the network to grow. Last November we purchased a licensed link that provides the bandwidth necessary to serve the community business and residential needs. 	
Short-term Goal Grocery Store/Gas Bar	<ul style="list-style-type: none"> Currently in the process of evaluating, developing business plan for purchase of store 	Ongoing
Short-term Goal Personal Dock Areas	<ul style="list-style-type: none"> Small pleasure craft docks were installed 	
Short-term Goal Springwater Park	<ul style="list-style-type: none"> Work collaboratively with Chief and Council identifying and applying for funding for continued operations. 	
Short-term Goal Marketing for BFN	<ul style="list-style-type: none"> Website promotion Social media outlets Tourism website soon to launch 	
Short-term Goal Leadership for Small Business/Community Business	<ul style="list-style-type: none"> Information sharing Community capacity building Focus on what we do well 	Ongoing
Short-term Goal Vetting process for potential partnerships – do our due diligence	<ul style="list-style-type: none"> Funnel concept 	Ongoing
Medium-term Goal Economic Health & Prosperity	<ul style="list-style-type: none"> On-going goal to build towards in collaboration with other departments. Established Holding Corporation for BFN that needs development 	Ongoing
Medium-term Goal Green Economy	<ul style="list-style-type: none"> Maintain Environmental standards for all development on our islands 	Ongoing
Medium-term Goal Seasonal & Tourism Attractions	<ul style="list-style-type: none"> Exploring establishing Beckwith Island as a four-season destination Plan to work on trails, maps, and marketing shipwrecks 	To do!
Medium-term Goal Support system for small businesses, loans, grants, training	<ul style="list-style-type: none"> Work with Meridian Bank about administering a loan fund for BFN 	To do!

Medium-term Goal Hike/bike trail system, kayak & canoe rentals	<ul style="list-style-type: none"> • Collaboration with Social Services/OTTER/ to create a crew for public spaces, trails and beaches on Christian Island 	To do!
Long-term Goal Marina	<ul style="list-style-type: none"> • Collaborate with relevant departments/partners to achieve a First Nation run marina 	To do!
Long-term Goal Farming Livestock	<ul style="list-style-type: none"> • Develop a new program to support individuals or families 	To do!
Long-term Goal Better Internet Service	<ul style="list-style-type: none"> • On-going exploration of continuous improvement/apply for funding annually where available 	Ongoing
Long-term Goal Tourist Visitor Centre	<ul style="list-style-type: none"> • Once there are more offerings/visitor amenities this can be established. Currently utilizing online promotion. 	To do!



There were several other goals that require collaborative efforts between departments and of course, additional funding. We must also consider the costs to operate and maintain some of these facilities. Some of those goals are a golf course, cottage rental business, Tourist Visitor Center, on-island transit, laundromat, and glamping (hydro, water, trailer access). All these items require a fair amount of planning and collaboration, but did not meet the S.M.A.R.T goal criteria.




Education

Our Vision: " We value our youth, cherish our elders and respect each other"

Goal	How do we get there?	Status
Goals Succession Planning	<ul style="list-style-type: none"> Professional Development promotion. Hiring of Relief supporting educational certification 	Ongoing
Goal Financial Workshops for Community	<ul style="list-style-type: none"> Elementary math includes financial literacy (strand in curriculum) 	
Goal Develop Youth Capacity	<ul style="list-style-type: none"> RTP – Youth Leadership training; Library – Drone & Summer Reading; Summer Co-op and Reach Ahead credit (RTP, SCDSB, SDHU, Water First) 	
Goal Cultural Identity	<ul style="list-style-type: none"> Post-secondary Wellness Hubs, Mishomis book and cultural resources; RTP Partner with mental health team/ sweat lodge /fire keeping & water teachings. Offering reach ahead credit Culture Calendar each school year Buffalo Riders Trauma Training and Certification (trauma informed) 	Ongoing
Goal Curriculum to include mental wellness	<ul style="list-style-type: none"> Buffalo riders curriculum; offered through Thunderbird, Feather Carriers trained facilitators School based wellness worker & Right to Play Community Mentor buffalo riders (need more trained people) Thunderbird – train the trainer / Feather Carriers; CIES Anish Naa Ge Gii – Aboriginal Children Health Well-Being Measurement Portfolio Development Training 	Ongoing
Goal CIES Curriculum to fit our cultural, moral and social needs	<ul style="list-style-type: none"> Community Engagement/ Parental Engagement sessions continue; OTC – Community Profile book and leaders guide created; School Garden; tipi in school yard – outdoor classroom; 	Ongoing

