



Fort Nelson First Nation
Town of Fort Nelson
Northern Rockies Regional District

COMMUNITY TO COMMUNITY FORUM

March 31st, 2005

Summary of Proceedings

*"Coming together is a beginning, keeping together is progress,
and working together is success"*

Community to Community Forum

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IN APPRECIATION:

The success of our “Community to Community Forum” is attributable to all of those who helped make our second endeavour possible, and to all those who participated.

A special acknowledgement to the Union of BC Municipalities for their support & generosity in providing funding, which helped bring our two communities together again in mutual respect and understanding.

Our appreciation is extended to facilitator Jim Craven, for his sincere endeavours to create a warm & comfortable atmosphere for our group to work together in. His extensive experience working with municipalities, and his exciting involvement with recent First Nations initiatives at a national level resulted in a good blend of understanding and insight.

Corporate Manager Heather Brown and Director of Economic Development & Tourism Linda Wallace worked with the facilitator to organize the forum’s agenda and activities and handle logistics. Councillor and Economic Development Manager Kathi Dickie provided input and direction for the agenda on behalf of Fort Nelson First Nation. This background effort ensured the forum was effective in taking another step in solidifying a working relationship and furthering mutual goals.

The group is also grateful for the services of Recording Secretary Colleen Hogg. Her efforts in faithfully documenting detailed discussion of subjects with which she was not always familiar are very much appreciated.

And, finally, thank you to the staff & management of The Pantry Restaurant at the Woodlands Inn, Fort Nelson, for accommodating our event with enthusiasm & geniality and for supplying delicious food & refreshments over the course of the day.

BACKGROUND:

This Forum was the second of its kind for Fort Nelson First Nation and Fort Nelson & the Northern Rockies, following on our first-ever such formal event in October of 2003. At that time, a Protocol Agreement in the form of a Memorandum of Understanding was formulated and signed, the intent of which was to capture the spirit of co-operation initiated by the Forum and make formal commitment with regards to future meetings.

Based on the valuable and fruitful experience in 2003, both Councils were committed to aiming for a twice-a-year schedule of get-togethers to build on the foundation established there. Though it would be 18 months before the groups would formally connect again, it was agreed that this was the result of circumstances, and not the result of lack of interest or effort.

The initial forum focused on the basics of relationship-building and cultural sensitivity training, and was viewed as extremely beneficial by all participants. This second session aimed to move beyond those fundamentals, and begin to work on specific issues, opportunities or goals of mutual interest to the two parties.

OVERVIEW OF FORUM:

Forum Facilitator

Jim Craven has a long history of working with municipalities, having served as the Executive Director of the Municipal Finance Authority for 17 years, and in administrator or treasury positions in various municipalities for many years before that. Since 1985 Jim has been a mentor on a number of occasions for the Municipal Administrators Training Institute. He is the co-creator of the Mentor Access Program for municipal employees in British Columbia and also of the First Nations Finance Authority, which presently serves 40 bands in Canada for investment pooling purposes and is also structured to access capital markets for First Nations needs.

Jim's commitment to the communities of BC remains undiminished and, since his retirement from the MFA in 2001, he has continued his work, by delivering training workshops and facilitating a variety of community planning and other processes. His experience working on the First Nations Finance Authority project strengthened an already deep interest in First Nations issues and the sometimes similar and sometimes unique challenges their communities face. Despite the fact that he is "retired", he looks forward to working more with other First Nations communities around the province.

The Forum

The "*Community to Community Forum*" was held on March 31st at the Woodlands Inn in Fort Nelson. Participants included the following.

From Fort Nelson First Nation:

- Councillor Kathi Dickie
- Councillor Bernie Gairdner
- Councillor Samantha Kotchea
- Director of Lands & Resources Vera Nicholson

From Fort Nelson Town Council and Northern Rockies Regional Board:

- Mayor Chris Morey
- Town Councillor Keith Lutsiak
- Town Councillor Karen Unruh
- Town Councillor Ted Craddock
- Regional Director Shirley Scott
- CAO Randy McLean
- Director of Economic Development & Tourism Linda Wallace

It should be noted that the three Councillors from FNFN were the entire Council of the day. Elections are planned for mid-May to fill two vacancies.

