

A SACRED JOURNEY

COMPREHENSIVE
COMMUNITY PLAN 2015



A LETTER FROM CHIEF AND COUNCIL

Welcome Pauquachin members,

We would first like to raise our hands to the community for all the guidance and support you all gave by participating in creating our very own Comprehensive Community Plan (CCP). Pauquachin now has a CCP that clearly depicts what initiatives stand out for our community members, which will also enhance our probability and capacity for success.

In moving forward with change, transformations will continue to take place with respect to what we, as a community, have collaboratively created as a tool. We can use the CCP to address all aspects of community life such as governance, land and resources, health, infrastructure development, culture, social issues and the steps needed to work towards our very own constitution. As a Nation, we will continue to represent Pauquachin on all levels of governance and strive for equal opportunities to better our community. By finishing our CCP collectively, this will benefit our Nation for both future and present day aspirations.

Thank you,

Chief and Council

Rebecca Harris, Allan Tom, Darlene Henry, SI,OLTENOT Bartleman, Herman Henry Jr.

PAUQUACHIN VISION STATEMENT

“AS PAUQUACHIN PEOPLE, WE SEEK TO BUILD A HEALTHY, SELF-RELIANT AND ECONOMICALLY STRONG COMMUNITY WHERE EVERY FAMILY IS LEARNING FROM AND HONORING EACH OTHER. WE WILL ROOT OUR FUTURE ACTIONS IN THE CULTURE, TRADITIONS AND LANGUAGES OF OUR PEOPLE, WHICH WILL BE DONE THROUGH APPRECIATING OUR HISTORY ON THIS LAND.”





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1.0 INTRODUCTION

WHAT IS A COMPREHENSIVE COMMUNITY PLAN?

A Comprehensive Community Plan (CCP) is a plan that is created by the community and for the community. The CCP helps First Nation bands match their dreams and needs with specific goals and actions in order to steer the community towards a strong, healthy and vibrant future. The plan takes a long-term view and is holistic through its consideration of all aspects of community life, such as health, culture, governance, the economy, housing, land, and more. Looking at all key community issues through a collaborative process is a critical success factor for supporting sustainable development.

The Pauquachin First Nation Comprehensive Community Planning process has been driven by the community, because processes owned by the community are most effective at creating positive change. The CCP process strives to be inclusive and to represent the perspectives of all members, whether they live on or off reserve. All members of the community, such as elders, youth, and family representatives, offer unique and valuable thoughts about what the community needs.

The CCP will be used by Pauquachin's leadership and staff as a guide for decision-making around their land and resources. The plan will help Chief and Council make the best use of resources as the community's needs, priorities and service gaps are considered.

COMPREHENSIVE COMMUNITY PLAN GUIDING PRINCIPLES

The Comprehensive Community Planning process regularly engaged with Pauquachin community members to translate ideas and thoughts into action items. We strived to frame our community engagement and planning process around a set of principles that reflect the culture and traditions of the WSÁNEĆ (Saanich) people. Our guiding principles include the following:

RESPECT Respect traditional practices and protocol.

COMMITMENT Demonstrate commitment and responsibility by creating a plan with effective and feasible actions.

ENTHUSIASM Demonstrate enthusiasm by approaching the work with a renewed hope.

TRANSPARENCY Communicate with community members about our planning process and ensure that the plan is understood.

