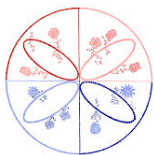




West Moberly First Nations

WHAT WE HEARD

Child and Family Services Needs Assessment



Kaniikaniit Consulting

Kathy Waddell and Gaileen Flaman

May 9 2023

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Introduction

Situating Ourselves - The Work & The Team

In 2021, West Moberly First Nations (WMFN) Chief and Council began the process to create laws to exercise jurisdiction in the area of child and family services as articulated in “*An Act Respecting First Nations, Inuit, and Métis Children, Youth, and Families*” (commonly known as Bill C92).

WMFN’s laws will have Force of Law and take precedence over all other laws, including the BC’s Child, Family, Community Services Act and Bill C-92 itself. WMFN Chief and Council have stated their intention to keep families together, to provide families with support to prevent children becoming at risk, and to place children in need of protection with siblings and in their community. Alongside the priorities, the benefits to be enjoyed by WMFN families include self-identifying the principles that define the “**Best Interests of the Child**” (BIOC), ensuring social workers promote and maintain family, community, and cultural ties, and that prevention be the focus in delivering programs and services. To assist, the team at Kaniikaniit Consulting (Kathy Waddell, Gaileen Flaman, Crystal Jack) was contracted and the project was assigned to the portfolio held by Health Centre Manager, Clorisa Bigfoot, and supported by Health Centre staff, namely Maria, Ethan, Sarah, and Kaelin.

WMFN understands the responsibilities and work involved in exercising their jurisdictional rights towards self-determination, and has focused on planning and engaging with and preparing the community for the changes ahead. Kaniikaniit has also been working with MCFD to create a community agreement that will outline the expectations and relationship between West Moberly staff, families, and the Ministry of Children and Family Development (MCFD) moving forward. WMFN continues the work to affirm their unique and distinct BIOC principles and to develop and implement a **Child and Family Services Needs Assessment**, here within.

In October 2022, Kathy Waddell and Gaileen Flaman, of Kaniikaniit Consulting, spent three full days in-community to cultivate an understanding of the land, the people, and the families, to gain a sense of place, and to foster relationships essential to meaningful engagement. Kaniikaniit returned

to the community from April 16th to 23rd, 2023, devoting five full days in the community, hosting community meals, conducting interviews, and facilitating focus group discussions. Additionally, in-person interviews were offered in Chetwynd and Fort St John during their travels and online meeting opportunities during their visit to the area. Lastly, a short online survey was available from April 21st to 30th and multiple Facebook posts gained additional perspectives. The data acquired responds to specifics about community programming and services needs and gaps, and gives some indication into community desire and readiness around the jurisdiction project.

As an Indigenous-owned company, Kaniikaniit Consulting understands the importance of recognizing, respecting, and incorporating Indigenous culture and values into our work. In planning this project, we aligned our process with WMFN values to ensure our work is focused on amplifying the voices of WMFN citizens. The information and experiences shared throughout this report are those of members in-community and in urban areas, community members living and/or working in-community, staff and Council members, Elders and youth, all of whom trust us to ensure their voices are carried forward and used in a good way. We take this responsibility seriously and look forward to this report being distributed and shared amongst all members via the WMFN Health webpage, direct mail-out, and WMFN News & Notices Facebook page.

Our Gratuities- Acknowledgements

At Kaniikaniit Consulting, our team carries a strong sense of gratitude for the opportunity to work across so-called British Columbia. We acknowledge the traditional territories, communities, Nations, and Confederacies of Indigenous peoples that have thrived for centuries. **We are honoured** to play a small part in ensuring that our work contributes to self-determination, the Indigenous resurgence, and reconciliation in a positive way.

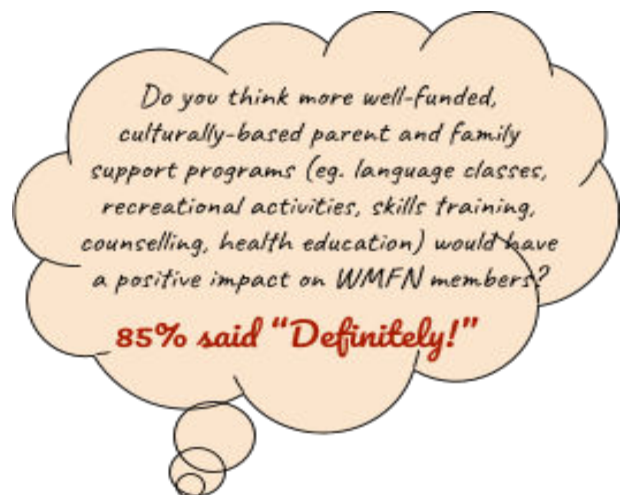
We acknowledge all the West Moberly First Nation citizens who shared their memories, lived experiences, truths, and suggestions for this report. Without these connections and the contributions from these individuals, this project is not possible. **Our heart-felt gratitude** extends to the 13 online survey submissions, the 19 individual interviewees, the 16 individuals who attended our three different focus group events, and the numerous voters and commentators who answered our Facebook polls and engaged in our posts. We'd also like to thank Taylor Perron and Lenora Blue for their support with communications.

Kaniikaniit acknowledges the discomfort and emotional toll for some expressing their truth and sharing their experience during this process. While approaching from a trauma-informed lens with supports available throughout, we sincerely hope this process fosters healing and empowerment. There is much work still to do and we look forward to walking alongside WMFN as we build and plan a law and system that works to keep families together.

Our Process - Background & Methodology

Kaniikaniit specialises in integrating and balancing different viewpoints on complex and often controversial topics. This translates into developing engagement processes that ensure participants are able to share their viewpoints freely and confidently in an environment that values respect, trust, transparency, and deep listening. In designing these engagements, it is important for us to create a safe space for respondents to share their experiences and opinions in real-time and often in person.