The Forum ran from late afternoon throughout the evening. Prior to dinner, the group spent time getting to know each other better, through sharing their backgrounds and the life experiences that brought them into public service, whether from the perspective of elected officials or staff. All felt this was time well spent since -- though participants know each other as acquaintances, and their paths cross in various capacities -- it helps to understand where people have come from and what shapes their perspectives. As well, the group viewed a light-hearted video aimed at the issue of communication and mis-communication, to help set the tone for thoughtful dialogue.

A full summary of the forum is attached; in particular, agenda items included:

- joint projects such as new water infrastructure and fire protection
- racism and the need for some kind of joint strategy
- consultation processes
- growth in the First Nation school and possible impacts of that
- FNFN involvement in the Town's Official Community Plan review

BUDGET:

	Budget	Actual
Dinner	\$400	\$288.41
Workshop Facilitator (incl. accommodations)	\$2500	\$2137.00
Forum Planning & Coordination	\$900	\$504.00
Recording Secretary	\$400	\$384.80
Equipment & Logistics	\$0	\$95.06
Final Report Production	\$650	\$336.00
Total:	\$4850	\$4043.00
<i>50% UBCM Grant Approved</i>	<i>\$2425.00</i>	<i>\$4043.00</i>
<i> UBCM Funding Received to Date</i>	<i>\$1212.50</i>	<i>\$1212.50</i>
<i> UBCM Funding Outstanding</i>		<i>\$809.00</i>
<i>25% Fort Nelson & the Northern Rockies</i>		<i>\$1010.75</i>
<i>25% Fort Nelson First Nation</i>		<i>\$1010.75</i>



From left to right: FNFN Councillor Bernie Gairdner, NRRD Regional Director Shirley Scott, Fort Nelson & the Northern Rockies CAO Randy McLean, FNFN Director of Lands & Resources Vera Nicholson, Town Councillor / Regional Director Karen Unruh, Mayor Chris Morey, Town Councillor / Regional Director Keith Lutsiak, Town Councillor / Regional Director Ted Craddock, FNFN Councillor (and Director of Economic Development) Kathi Dickie, FNFN Councillor Samantha Kotchea, Facilitator Jim Craven, Fort Nelson & the Northern Rockies Director of Economic Development & Tourism Linda Wallace

**TOWN OF FORT NELSON
NORTHERN ROCKIES REGIONAL DISTRICT
FORT NELSON FIRST NATIONS**

**COMMUNITY TO COMMUNITY FORUM
March 31st -- AGENDA**

- 3:00 pm Opening Prayer Keith Lutsiak
- 3:05 pm Introduction of the Facilitator - Jim Craven
- 3:20 pm 'Getting to Know You' activity
- 3:40 pm Review of the last forum held on October 6th, 2003 and affirmation of existing Memorandum of Understanding
- 4:00 pm "Awkward Customers," John Cleese video
- Break for dinner
- 5:30 pm to 8 pm - Discussion of Topics of Interest
- Auxiliary Fire Department Equipment (suggested by the Town/Regional District)
 - Rural water south project (suggested by FN First Nations)
 - Consultation Processes (suggested by FN First Nations)
 - Impacts of the growth of the First Nation schol system (suggested by the Town/Regional District)
 - Racism (suggested by the FN First Nations)
 - Land owned in front of the Nic Mac building site (suggested by the Town/Regional District)
 - The Official Community Plan and Zoning Bylaw review process (suggested by the Town/Regional District)
- 8:00 pm "The Power of Vision" Joel Barker (optional)
- 8:40 pm Recap of Day's Events, Future Meetings, and Closing Prayer (Keith Lutsiak)
- 9:00 pm Adjourn

MINUTES OF A COMMUNITY TO COMMUNITY FORUM

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THOSE PRESENT:

Facilitator Jim Craven

FORT NELSON FIRST NATION

Councillor Kathi Dickie

Councillor Bernie Gairdner

Councillor Samantha Kotchea

Director Lands & Resources Vera Nicholson

TOWN OF FORT NELSON/ NORTHERN ROCKIES REGIONAL DISTRICT

Mayor Chris Morey

Councillor Ted Craddock

Councillor Keith Lutsiak

Councillor Karen Unruh

Director Shirley Scott

CAO Randy McLean

DEDT Linda Wallace

Recording Secretary Colleen Hoglund

Facilitator Jim Craven commenced the meeting at 3:15pm and began with a brief introduction of himself, accompanied by an opening prayer officiated by Councillor Keith Lutsiak. Participant introductions followed.