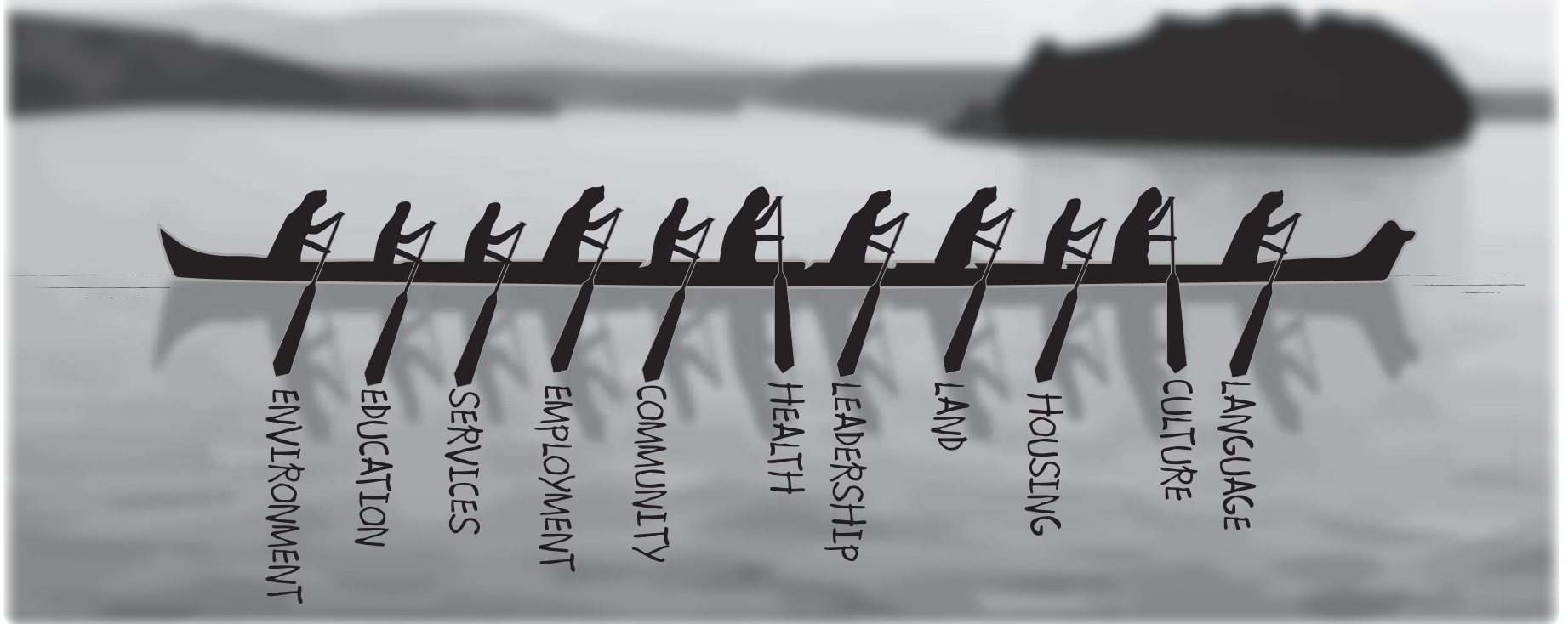
EMPOWERMENT Offer opportunities for community members to be engaged and empowered.

EQUALITY Treat all community members equally and fairly.

A SACRED JOURNEY

The vision and story of the Pauquachin Community Plan is represented as a canoe journey. Each paddler on the canoe journey represents a key community theme that the CCP has identified as critical considerations for the Pauquachin community. There are 11 community themes because in a traditional Saanich canoe, there are 11 paddlers. We chose this particular vision because the canoe journey teaches members that moving forward and improving comes through persistence in practice, endurance, and most importantly, teamwork. Each paddler in the canoe is equally important for the whole group, just as each individual is important for the whole Pauquachin community.

The vision of the canoe journey also reflects desires expressed by the Pauquachin community members for greater unity and stronger connections between the various families in Pauquachin. Residents highlighted that they want to see a future where families are working together and supporting each other to grow. When the community works together, they progress forwards at great speeds.



2.0 THE PROCESS

The Pauquachin Nation's process of creating a Comprehensive Community Plan was structured into two phases. The first phase was in 2009, which focused on community engagement in order to develop a community mission statement, leadership vision, and community vision.

The second phase for the CCP began in 2014, and it involved continuing to engage community members and stakeholders to establish goals and action items for each key planning area. The goals of our community outreach were to create broad awareness around the CCP, to include well-informed community input for the plan, and to represent a wide array of community members.

The CCP team went through the following stages to share knowledge about the process, engage community members, and collaboratively write the plan.

STAGE 1: PROJECT INITIATION Build Awareness and Generate Participation (**December 2014**)

ACTIONS INCLUDE:

- CCP community one-pager delivered door to door throughout the community to introduce the project and the community planning team.
- A CCP activity booth set up at the Christmas dinner to allow participants to identify their priorities for the CCP.
- A Pauquachin CCP website is created to share information about the CCP process and to provide an avenue for feedback.
- A community vision for the CCP and planning pillars are drafted.

STAGE 2: COMMUNITY OUTREACH Receive Input on Priorities in Key Planning Areas (**December through January 2015**)

ACTIONS INCLUDE:

- The CCP team held family meetings at households in order to identify the priorities of community members.
- Specific demographics are engaged, such as elders, young parents, and youth, through community workshops and service programs.
- Outreach is conducted to outside organizations who provide services for Pauquachin in order to map out existing programs and possible gaps.