One-hour confidential interviews were conducted in an office space at the Health Centre and occasionally at members' homes, and one taking place via ZOOM, none in Chetwynd, and one in Fort St John. Prompts included open-ended questions around recent and past experiences with both WMFN and MCFD children and family services-related programs, the impacts and effectiveness of those programs and services, their values alignment and ability to meet needs, and omissions and suggestions for potential solutions. Despite having a series of questions prepared, interviewees often initiated the conversation with what was of greatest concern to them.



"Describe your direct experience working with Ministry of Child and Family Development?"

<i>Usually positive</i>	<i>1%</i>
<i>Sometimes positive</i>	<i>18%</i>
<i>Neutral</i>	<i>9%</i>
<i>Sometimes negative</i>	<i>45%</i>
<i>Usually negative</i>	<i>27%</i>

Focus groups conducted at both the Health Centre multipurpose space and Camp Sagitawa were similarly structured with the same questions and prompts at the ready, though participants often opened and continued the conversation once introductions were made, the purpose of the event was explained, and the intention behind their input

was explicit. Three separate events; a community dinner, a community lunch, and a session at the Women's Wellness Weekend, supported in-person focus group engagements on different days and at different times throughout the week. When facilitating, our approach ensured all participants had the opportunity to share their opinions, thoughts, and stories throughout, with closure that encouraged further and on-going connection and sharing, should participants choose.

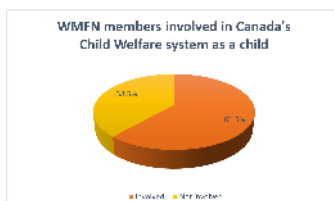
The **survey** questions were both closed- and open-ended, allowing respondents to add additional perspectives, experiences, and stories if they chose. The questions identified the respondents age, membership role, location, involvement in child welfare, impacts of that involvement, preventative community programming, preventative elements of community programming, characteristics of effective caseworkers, and challenges in accessing the programming listed in the 2021 Programs and Services Guide. Additional questions provided potential project titles and visual elements for greater engagement. The survey was promoted online via Facebook and unfortunately, due to our IT&S contact being out of office, was not posted on the website until the end time had passed. 61.5% of respondents live off-reserve, giving us better representation within membership.

100% of members believe our community gets to determine how to improve our health and well-being!

Lastly, Facebook was the **social media** platform available to better engage with members, particularly those beyond the reserve. Posts, polls, and shares raised awareness of the project and also gleaned input from members.

While this data provides good information, we further supplemented the quantitative data with qualitative responses to better understand the strengths, opportunities, and challenges found within and available to members, families, and the greater community.

What We Heard

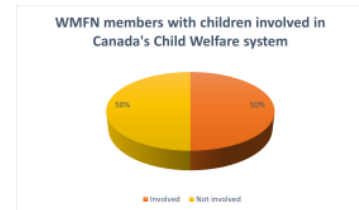


The online survey focused on the specific emotional, cultural, material, and social needs of children and families, and the quality and type of programs and services required to meet those needs. Of the children involved, some spoke of living in abusive, unsafe homes and needing to feel loved, cared for, and comfortable to keep anxiety at bay. Many spoke of the inconsistency of caseworkers and staff, and the lack of cultural knowledge and

family-of-origin history, which created an unstable environment. Children needed protection, support, understanding, affection, food, and safe shelter.

“I only ever saw them going to school or coming home and never with a smile”.

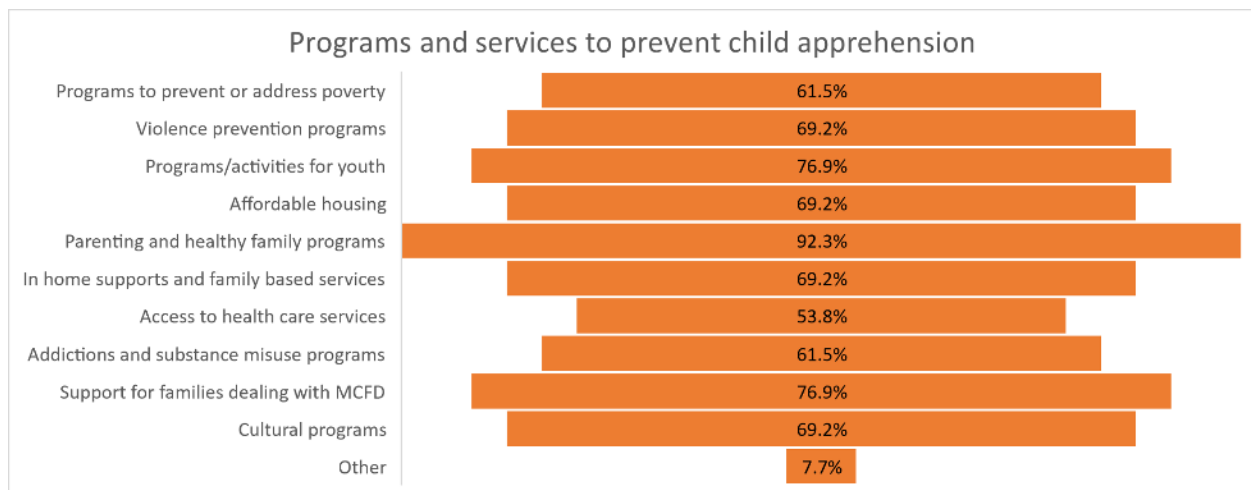
Stories from both children and parents unfolded as they spoke of their unfamiliarity of children’s rights, the lack of power and support to address those rights and navigate the system, the lack of communication and mistrust between the Ministry and parents, the very real possibility of separation between siblings, and the insufficient funding allotted to foster families.



“They were not seen or heard by workers when problems or abuse from workers happened. They needed a voice and someone to stand up for their rights”.

According to the statistics provided by the WMFN Health Manager regarding WMFN families involved in MCFD in 2022, there were six concerns raised, six investigations conducted, resulting in three families participating in planning services and one child removal. Two files were closed with no further MCFD involvement.