1. Introductions, Expectations & Opening Prayer

Facilitator Jim Craven opened with a summary of the agenda for the meeting, noting guidelines for dialogue:

- Speak from the heart
- Listen to others
- Be open
- Be patient & understanding
- Choose what you say carefully
- Remember to forgive, in the event that words don't always come out right

Facilitator Jim Craven reviewed the existing Statement of Relationship and Memorandum of Understanding between the Fort Nelson First Nation and the Town of Fort Nelson, established at the October 6th, 2003 meeting. All participants reaffirmed their commitment to this Memorandum of Understanding. (Attached to and forming part of these minutes.)

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(continuation ... Introductions & Expectations)

Although the Councils had agreed to meet twice a year, scheduling conflicts have prohibited this from happening. Meeting on a regular basis has proven difficult, however all participants are still committed to building working relationships and sticking with that goal. Both Councils acknowledged, although their decision making processes are different, they each have a vision for their respective communities, common goals for the future of the community as a whole, and a shared desire to work cohesively together on local issues. Participants acknowledged the success of the Fort Nelson First Nation Tour offered to participants of the 2004 Oil & Gas Conference; an example of positive partnering for a common goal.

Discussion ensued regarding the impact the last Community to Community Forum had on those who attended. TC/RB participants stated they gained more cultural awareness and understanding, and acknowledged there were still cultural aspects they do not fully understand. Participants shared personal stories of their families and how their past has shaped their lives and their commitment to their communities. They further discussed the different processes of decision making and roles each Council/Board have within their communities.

For the benefit of those who were not in attendance for the previous forum, Facilitator Jim Craven highlighted some items from the cross-cultural awareness training portion of the program, with discussion following. Participants acknowledged although these values/attributes are not hard & fast rules, and are even changing over time, they are important values to be aware of and understand. Facilitator Jim Craven added that, while there are some valid generalizations regarding the differences between Aboriginal culture, values and ways and non-Aboriginal, there are also similarities and shared values and goals. He stressed that personalities determine individual communication styles as well. Some participants shared their personal experiences, both positive and negative, and the group once again agreed that the opportunity for open discussion is a healthy one that will help both communities.

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(continuation ... Introductions & Expectations)

Facilitator Jim Craven offered to assist with another meeting of both Councils, either as a cross-cultural learning exercise, or to cover items the group might not get to during this meeting, and that any costs could be covered by the Municipal Finance Authority.

Mayor Morey suggested the next meeting could be held at Fort Nelson First Nation. DEDT Wallace further suggested a tour similar to the one offered during the 2004 Oil and Gas Conference could be beneficial. Councillor Kathi Dickie further added June 21st is Aboriginal Cultural Day, and this was also highlighted as a potential opportunity to host a tour for the community at large.

Councillor Kathi Dickie stated the Fort Nelson First Nation by-election will be held May 11th, 2005. Councillor Bernie Gairdner gave an overview of the First Nations Council structure and elections procedures. They have five council members, with a silent election amongst themselves for the position of Chief Councillor of the Nation, which is the only paid position. Most decision making is done by the Council, with the Chief making the tie-breaking vote if required. The Chief also serves as chief spokesperson for the Nation.

2. Getting To Know You Activity

Since the participants already had some degree of acquaintance with each other, the participants agreed to forego the facilitator's planned ice-breaker activity and instead each participant shared information about their backgrounds and talked about the life influences that brought them to where they are today.

3. "Awkward Customers" Video

Facilitator Jim Craven presented the video "Awkward Customers", a humorous look at different communication styles. Though presented within the context of customer service, the video was intended to demonstrate important communication tools that can be used to assist in all situations.

4. Dinner

Prior to moving into specific items of business, participants shared dinner at 5:10pm, and reconvened at 5:45pm.

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5. Topics of Interest

1. Auxiliary Fire Department Equipment

Councillor Ted Craddock stated Fire Chief Walter Lutsiak is currently in the process of hiring new firefighters and would like to recruit more members from Fort Nelson First Nation who could be trained as paid on-call firefighters. Discussion ensued regarding the benefits of having a pump truck and/or satellite fire station at Fort Nelson First Nation.