STAGE 3: DRAFT PLAN FEEDBACK Gather Feedback on the Plan (January through February 2015)

ACTIONS INCLUDE:

- Community members are invited to the first Community Meeting, and they are asked to provide advice, ideas and concerns about draft action items.
- Feedback is utilized to inform the final draft of the CCP to present to Chief and Council.

STAGE 4: IMPLEMENTATION, EVALUATION & MONITORING Prioritize Implementation (March 2015)

ACTIONS INCLUDE:

- Community members are involved as the project team works to ensure that concerns and expectations are understood when deciding on priorities for implementing the final plan.
- Key stakeholders are again engaged to provide advice, ideas and concerns for the implementation of the strategy.

STAGE 5: REPORTING Communicate Final Plan (March through April 2015)

ACTIONS INCLUDE:

- Council will provide final approval on the CCP.
- All community member households will receive a copy of the final CCP to remind them of the community plan and to thank them for their participation.
- The CCP team will host a celebratory event to thank community members for their participation.



3.0 HISTORY OF PAUQUACHIN

The community of Pauquachin, a name generally meaning “the land of cliffs and bluffs”, is historically a First Nations community that is located on Southern Vancouver Island.

Pauquachin was originally part of the WSÁNEĆ (Saanich) Nation, which also includes Tsawout, Tsartlip, and Tseycum. These bands share a common history and territory. The Saanich Nation belongs to the broader cultural group known as Central Coast Salish. Saanich First Nation settlements have been mostly concentrated on the western side of the Saanich Peninsula. The population in Pauquachin began as a small group of 14 families and many of these families are still present today.

Historically, Pauquachin’s economic life has been based on salt-water adaptation due to the community’s position on the Saanich Peninsula. Saanich people developed a reef-netting technology to gather their food, which was unique to their cultural area. Fishing and hunting sites were organized into areas that were “owned” by certain families and areas that were “open” to everyone. Historians found that the majority of sites were open resource areas.

The material culture and residential pattern of the Saanich people were oriented around the seasonal availability of ocean foods within their traditional lands. Some historians believe that Point Roberts was the summer fishery for the Saanich people while Goldstream was the winter fishery (Ministry of Justice, 2013).

According to historical records, traditional Saanich housing comprised of 100 foot long cedar longhouses and they would house multiple families (Wonders, 2008). In 1932, artist Arthur Pitts created a painting of a 100 foot cedar longhouse on the Pauquachin reserve, which he referred to as “Llalam”. “Llalam” may be a variation of the Hul’qumi’num word for home, “lelum”.

Cedar trees were an important resource for the Saanich people, as both their longhouses and dugout canoes were made from cedar. Saanich warriors defended this resource, as they fought against early colonial settlers who were cutting down cedars for milling at a nearby sawmill (Wonders, 2008).

The Pauquachin people continue to this day to be a resilient community who seek to build a healthy, self-reliant and economically strong community.

PAUQUACHIN HISTORICAL TIMELINE 13,000 years before present (YBP) to 2015

13,000 YBP. Archaeological records indicate that the Coast Salish people were here for at least 13,000 years.

1782 AD. The first epidemic occurred through the introduction of infectious diseases, which caused massive demographic decline.

1791 AD. Spanish explorer Jose Maria Narvaez led the first European exploration of the Georgia Strait. He drew a sketch of Vancouver Island showing at least two Aboriginal settlements bordering Haro Strait.

1843 AD. The Hudson's Bay Company established Fort Victoria on Vancouver Island. Between 1846 and 1850, there were at least 11 encounters with Saanich people at the fort.

1849 AD. James Douglas (Governor of the Colony of Vancouver Island) concluded 14 treaties with First Nations of Vancouver Island, covering an area of 358 square miles or 229,120 acres.

1852 AD. James Douglas transacted two treaties with the "North Saanich" and "South Saanich" where he endeavored to purchase their interests in the Saanich Peninsula lands.

1859 AD. The first reference to the Colonial reserve at Coles Bay comes in the Land Register for the North Saanich District. The lot measures 100.38 acres and 100.62 acres.