“I was maliciously dragged thru MCFD”.

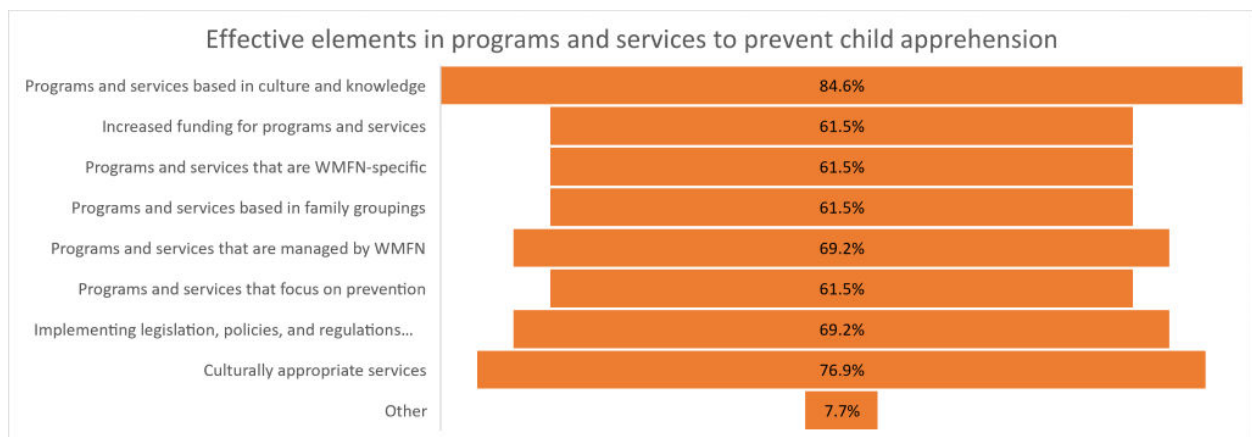


Members suggest that parenting and healthy family programs are critical in the prevention of children being removed from their familial homes, yet the Health Centre’s Parenting Program could

not gain any participation from parents. A number of wellness services were put “on hold” due to COVID restrictions (acupuncture, reflexology, children’s oral health and school program) or ended (life coaching). Programming for youth and support for families dealing with MCFD are critical factors and have begun to be addressed by hiring a Youth and Family Counsellor and Recreation Coordinator, who are supported by an engaged Manager who lives in and knows the community. Additionally, a dedicated Addictions and Mental Health Counsellor and recently hired Mental Health Clinician offer counselling and support services to individuals and families.

Encouraging, are the number of participants utilising the Medical Travel Assistance (23/monthly) program, Lunch Program (23/monthly), Life Coaching (20 in 2022), Swim/Gym Night (twice monthly), Dinner & Movie Night (quarterly), monthly Bingo, and the Health Fair (50+ participants), coordinated with Saulteau in 2022. These programs tend to serve members in-community leaving potential gaps for people living in other areas of the province.

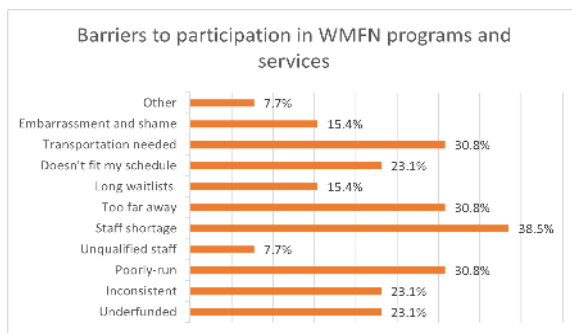
There is an absence of programs that prevent and address poverty and violence although members indicate these are essential supports. Other health and wellness programming needs include off-reserve support for the many members who live elsewhere, and land-use lessons for the purpose of preparing, individually and collectively, for an uncertain future.



Clearly, members are looking for culturally-appropriate programs and services based in the culture and knowledge distinct to West Moberly. Following closely, members want these programs and services to be governed, managed, and implemented by the Nation. Members would like to see WMFN-specific, prevention-focused programs and services with increased funding and based in family groupings.

"There's lots going on if one wants to learn and receive guidance"

Other elements to consider are diverse methods of delivery platforms such as online, in-person, apps, websites, etc, and to be client-focused and customised to meet participants “where they are at” and when they are ready, with online resources only a click away. Also, supporting individualised learning with a collective goal and community involvement. The 2021 Programs and Services Guide details the various programs and services eligibility, application process, and funding available, and it further provides listings of resources outside of WMFN jurisdiction, however many members, including staff, were unaware of its existence and uncertain as to how and when it gets updated and distributed.



So with many programs and services initiated, funded, staffed, and delivered, **what is “getting in the way”** of participation? There remain vacancies for both a Social Worker to advocate and support families dealing with MCFD and the courts, and a Culture Coordinator to organise traditional wellness

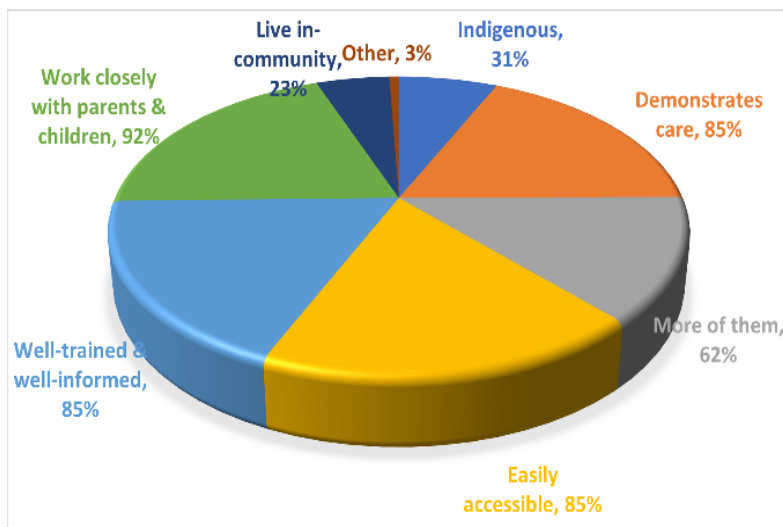
and culturally-based programs, which members have voiced as desirable. Perceptions of poorly-run and far-off programs aren't attended, or transportation is needed and not provided for off-reserve members. Underfunded, inconsistent programming that doesn't fit with member's schedules are missed. For a few, long waitlists get in the way, and personal feelings of embarrassment and shame prevent people from engaging.