Councillor Kathi Dickie stated Fort Nelson First Nation has talked about the need for firefighting services at the band. Training FNFN firefighters now would be an asset in the future if a truck is stationed on reserve.

Councillor Ted Craddock suggested a meeting be scheduled between Fire Chief Walter Lutsiak and staff from Fort Nelson First Nation to look at recruitment and expanding services to Fort Nelson First Nation.

DLR Vera Nicholson further added in 1995 the former Capital Works Manager looked at developing a satellite fire station on the band. It was discussed with Fire Chief Walter Lutsiak at that time.

Mayor Chris Morey agreed there is some precedent for this, referring to a station that was once situated at the old OSB Site, which was run by volunteers.

Facilitator Jim Craven asked about the rate of pay for Paid-On-Call firefighters (\$14 per hour for all training and call-out time), establishing that the pay is, in fact, reasonably good incentive for recruitment.

DRL Vera Nicholson shared an example of how Taylor, BC has cadets in their community who assist the fire department. She further added it would be beneficial to have a look at hiring "home grown" employees. If there is interest, she expressed her willingness to work on this project.

Facilitator Jim Craven shared an example of how junior firefighters are utilized in Logan Lake, and offered to send the Councils/Board the information.

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(continuation ... Firefighter Recruitment and Fire Protection Services)

Councillor Bernie Gairdner agreed this is a good concept and he would like to see the Fort Nelson Fire Department provide more information to the community, and various methods for achieving this were discussed (including demonstrations, or an open house evening with some of the paid-on-call firefighters talking about the opportunity and answering questions).

Councillor Ted Craddock stressed the importance of putting a time frame on this issue, suggesting members of each council/board get together by the end of June.

Discussion further ensued regarding improving firefighting services for Fort Nelson First Nation.

Action item:

- ~ Councils agreed to schedule a meeting for a few members to meet to discuss long-term plans for firefighting services, ensuring Fire Chief Walter Lutsiak is included in the discussions.
- ~ hold recruitment/training session at Fort Nelson First Nation to stimulate public interest in becoming a Fire Fighter.

2. Rural Water South

Mayor Chris Morey stated they are working with industry to get remaining funding for this project that will bring water service to residents of Mile 292 subdivision, and would improve water storage and firefighting capacity on reserve.

In 2003 the Regional Board was finally successful in accessing money from the federal-provincial infrastructure grant program for this project, however the dollars granted at that time were no longer sufficient to undertake the project. Since that time, the Board has been doing the groundwork necessary to secure both the corporate contributions necessary (such as from BC Rail and Canfor) and the agreement and commitment necessary from Mile 292 residents. BC Rail is keenly interested in getting the rural water line out there now, as they are trying to sell off their land holdings that are currently leased to businesses in the Mile 295 Industrial Park.

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**(continuation ...
Rural Water South)**

CAO Randy McLean further added the on-reserve reservoir is definitely part of the project, however it may be smaller than was originally planned, as this part of the project was axed by the feds/province. A contribution from Canfor is essential if the project is to move forward. Dayton & Knight, the engineering company hired by the Northern Rockies Regional District, is doing an update assessment of the project costs and will submit their findings within the next 30 days at which time NRRD will know more. CAO McLean gave an explanation of the basic project concept and routing for the proposed water line.

Councillor Keith Lutsiak suggested the Council and Board for the Town of Fort Nelson and Northern Rockies Regional District attend a Fort Nelson First Nation Council meeting to present the Rural Water South concept. CAO McLean added this would best be done after the report from Dayton & Knight is received.

Discussion ensued, with the reminder that Fort Nelson First Nation had applied to INAC to participate in this project.

Action item:

~ Fort Nelson First Nation will follow up on their application to INAC, and look forward to hearing more once the engineering report is complete.

3. Consultation Processes

DLR Vera Nicholson outlined 3 streams of consultation:

1. Pre-Consultation — where the project is presented and critical use areas are examined, but no plans are finalized.
2. Regulatory process — legal obligation to consult
3. Community Specific — ability to look, listen, learn and change the way things are done.

DLR Nicholson's intent with this item was to outline where the provincial government has a fiduciary obligation to consult with Fort Nelson First Nation.

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**(continuation ...
Fort Nelson First Nation
School System)**

As well, she highlighted the fact that, though Town Councils and Regional Boards have no such legislated obligation, there are many opportunities and occasions where a less formal kind of consultation or discussion can take place for the benefit of both communities.