1874 AD. Indian Affairs surveyed 14 families on the Pauquachin reserve.

1996 AD. Bighouse was damaged by a snowstorm.

2014 AD. The second female chief, Rebecca Harris, is elected in Pauquachin.

4.0 TERRITORY



**COAST SALISH
TRADITIONAL
TERRITORY**



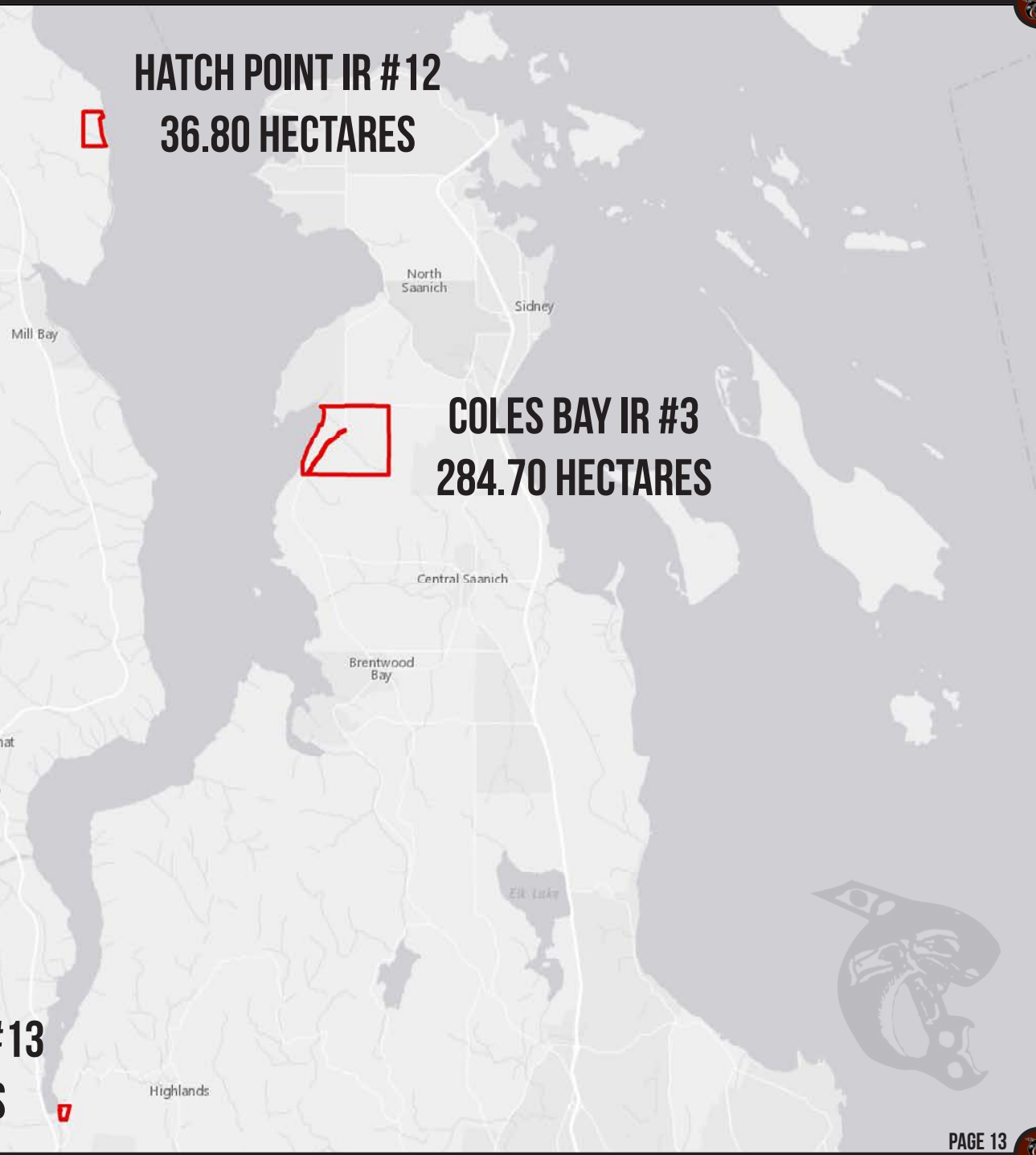
**PAUQUACHIN
INDIAN
RESERVES**

PAUQUACHIN FIRST NATION HOLDS EXISTING TITLE ON THREE INDIAN RESERVES IN THE SAANICH INLET BASIN ON SOUTHERN VANCOUVER ISLAND, WITH COLES BAY (INDIAN RESERVE #3), HATCH POINT (INDIAN RESERVE #12), AND GOLDSTREAM (INDIAN RESERVE #13) (AANDC, 2015). FOR THE GOLDSTREAM RESERVE, PAUQUACHIN HOLDS A SHARED CLAIM ALONG WITH THE MALAHAT, TSARTLIP, TSAWOUT AND TSEYJUM FIRST NATIONS FOR TRADITIONAL FISHING PURPOSES. INDIAN RESERVATIONS WERE ESTABLISHED AS PART OF THE 14 DOUGLAS TREATIES ON SOUTHERN VANCOUVER ISLAND, WHICH WERE A COLONIAL POLICY THAT RECOGNIZED ABORIGINAL POSSESSION OF LAND.