"...effective timely communications in mail-outs and online"

Other barriers include unfamiliarity and lack of awareness of existing programs, resistance to participating because of family group dynamics, being too busy, and already having a healthy lifestyle that would not be enhanced by participating in large group activities. Some off-reserve members would like similar programming in their home community. Many feel direct outreach would greatly increase awareness and participation.

"...lacking for off-reserve members."

We also want to know what characteristics and qualities are important for effective child welfare caseworkers and staff. Most importantly, they need to work closely alongside children and their parents, they need to be neutral, available, qualified, resourceful, and show care for families. While some placed importance on them being Indigenous, others felt race should not matter so long as they are educated on and understand Indigenous needs and culture. Some felt it important they live in-community, and others want them involved and part of the community, so long as any involvement remains confidential and in the best interests of the child. They want caseworkers and



social workers who possess integrity, equality, and transparency and are proactive in prevention and outreach. They also want somewhere/someone local kids can call on that's responsive, proximate, consistent, and immediate.

"She created a spark and would do anything to get them there"

Leadership and Communication

West Moberly's custom family governance system and process to elect their Council representative governs members living across Canada and even internationally. Many citizens have the impression the Chief and Council is helpful, listening, following policy, and responsive to members in- and outside of the community. A challenge that concerns people is that there is little opportunity to affect electoral change with the current practice of one vote per member within differing family sizes. There is also a perception of nepotism with the potential of "that side of the family is helped". There is a perception that enforcement of bylaws and rules on reserve does not occur. What this means for jurisdiction is that it will be important to ensure that services are available and equitable to all members. It will also be important to ensure that our communications and consultation efforts reach as many people as possible, so that members have a chance to provide their input into the development of both the law and the programs and services. It would also be wise to build on the

strengths of the family governance system while acknowledging that some families are larger than others and find messaging that respects and addresses people's concerns.

"If WestMo runs their own thing, I'm afraid things will be covered up, unresolved, and let go."



Top 3 needs for children and family programming for WMFN

"Support for additional website as WMFN website is terrible"

We heard there are challenges in communications leading to frustration and a sense from members of not being heard despite being consulted "100's of times". The newsletter is huge and briefly read, a "Members" section on the WMFN website is non-existent. We heard that while there are many citizens with the personal fortitude and familial support to rise from poverty, recover from substance misuse, and return to responsible parenting, there are also members who struggle to parent well, succumb to addiction, and circumvent accountability through denial and normalisation of unhealthy behaviours. In terms of the jurisdiction project, we need to ensure that regular communications are sent out in a variety of channels and in a digestible manner. We need to launch a communications campaign that reduces the stigma of needing help. WMFN has recently hired a communications person and this will likely improve perceptions about communication significantly. We will be working closely with this person to ensure timely communication.

"Restore self-worth, growth would occur."

The paternalistic approach of colonisation has created a mentality of entitlement and victimhood amongst some members, slowing down and stifling a sense of personal empowerment and the self-leadership needed for healing and attending to basic human needs. Many members recognize the need for healing, as an individual and collectively as a community. A culture of secrecy, isolation, self-sufficiency, and perceived favouritism requires a fundamental shift to return to a

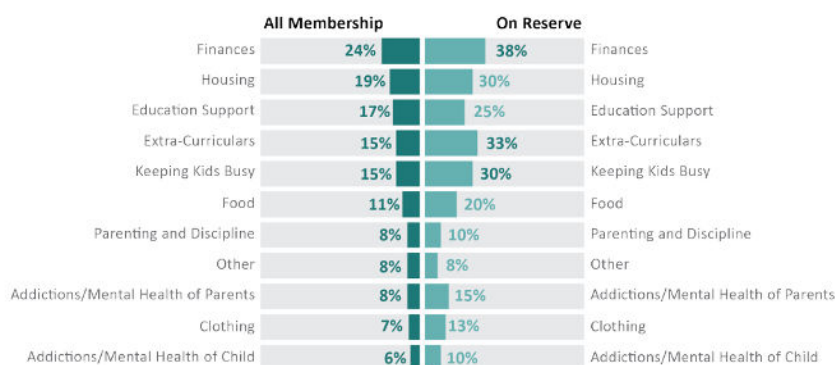
culture of connection, reciprocity, ownership, and accountability to begin the healing journey of the Nation. This is a key consideration that will impact WMFN's success. These issues will need to be addressed to eliminate the barrier of mistrust that can get in the way of self-determined outcomes, including gaining jurisdiction of child and family services. A prevention based, ground-up model will support building trust and healing. It is important to involve community members in the development of the law, policies, programs, and services. A community project team will allow space for these discussions to occur. Building on the family governance system, we would like to have a team that is representative of the WMFN membership. We have begun forming this team but need a few more people to ensure that all members are represented.