Examples of different consultation situations and experiences were discussed, demonstrating the frustrations and difficulties FNFN faces, as well as providing some examples of good experiences.

4. Impacts of the growth of the First Nation School System

Councillor Ted Craddock stated the Council and Board for the Town of Fort Nelson and Northern Rockies Regional District met with the School Board Trustees recently and discussed the FNFN school system.

He further added that, over the years, the integration of Fort Nelson First Nation students into the Fort Nelson school community has helped build the student body necessary to offer a full range of programs. With the recent accreditation of Chalo School to offer programming all the way to Grade 12, there is the fear that loss of students and the dollars that go with them could negatively affect the ability to offer full course programming at Fort Nelson Secondary School. Councillor Craddock queried if both schools (FNSS and FNFN) will be able to offer full accredited programs if FNFN develops a full-time high school program, and if neither school has sufficient numbers to sustain programs.

Councillor Kathi Dickie stated the Fort Nelson First Nations Council has also met with the Fort Nelson School Board Trustees and dealt with some of the misconceptions such as that more students are leaving the Fort Nelson School District system for the Fort Nelson First Nations School system. The actual number of students who transferred to Chalo School is 9; these students required the kind of individual instruction Chalo School could offer. Councillor Dickie stressed some students learn better in different environments. She further added at some point Fort Nelson First Nation will have to have a classroom for each grade.

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**(continuation ...
Fort Nelson First Nation
School System)**

Councillor Karen Unruh added that the two schools have also talked about how they can each specialize in certain trades training, such as culinary or industrial trades programs, to share learning. These types of programs could be joint efforts between Fort Nelson Secondary and Chalo School, rather than duplicating the programs.

Councillor Kathi Dickie also stated they are currently looking at expansion opportunities, for example they are expanding their kindergarten program. Currently Chalo School also teaches traditional languages (Slavey and Cree).

Councillor Bernie Gairdner stated it is the Band's intention to offer more user friendly programs to bring a traditional perspective in their teachings to the children of their community. He stressed it is not their intention to take away from the Fort Nelson School District.

Councillor Kathi Dickie further added there are a number of students attending Fort Nelson Secondary School including a growing number of students in the Fort Nelson School District System who graduate each year.

5. Racism

Councillor Bernie Gairdner stated there was a time when it was always "us" versus "them". First Nations people were stereotyped by the government and painted with the same brush. Though this is changing, Councillor Kathi Dickie added racism is very real and still exists. Examples of instances where participants experienced or witnessed racism were shared.

Councillor Keith Lutsiak stated at the last community to community forum they talked about what they could do as Council/Board members to address the issue. It was agreed that the Councils and Board would have to find a way to express abhorrence of racism and to make a statement of zero tolerance for racism in the community.

Mayor Chris Morey supported some previous discussion of making a joint statement, suggesting this could be done after the Fort Nelson First Nations Council by-election is held and the Rural Water South report is completed.

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(continuation ...
Racism)

Councillor Kathi Dickie stressed the importance of also making a personal commitment to stopping racism and learning about other cultures.

Mayor Chris Morey further suggested everyone make an effort to go out to Fort Nelson First Nation, stressing the importance of gaining knowledge.

It was agreed that another day of cross-cultural training, similar to what was provided in the first Community to Community Forum, would be useful following the 2005 municipal elections. The new FNFN Councillors and Chief would be in place then, too.

The participants proceeded to brainstorm ideas for an anti-racism strategy:

- ~ Multi-Cultural day (with food & cultural displays from all cultures present in Fort Nelson)
- ~ Joint presentation to the Chamber of Commerce
- ~ Involve Chamber of Commerce in the Statement to the community
- ~ do something within the existing trade show i.e. display various cultures
- ~ example: Duke Energy includes cultural sensitivity as part of job training
- ~ offer another tour of Fort Nelson First Nation – put out an invitation to community to join the Council (provides a structured opportunity to visit the reserve and learn about the community's plans for itself, in a welcoming environment)
- ~ alternate meetings between locations
- ~ contact Chamber of Commerce President to invite each FNFN council member or members from other cultures to their meetings
- ~ make statement as a large group (including Chamber and Rotary, Elks, etc.); or, make statement as smaller group then reaffirm with larger group
- ~ topic of discussion on Radio-Call-In Program same week the joint statement is issued to the community. Could also talk about projects they are working on together.