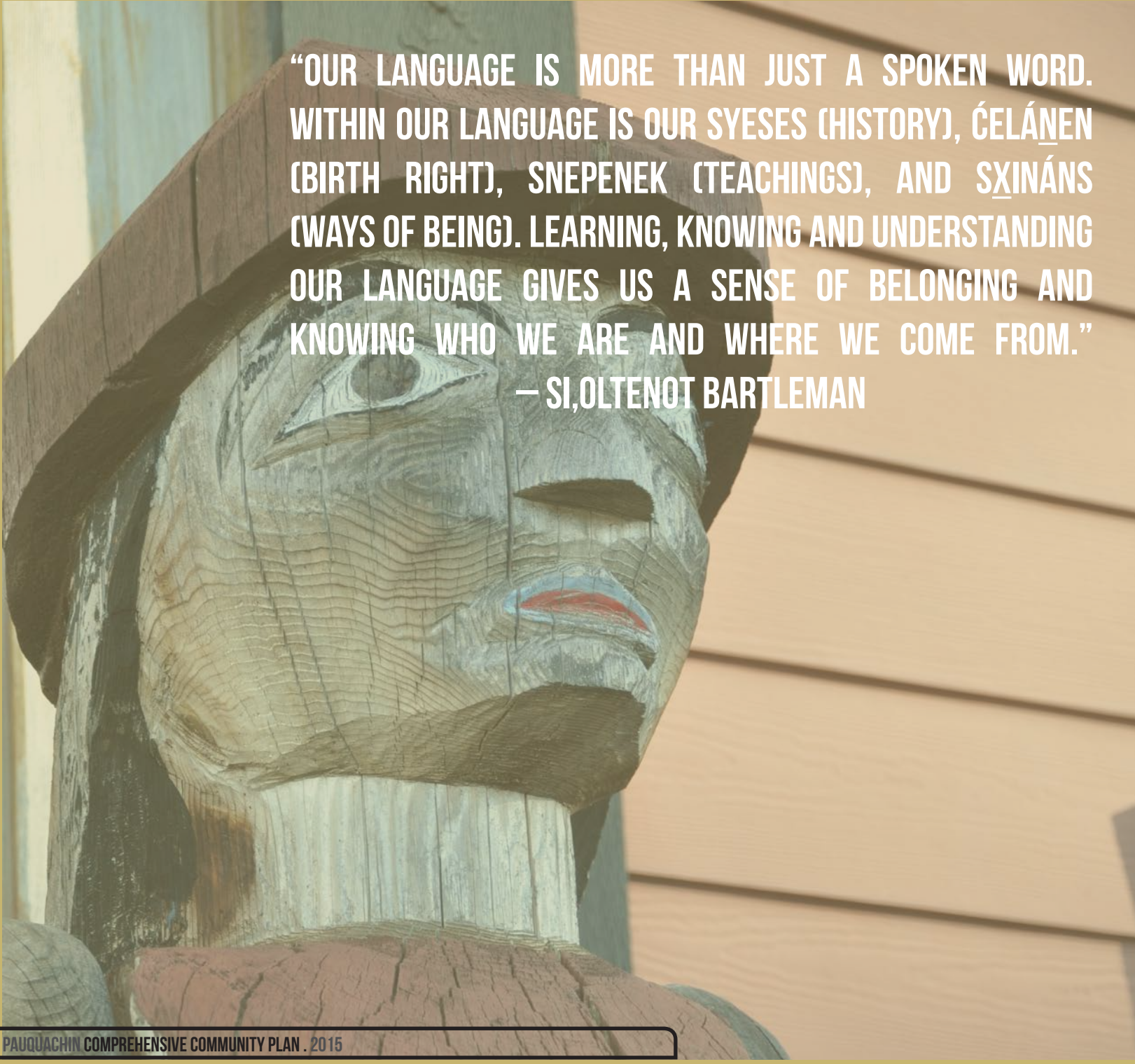
HATCH POINT IR #12
36.80 HECTARES

COLES BAY IR #3
284.70 HECTARES

GOLDSTREAM IR #13
4.80 HECTARES



5.0 SKÁL ÍTE | HUL'QUMI'NUMQUN



“OUR LANGUAGE IS MORE THAN JUST A SPOKEN WORD. WITHIN OUR LANGUAGE IS OUR SYESES (HISTORY), ĆELÁNEN (BIRTH RIGHT), SNEPENEK (TEACHINGS), AND SXINÁNS (WAYS OF BEING). LEARNING, KNOWING AND UNDERSTANDING OUR LANGUAGE GIVES US A SENSE OF BELONGING AND KNOWING WHO WE ARE AND WHERE WE COME FROM.”
— SI,OLTENOT BARTLEMAN

5.0 LANGUAGE

In the Pauquachin community, the two traditional languages that are spoken and written are Hul'qumi'num and SENĆOŦEN. National statistics show that there are 30 Pauquachin members who have capacity in Aboriginal languages (AANDC, 2011c).

The limited number of community members fluent in traditional languages comes from the First Nations history of colonization. Former government policies forced the removal of children from their families to residential schools. In these schools, the Saanich children began to experience denial of their language and culture. Over the years, this created a communication gap between the older generation who were still at home speaking the traditional languages and those who were assimilated into the Western education system.