"The culture is privacy, you don't say out loud what is going on in one's house"

We heard that departmental programs that support well-being and healthy outcomes, have good intentions, but are challenged with human resources capacity and have differing participation rates. Housing programs have increased security for some members in-community. With the new building and dedicated staff, Health programs and services listings in the 2021 Programs and Services Guide are plentiful and now-being tracked, though some have little to no engagement, often require members to initiate, are impacted by provider's proximity, and member's well-being on the day. There's also the need for space as programs and events await completion of the Health Centre basement. While so much is happening within the Lands department, there are a few programs that are yet to get off the ground. It is encouraging to hear about a potential collaboration between Lands and Health for a Scouts program and to see online call-outs for Hunter and Gather Committees. In terms of jurisdiction, it will be important to build on all the community's assets. We have heard that connection to land is important to all WMFN members and finding ways to enhance and amplify this connection will lead to healing. Cross-departmental collaborations will continue to play a role in the development of meaningful programs and services. And once again, we see reducing the stigma in accessing support will be crucial to participation.

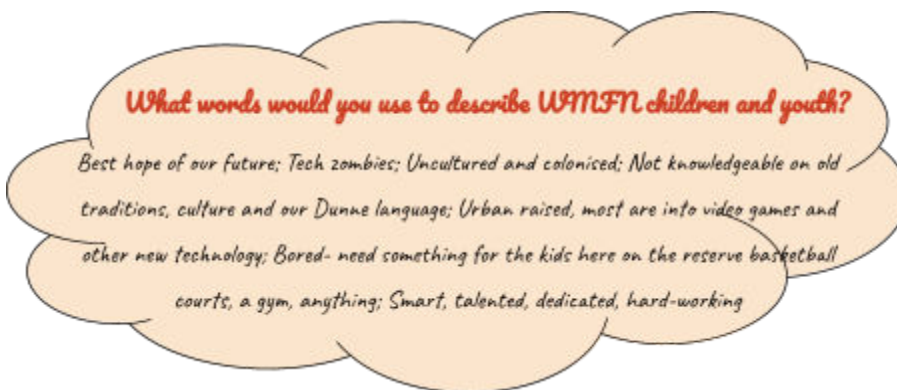
"So busy fighting for culture, that we forget to practise"

7. What are your biggest challenges when it comes to caring for your children?



The 2021 Comprehensive Community Plan (CCP) identified that

the biggest challenges parents face when it comes to caring for their children are finances (38%), extra-curriculars (33%), and keeping kids busy (30%). The CCP also identified 43% on-reserve members and 24% all community members needing additional support or resources to improve health outcomes which directly impact families ability and capacity to effectively care for and raise their children without intervention from MCFD. This CCP ultimately informed the 2020-2025 Council Strategic Plan and subsequent departmental programs, services, and initiatives that directly respond to these needs and provide the relevant support and resources. Yet in the absence of regular updating and distribution of the 2021 Programs and Services Guide or other communications tool, many members lack awareness, assume “nothing is being done”, and feel leadership is unresponsive. It is important for WMFN leadership and administration to highlight the



good work that has been done and communicate new programs and services in a manner that reaches members.

*Health
and
Safety*

Members recognize that individual, familial, and communal healing needs to occur and family support is crucial for healthy outcomes. Yet, historical quarrelling, electoral division, and tension between families gets in the way of this. Members have noticed that settlement money correlates with increases in substance and domestic abuse, and unwellness shows up in a reliance on child tax, social assistance and instances of teen pregnancy. Members are more engaged when workshops and activities are attached to relevant life choices, when they receive reminders and rides, and when posters include more details, like whether parents need to accompany or sign-up a child or if transportation is required. There are families showing signs of needing essential parenting skills, training, and support, while their unhealthy behaviours and family dynamics have been normalised or ignored. There are known, unsafe homes housing functioning addicts and parenting socially-isolated kids. Community-based support is crucial as outsiders are feared.

“Don’t interfere.”

There are some concerns about community safety that emerged from our interviews. For example, we heard that off-leash dogs are causing concern for safety when it comes to being outdoors and moving through the community. Buildings being “here, there, and everywhere” has created a “chopped-up” community needing cohesion and mindful planning and development. This is important for the jurisdiction project because any new infrastructure must be accessible and welcoming for people who are already experiencing trauma and stress. Additionally, ensuring there are community spaces for gathering will help to build resiliency and unity. These will be important factors in accessing capital funding for the project.

Culture and Community

The traditional culture of West Moberly desired by citizens is in contrast to the current cultural climate as it relates to children and families. Back in the day, "people had children to continue their heritage and culture and to assist with living and surviving". Cultural parenting practices have changed where children no longer live with their grandparents for two to three years, learning from them. Today, the perception is that kids are always on their screens, isolated or secluded, disconnected from their land and their language, and their parents having to generate an income doesn't allow time for traditional ways of living and learning. While this is in part a common issue in today's society, WMFN has a high population of youth and it will be important to connect with this growing demographic. Providing youth with healthy opportunities and supports for healing, connection to land and culture, and relearning what a healthy community looks like will be key considerations of the jurisdiction project team. .

"Traditionally, children were viewed as a future resource."

“Don’t talk ill of the dead”; “Children are seen and not heard”; “Respect your Elders”; Damned if you do, damned if you don’t”, “Don’t interfere”, are statements shared that speak to the culture of silence and disregard which eliminates transparency and compounds hurt. Layer onto that, the colonial concept of “taking the Indian out of the children ” and intergenerational trauma, further robbing members of self-worth, creating a community culture in need of healing and support around grief and loss. Privacy and self-sufficiency may be values of WMFN people, however secrecy and denial will not support people to achieve healthy outcomes. Child and Family Services

programs and services will need to be holistic, confidential, and accessible to reduce stigma, feel safe, and welcome healing.

"The culture is privacy, you don't say out loud what is going on in one's house"

According to some off-reserve members, the current climate of the community is one they feel the need to leave as their kids get older or not return to despite growing up in-community themselves, and with settlement money coming in, people are talking about leaving. There is little opportunity for higher education or high-level sports and a lack of stuff to do in the community. Single dads struggle to find child care so they can work, and some leave because of it. Seeing gossip, bullying behaviour, and substance misuse normalised by adults means a greater chance of young kids being exposed to it and learning these coping behaviours themselves. Prevention-based programming will include ensuring youth have the supports they need to make better choices.