	<ul style="list-style-type: none"> • Great Lakes Cultural camp, paddling certification canoe – maple syrup making • process, paddle making, goose preparation, fish fillet preparation, rabbit snaring, • beaver skinning / tanning / drum making / Hector Copegog taught drum • teaching/feasting of drum • World Water Dance; • Healthy eating CIES and Childcare Centres 	Ongoing
Goal Enhanced Teaching (Find each students' learning style)	<ul style="list-style-type: none"> • Differentiated instructions, accommodated through IEP's. (Communication to parents) parent teacher interviews, day to day visits, open door policy/ open house / school BBQ 	Ongoing
Goal Indigenous current events (Don't shelter, real community issues)	<ul style="list-style-type: none"> • Every Child Matters; Bear Witness Day; Residential School, 60's scoop • Awareness/Hope and Healing; Trauma informed training offered to community and parents • Indian Day School — millennium scoop – children in care more than ever 	Ongoing
Goal Native Language Encourage our non-indigenous teachers to learn	<ul style="list-style-type: none"> • Language videos / resources from community members Anishinaabe to learn basics 	To do!
Goal Become Knowledge Keepers Sharing of knowledge in safe spaces	<ul style="list-style-type: none"> • Digital Cultural Mapping owned RTP • Traditional Ecological Knowledge from Wind and Water • Preserving knowledge in data base for community use. 	To do!
Goal Land-based Learning	<ul style="list-style-type: none"> • watershed/ water – Doug King and Great Lakes – • Douglas Trail Lake – GPS mapping - Wind and water – wind monitoring station, • curriculum – wind/ beach sampling / well monitoring curriculum • Geography Reach Ahead credit – beach sampling/ kayaking / canoeing/ water safety with Water First & RTP • Earth Rangers & Outward Bound staff learning about teachings outdoors 	Ongoing

	<ul style="list-style-type: none"> • Natural Curiosity through the Jackman Institute; Environment Inquiry through an • Indigenous Lens perspectives. 	
<p>Goal</p> <p>Language Immersion</p>	<ul style="list-style-type: none"> • Language Teachers support adult language classes • Childcare programming immersion; • Explore other first nation immersion programs • Language Camps • Adult Language Classes 	To do!
<p>Goal</p> <p>"Real" Teachers (Qualified teachers)</p>	<ul style="list-style-type: none"> • Ontario College of Teachers & Registered Early Childhood Educators • Continue with promotion of Professional Development opportunities 	
<p>Goal</p> <p>Healthy Lifestyle Education</p>	<ul style="list-style-type: none"> • Provided with the support of the Ontario Curriculum • Developing healthy relationships • Teaching of healthy food – physical activity in CIES and childcare 	
<p>Goal</p> <p>Distance Learning Programs</p>	<ul style="list-style-type: none"> • Adult Education correspondence included with tuition agreement • Explore other opportunities ie. FNTI 	Ongoing
<p>Goal</p> <p>Youth Training</p>	<ul style="list-style-type: none"> • Reach Ahead – first aid/CPR • youth employment training with COOP paid placements • portfolio development training • Reintroduce Curriculum – “Kognaada Waaniigaanzijig” (Raising those who Lead) 	Ongoing
<p>Goal</p> <p>Education Centre Daycare - Adult Education</p>	<ul style="list-style-type: none"> • Established 3 Learning Hubs; • New School Feasibility Study 	Ongoing
<p>Goal</p> <p>Increase Access to Post-secondary Education</p>	<ul style="list-style-type: none"> • Funding availability, budget preparation, scholarship bursaries grants; professional development; BFN sponsored bursaries and community • ECE grants 	Ongoing
<p>Goal</p> <p>Let our young be smart. Educate them</p>	<ul style="list-style-type: none"> • Highlighting student successes, meetings with secondary school principals. • Youth voice through RTP programming; 	Ongoing