DLR Vera Nicholson stated anyone is invited to go out to Fort Nelson First Nation; stressing people do not have to wait for a tour.

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6. Land owned in front of the Nic Mac building site

This matter was raised as Town Council had heard that Fort Nelson First Nation had tried to do a development on this land, but had been stymied by the Town. They wanted to determine if that rumour was true, and correct any problems that might exist.

Councillor Kathi Dickie stated that no development had been blocked by the Town, and that Fort Nelson First Nation has been looking for an interested developer. Councillor Bernie Gairdner added they are thinking of several different types of businesses, possibly incorporating both residential and commercial uses.

7. The Official Community Plan and Zoning Bylaw review process

Mayor Morey informed FNFN that the Town's Official Community Plan is currently under review and she invited Fort Nelson First Nation to provide their input into the process. An Open House will be held Monday, April 11th at the Town Square, which the public is invited to attend, and there are additional opportunities for public involvement later in the process.

Action item:

CAO Randy McLean will ask Director of Planning & Development Services Rob Sabine and Senior Planner & Development Manager Barclay Pitkethly to meet with DLR Vera Nicholson regarding the OCP.

CAO McLean further added the consultants and community turnout will determine how they proceed with future community involvement.

Mayor Chris Morey also added the new airport access will be another issue for them to talk about. Currently they are not sure how that will be zoned. Town Council & Regional Board would like to get clarification of FNFN Council's position regarding what kind of development the Nation would like to see along the new Airport Connector Road, and where.

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8. Recycling Program

Councillor Bernie Gairdner queried what recycling program options are available and if there is any way the Fort Nelson First Nation program could be integrated with the Town of Fort Nelson contract with the landfill.

He further commented on the benefits of getting the schools involved in a recycling program.

CAO McLean suggested DOP Jack Bowers could get in touch with Fort Nelson First Nation Capital Works Manager Dominique Richer regarding possible future recycling options, but explained that there is very little recycling actually practical, due to the costs involved for storage and shipping. We simply don't generate the volumes that would make a pro-active recycling program viable. Most waste is simply placed in the landfill.

Mayor Chris Morey added that a recycling plan would be beneficial as the community grows.

Discussion ensued.

6. "Power of Vision" Video

Facilitator Jim Craven presented the video, "Power of Vision".

The following points were highlighted from the video.

Vision Needs:

- Leaders who listen and give coherent input
- Must be shared and agreed to
- Must be comprehensive and defined
- Everyone needs a role
- Must be positive and inspiring.

Some discussion followed regarding the importance of vision and commitment.

7. Closing Discussion

General discussion ensued regarding future meetings however no date was confirmed at this time. Mayor Morey presented Facilitator Jim Craven with a Northern Rockies Regional District vest.

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8. Action Items

Action Items identified are as follows:

1. Fire protection issues
 - Schedule meeting with members of Town Council / Regional Board, FNFN Council, and Fire Chief Walter Lutsiak to discuss the following:
 - ~Potential satellite fire station
 - ~Cadet program & promotion
 - ~Firefighter recruitment on reserve (including pro-active measures to increase interest)
2. Town Council/Regional Board and FNFN Council to meet again once Rural Water South reports are completed to pursue that topic. Two other subjects to follow up include developing a Joint Statement / Anti-Racism Strategy, and clarification of FNFN's position on development along the new Airport Connector Road.
3. Schedule meeting between DPDS Rob Sabine, SPDM Barclay Pitkethly and Fort Nelson First Nation DRL Vera Nicholson regarding the OCP and zoning bylaws
4. DPW Jack Bowers to schedule a meeting with Fort Nelson First Nation CWM Dominique regarding recycling options.
5. Fort Nelson First Nation members are to follow up on their application with INAC (for the Rural Water South project) once the engineering report is completed.
6. Facilitator Jim Craven to send information on the Logan Lake Junior Firefighter program.

8. Adjourn

The meeting was adjourned at 8:30pm.

CERTIFIED a true and correct copy of the March 31st, 2005 Community to Community Forum minutes.

Chris Morey,
Mayor/Chair

Colleen Hoglund
Recording Secretary