"People leave the reserve because there is nothing here for kids."

Education and Land-Based Knowing

For many members, education is a key and feel that there is enough funding available. Some have had great success accessing resources like childcare and training, but also feel the education department is slow to respond, indifferent, or does not practise outreach. A greater connection between the school district and the Health department could assist "catching" kids before they fall through the cracks. Members believe that kids need to know what it is to be treaty people, to know their history, as well as their rights and how to act on them. Opportunities for cross-departmental collaboration will support this. Communication and education efforts to help WMFN members understand their uniqueness and treaty rights will build unity and identity.

"It's been shamed out of us - our connection to the land"

Parents and grandparents love when their children are taught tradition and language and would like to see child-centred teaching focusing on the mental and emotional preparation required to live in a "scary world". However, the traditional teaching method of Elders practising and children watching is challenging due to time constraints, access to Elders, and modernization. "Classroom" learning needs to incorporate hands-on, experiential learning components.

At WMFN, small and big family groups have differing needs, interests, and connections to the land, and though some appreciate living close to their neighbours, others feel “we need space and to move seasonally”, and to be able to “just go and be” on the land. Reminders and opportunities that demonstrate how the land provides connection, inspiration, and good medicine will be cornerstones to prevention and healing. According to one person, the genetic code to the land within every descendant of Curly has been broken, fostering disease and unwellness, and to recover, youth need to understand how and when that code got broken. Fostering land-based programs will lead to reconnection, healing, and change the current culture of the community.

“Healing happens as we see and hear smiling, laughing children and adults out and about in community, practising traditional ways of being, openly and actively sharing cultural knowledge. Medicine wheel wellness is a priority and substance abuse is non-existent. The community is self-sufficient, present needs are met and there is a plan for the future.”

Bundle Analysis for Healing

<p>Strengths</p> <ul style="list-style-type: none">● Member's desire to foster children● Subsidised housing● Grief & Loss education● Physical well-being● Good people with good hearts● Proud, fierce, kind, hard-working people● Welcoming community● "Culture is still part of us"● Beautiful environment● WestMo Days● Increasing human resources● Developing health programming	<p>Needs</p> <ul style="list-style-type: none">● Respite for parents/caregivers● Indigenous worker at the school● Transportation Buddy● Accountability Buddy● Extended family homes● Good foster parents● Support for children ageing out of foster care● Seasonal activity calendar● Milestone observations● Safe spaces and supervised-visit location● Compassionate, non-judgemental support and advocacy● Desire to change and growth mindset● Prevention education
<p>Opportunities</p> <ul style="list-style-type: none">● Partnerships and good relations with Saulteau● "Go and Do" mentality and growth mindset● Networking● Traditional celebrations● Gatherings and food● Behavioural contracts for families and children● "People already on their healing journey"● Annual Plan of Action, revisited regularly (Strategic Plan)● Cultural/seasonal work accommodations● Unique history, language, and stories● Lake waterfront access for recreation● Connection to spirit, culture and land	<p>Challenges</p> <ul style="list-style-type: none">● Colonized, traumatised people needing to heal● Under-developed personal awareness, leadership, and interpersonal skills● Family group quarrels● Custom family governance model means inequitable representation● Money mindset "feast or famine"● "All talk, no action" impression of leadership● Communication between WMFN and citizens

"The focus needs to be on healing trauma; heal together. We are all on our healing journey."

Recommendations

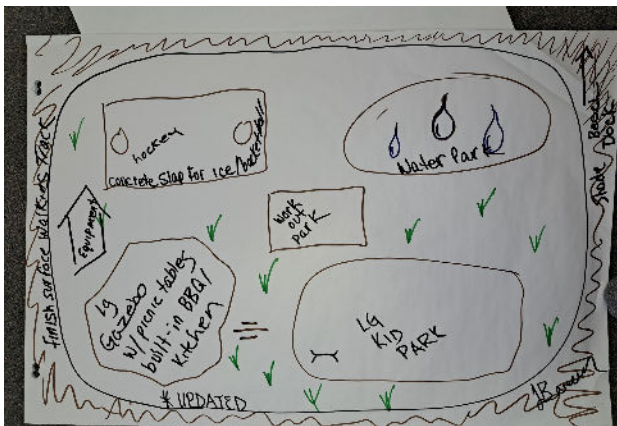
These recommendations are intended to support the jurisdiction work over the next couple years. They will help the community build readiness and begin to address some of the challenges/ As the WMFN law and programs and services are developed, these recommendations will need to shift, change, and grow to continue to support West Moberly members' changing needs.

Leadership, Administration, and Communication

- Create a united vision for WMFN law, Child and Family Services, and a healthy community
- Begin law creation - community engagement and consultation will be key
- Begin to design prevention-based service delivery model
- Create a Jurisdiction Project team that is representative of family groups
- Complete development of and maintain WMFN website with regular updates about the project
- Update, print, and redistribute 2021 Programs and Services Guide to all members households
- Ensure consistent, meaningful, informative communication out to members
- Foster and promote cross-departmental collaborations
- Work with family reps to continue with community consultation and engagement of the Jurisdiction project

Health and Safety

- Children's Rights education for parents and children
- Address community safety issues consistently and meaningfully
- Offer Intergenerational Trauma, Grief & Loss, and Healing workshops
- Track participation rates and other relevant data for future use
- Complete Health Centre basement and furnish for supervised visits, gatherings, workshops and Youth Centre



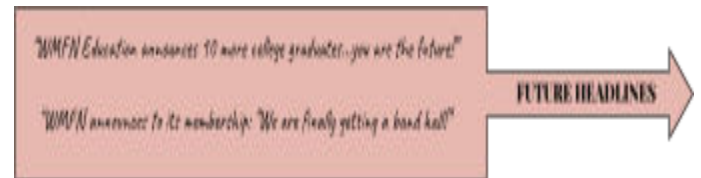
Culture and Community

- Develop WMFN Cultural Competency training for MCFD and other governmental agencies
- Offer Personal Awareness & Empowerment training
- Print and distribute "Family Tree" booklets