	<ul style="list-style-type: none"> • Student Council at CIES • Student representation school boards; school board student voice equity inclusion dept – First Nation representation 	Ongoing
Goal Training and Development	<ul style="list-style-type: none"> • Career fairs are on-going 	Ongoing
Goal Anishinabek Education System (AES)	<ul style="list-style-type: none"> • 4th year • BFN participation on Board of Directors, Region 4 BFN representation • Parental and Community Engagement 	
Goal Mandate for Education	<ul style="list-style-type: none"> • Vision and Mission • Within strategic planning 	
Goal Healthy New School	<ul style="list-style-type: none"> • Feasibility Study 	Ongoing
Goal Help our children to become health professionals with our own medicines	<ul style="list-style-type: none"> • Reach Ahead Credit traditional knowledge keepers – naturopaths, creators garden • Joseph – bee keepers, gardeners • CIES Cultural Calendar 	Ongoing
Goal Better school environment	<ul style="list-style-type: none"> • Team building, new lighting and fresh paint, • CIES Garden Greenhouse 	
Goal Improve education for our children	<ul style="list-style-type: none"> • Student liaison, student success, supporting families, parents and students, wellness worker, • Seasonal activities, cultural week, extra-curricular activities; • Monitoring and evaluation • annual hunt, cultural camp; annual survey 	Ongoing
Goal Adult Education	<ul style="list-style-type: none"> • Included in tuition agreement • Promotion on-going • Encouraging students to complete OSSD 	Ongoing
Goal Support from Leadership	<ul style="list-style-type: none"> • Educating Chief and Council with strategic planning • Education Portfolio – Leadership • Developing healthy relationships by participating in programming 	Ongoing

Goal Respect for physical and mental wellness	<ul style="list-style-type: none"> • LGBTQ2+ awareness – education on terms, more resources • include off reserve facilities and history lesson 	Ongoing
Goal Daycare for One-year olds	<ul style="list-style-type: none"> • Infant care, more staff and space and equipment 	To do!
Goal College & university programs in the community	<ul style="list-style-type: none"> • Adult Education/PSW • Learning hubs • Trades, ECE certification, PSW 	To do!

Short-term Goals

- Feasibility Study and New School
- Outdoor, land-based opportunities in the community, ie Reach Ahead credits, culture camps
- Music programming
- Kindergarten Readiness
- Higher Education promotion – promoting Adult Education to obtain OSSD and pursuing post-secondary education.
- New School Bus
- Providing professional development opportunities to current staff to achieve professional accreditations ie. autism training
- Communication strategy for Education department
- Open Houses and community circles for Education
- Parental and Community Engagement Sessions and strategic planning

Long-term Goals

- Feasibility Study new childcare
- Succession Planning
- Human Resource Compensation Policy
- Right to Play programming to be sustainable
- Lorna Sandy Resource Centre/Public Library to be self-sustaining
- Building capacity from within community; educating community to achieve certification ie. Teacher, ECE's, Environmentalist, PSW's
- Education Centre

Successful Implementation of Ge'ni'zhaaying



Ge'ni'zhaaying was developed by the joint effort of Beausoleil First Nation leadership, community members, committees, and program staff. As a result of this joint effort, we acknowledge that each stakeholder recognize their responsibilities to the fulfillment of Ge'ni'zhaaying.

This bottom up approach starts with the people of G'Chimnissing.

Therefore:

Community members recognize their responsibilities to:

- Read and understand the vision and objectives of Ge'ni'zhaaying
- Participate in all program activities to achieve the overall vision of our community
- Communicate the importance of Ge'ni'zhaaying to all friends and family members near and far.
- Commit to realizing our community vision
- Contribute energy to support the work of the community.
- Celebrate our successes, embrace opportunity, and work hard to find solutions to future challenges.

Chief and Council recognizes their responsibilities to:

- Approve Ge'ni'zhaaying
- Communicate the vision to all members of our community.
- Represent the interest of Ge'ni'zhaaying to all stakeholders
- Advocate on behalf of Ge'ni'zhaaying.
- Support Program staff and the community to implement Ge'ni'zhaaying.

Program staff recognizes their responsibilities to:

- Implement goals outlined within Ge'ni'zhaaying according to instruction by Chief and Council.
- Use Ge'ni'zhaaying as a guide to carry out program activities.
- Provide expert advice to Chief and Council that align with the vision of Ge'ni'zhaaying.