-
- Create spaces for children and youth - children and youth centre, sports field, and playground
 - Reduce stigma regarding accessing support (addictions, mental health, and parenting)

Education and Land-based knowledge

- Treaty Rights education to members
- Provide honorariums or incentives for participation in programs
- Celebrate successes (people, places, land, milestones)
- Develop and implement land-based healing programs



A Healthy West Moberly First Nation looks like this:

- Balanced
- "Family members would have positive relationships with each other and be able to communicate effectively. They would be able to work through conflicts and support each other during challenging times."
- "Healthy and well families would be actively involved in their communities, participating in community events and volunteering their time to help others."
- Thriving and successful, happy and healthy
- Wellness, good physical, mental, and financial health, emotional intelligence, communication
- So much better
- Family activities
- Decreased abuse behind closed doors
- Families actively seek assistance
- Fear and pride don't keep people away from seeking help (reduce stigma)
- Kids are happy; adults are traditional
- Increased personal security and healthy living
- Green grass, nice buildings, sober people
- Complete families together
- Kids are in university, feeling purpose and possibility.
- Kids are hopeful
- Kids are heard laughing, are seen walking, biking to the lake at old band hall, playing kickball

-
- People are seen bbqing, sharing together at the meat rack
 - Everyone was invited to Grandma's
 - I see people going back to semi nomadic ways, going to cabins
 - WM council supports people living semi-nomadic lives
 - People have knowledge of a good Child Welfare Act
 - There are no broken children down the road.

Potential Project Titles

- Weyt'ahtn Family Services
- Tipeyimisiwim: boss of myself
- "Child care, not child in care"
- "Healing Families Heal Community"
- "Operation Keep Kids At Home"
- ᑭᓐ ᐱᓐᐱᓐᐱᓐ miyw-âyâwin [NI] : good health, prosperity
- "Restarts"
- "Our kids, our laws"

Visual Components

- WMFN swan
- Mountains
- Circles, triangles
- Traditional colours; Blue, black, white, red; orange; bright yellow
- Heart, hugs
- Reflective of Dunne za and Cree cultures
- Tipi - home; circle - eternity; blue - sky & water; heart - love
- Medicine colours; red, black, white, yellow
- Circular arrows
- Happy children

"The circular medicine wheel should be a central focus since it is a symbol recognized across Turtle Island. A native drum is also circular. Happy children dancing in a family group could be incorporated too"

Appendices

Funding Resources

FUNDING RESOURCE	DEADLINE	DETAILS
Pathways to Safe Indigenous Communities Initiative	Annually	<p>Proactively support community protection and well-being, a holistic approach must also include complementary, Indigenous-led initiatives which offer a broad spectrum of community support.</p> <p>This initiative will support projects which:</p> <ul style="list-style-type: none">● recognize the importance of traditional knowledge and practices to contributing to greater community safety and well-being● recognize holistic models of community safety and well-being● address existing and emerging needs relating to the safety and well-being of Indigenous women and girls and 2SLGBTQQIA+ people
Healing our Spirit Worldwide Conference	Sept 11-15 2023 Vancouver	Brings together thousands of Indigenous leaders and health care professionals from around the world to share and celebrate the healing power of traditional Indigenous knowledge and cultures.
Landscape Structures Playground Grants	Ongoing	Many organizations allocate funds for building or updating school and community playgrounds through playground grants. These organizations see the benefits playgrounds bring to a community and the development of the whole child – mentally, physically and

		socially. They are also a great way for foundations and corporations to support the revitalization of the communities where they are located.
First Nation Well Being Fund 2023 Program & Guide	Unclear	To support First Nations to undertake planning and community engagement activities to develop a plan (or begin discussions on a plan) that will assist in promoting well being and reducing poverty at the community level. A key component of this funding stream is to provide resources to support dialogue within First Nation communities and Nations about how they wish to measure wellness within their community.
First Nation Infrastructure Fund Program Guide	Updated Feb 3 2022	The FNIF supports the delivery of on-reserve infrastructure that falls under the Other Community Infrastructure program. The goal of the FNIF is to improve the quality of life and the environment in First Nations communities. The fund helps improve and increase public infrastructure for First Nations located on reserves, on Crown land and on land set aside for the use and benefit of a First Nation. The FNIF also funds projects outside of reserves if certain conditions are met.
Habitat Playground Grants & Fundraising	Ongoing	Habitat Systems is here to assist in your playground fundraising & grants needs to ensure your playground dreams become a reality.

2015/2021 CCP and 2021 Programs and Services Guide Alignment

2021 CCP	2015/16 CCP	2021 Programs & Services Guide inclusion
WELL-BEING		
Increase Eldercare	Y	p. 36 Assisted Living
Support affordable housing		

Prioritise community healing	Y	
Education empowerment	Y	p. 26/27 Completion Awards; Certificate/Diploma/Bachelors/Master/Doctorate program
Increase access to treatment	Y	
Offer culture/language opportunities	Y	p. 38 Traditional Wellness
Organise spiritual gatherings	Y	
WMFN employment training and development		
Increase mental health supports for children w/wout disabilities, youth, men	Y	p. 35 Mental Health Support 2x/month
Build reserve rec facilities	Y	
Financially support post-secondary		p. 26 Employment, Trades, and Career Training Program; Short-term Industry Program; Safety Training Program; Youth Education Enrichment Scholarship; p. 28 Industry Sponsored Programs
Increase resource/opportunity awareness		
Increase childcare support		p.24 multi-age childcare program; preschool early learning support; Summer reading program/ p. 37 Children School Support/p. 38 Lunch Programs
Engage in food sovereignty	Y	
HEALTH, FAMILY, & RECREATION		p. 39-40 Additional supports and contacts
Access addictions/mental health counselling	Y	p. 35 Life Coaching/crisis mgmt/addictions
Recruit resident nurse		p. 35 nurse 2x/month

Share costs and develop health care services with Saulteau		p. 37 pop-up Health Fair
Create single source for Health Services awareness	Y	p. 37 pop-up Health Fair
Develop indoor gym, skating rink, playgrounds on reserve	Y	
Develop Eldercare facility	Y	
Provide in-home Eldercare	Y	
Implement extended health benefits		p.35 Acupuncture/Reflexology/Mental Health/Addictions
Create/expand community garden	Y	
Offer ambulance services	Y	
Offer land-based healing programs	Y	
COMMUNITY SAFETY		
Implement community policing	Y	
Implement speed regulations		
Address drug/party homes		
Offer ambulance services	Y	
Offer fire response services	Y	
Strike community safety committee		
Create community safety plan		
Build spiritual treatment centre	Y	
Recruit resident doctor		
Provide counsellors	Y	
Increase interaction with Google services		
Build additional road access for Emergency services		
Provide safe places for abuse victims	Y	
Offer trauma-response supports		

Consistent, routine checks		
LANDS AND RESOURCES		p. 15
Develop and implement Lands Management laws		
Regular territorial activity reports		
Implement on and off-reserve Land Use Plans		
Increase moose protection		
Community Focus Group on resource development		
Hire members		
Post impact reports on website		
Educate members on Rights & Title, Treaties		
Seek economic base beyond industry and gov't funding		
List goals/actions		p. 15
Protect vulnerable lands and waters		
Increase GIS capacity		
EDUCATION		p. 30-32 Educational support contacts
Post education opps on website		No Member section on website
Provide career aptitude testing		
Push high school graduation		p. 37 Youth Leadership Conference
Fund part-time students		p. 24 Post secondary monthly living allowance, PT determined case x case
Earmark business venture funds to education		
Increase vision of education department		p.22 Vision

Support K-12 tutors		p. 29 Off-reserve Tutoring; Stay in School Awards program
Provide loans for business start-up		
Experiential WMFN employment training		
Build comprehensive educational facility		
Develop WMFN history/culture curriculum	Y	
Revitalise language	Y	p. 38 Traditional Wellness
Provide scholarship application workshop		
Provide ECE training and support		p. 26 WMFN Employment, Trades and Career Training Program
Provide entrepreneurial training		
Provide computer classes		
Provide cultural teachings	Y	p. 38 Traditional Wellness
Provide Life Skills/Financial courses		
Provide governance training for new Council members		
Provide Indigenous Scout program		
Provide Class 1 driver's training		
Provide sewing and cooking classes	Y	
Provide agriculture/horticulture programs	Y	
Provide small engine repair programs		
Secure Game warden/lands mgn		
Provide construction program		
Provide arts/fine arts programming		
Provide First Aid training		

Provide Babysitters/Home Alone programs		
Provide woodworking programs		
Provide WMFN history/treaty training		p. 38 Traditional Wellness
Provide tourism/hospitality training		
HOUSING		p. 17
Provide information on housing options, qualifications, application and funding		p.19 in place/nothing for off-reserve
Finalise and communicate housing policy strategy/policy on website		Incomplete site/pages
Provide home maintenance guidelines and training		Incomplete site/pages
Offer maintenance support for off-reserve members		Incomplete site/pages
Provide home ownership education		
Purchase, as business opportunity, Band-owned rental units		
Research Coop housing for off-reserve members		
Build hydro-accessible and off-grid new homes		
Implement Housing Cttee		Department
Ensure equitable and suitable on-reserve housing		
Develop lot/subdivision development plan		
COMMUNITY INFRASTRUCTURE VISION		
Relocate buildings to entrance and put all in one		
Build and finance new Band Hall		

Stop renting Band Hall		
Build community centre	Y	
Landscape areas around community buildings		
Pave main road		
Improve street lighting		
Improve internet bandwidth		
Provide recycling services		
Focus on recreation	Y	p. 36 Group swim/snowboarding/gym night/Community Challenges/Dinner-Movie night/Bingo
Plan accessible lake and road access		
SOCIAL AND CULTURE		
Provide online social events		p. 36 Community Challenges Online
Pursue child welfare/protection jurisdiction		Current/on Health webpage/p. 37 MCFAdvocacy
Consider childcare subsidy		
Create Elder's group for cultural/language services	Y	p. 38 Traditional wellness
Teach culture and history	Y	p. 38 Traditional wellness
Build a cultural centre	Y	
Offer online storytelling		Storyscapes on WMFN webpage
Address effects of residential schools		p. 38 Traditional Wellness
Develop plan to address lateral violence		
Stop enabling people		
Hold off-reserve events/reunions		
Establish community calendar of events		p.1

Develop and deliver summer culture/history course	Y	
Hire language coordinator	Y	
GOVERNANCE AND ADMINISTRATION		
Update and maintain website		Incomplete
Don't use Facebook		
Standardised online communications		Web Page incomplete
Offer hardcopies when requested only		
Update and advertise residential building availability		
Hire communications manager		IS&P is not Communications
Create own-source tech company		IS&P?
Provide separate, biweekly family check-in		p. 43 Family Fund Loan check-in
Implement housing committee		Housing Dept in place
Implement finance committee		Finance Dept in place
Host evening/weekend community meetings		
Create youth leadership/mentorship program for succession in Council		p. 37 Gathering our Voice/Youth Leadership
Host family governance system workshop		p. 3 explanation/p. 6 chart
Develop formal Council decision-making process		p. 12 C&C Strategic plan/values/principles
Complete membership code		
Increase support for membership applications and status cards		
Post policies and bylaws on website		Policies on website
Finalise Council policy and ratify		

Develop Council hiring/mentoring/training program for members	
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