The revival of the SENĆOŦEN language was spearheaded by Dave Elliott, who is a member of Tsartlip. In the 1970s, Elliott worked towards developing a SENĆOŦEN alphabet system in order to have a tool to record the language. In 1984 the WSÁNEĆ School Board adopted the Dave Elliott Alphabet to help preserve the SENĆOŦEN language and history (WSÁNEĆ School Board, 2015).

There are existing programs in the surrounding First Nations communities that help teach traditional languages to local residents. The LÁU, WELNEW tribal school offers an adult language class and immersion program in SENĆOŦEN. In Pauquachin, the band office hired a Culture and Language Worker from 2011 to 2013. This staff member provided language training in Hul'qumi'num for band office staff and community members.

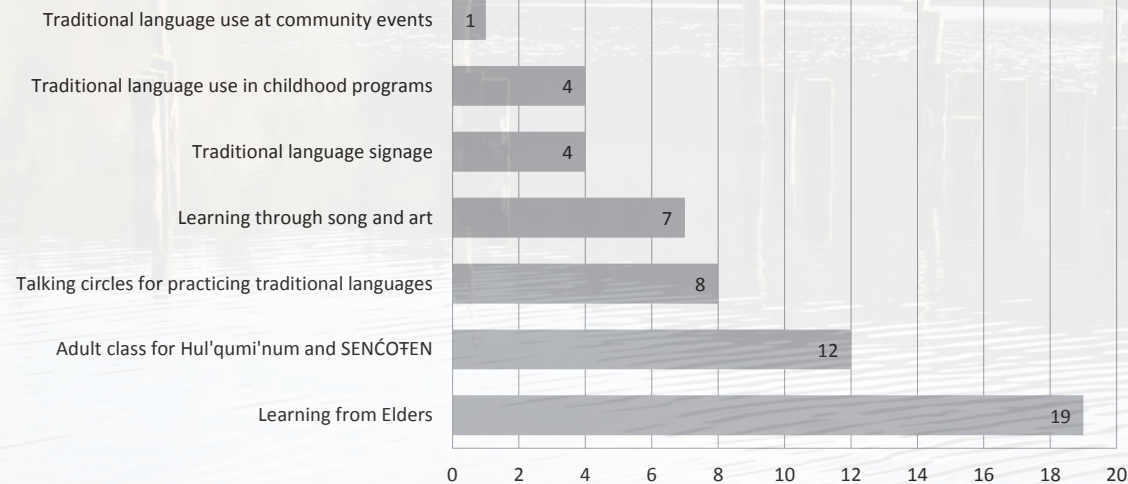
GOALS

PROVIDE EDUCATION FOR THE COMMUNITY AROUND OUR TRADITIONAL LANGUAGES.

INCREASE THE NUMBER OF COMMUNITY MEMBERS FLUENT IN TRADITIONAL LANGUAGES.

PROVIDE EDUCATION FOR THE COMMUNITY AROUND OUR TRADITIONAL LANGUAGES.

ACTIONS



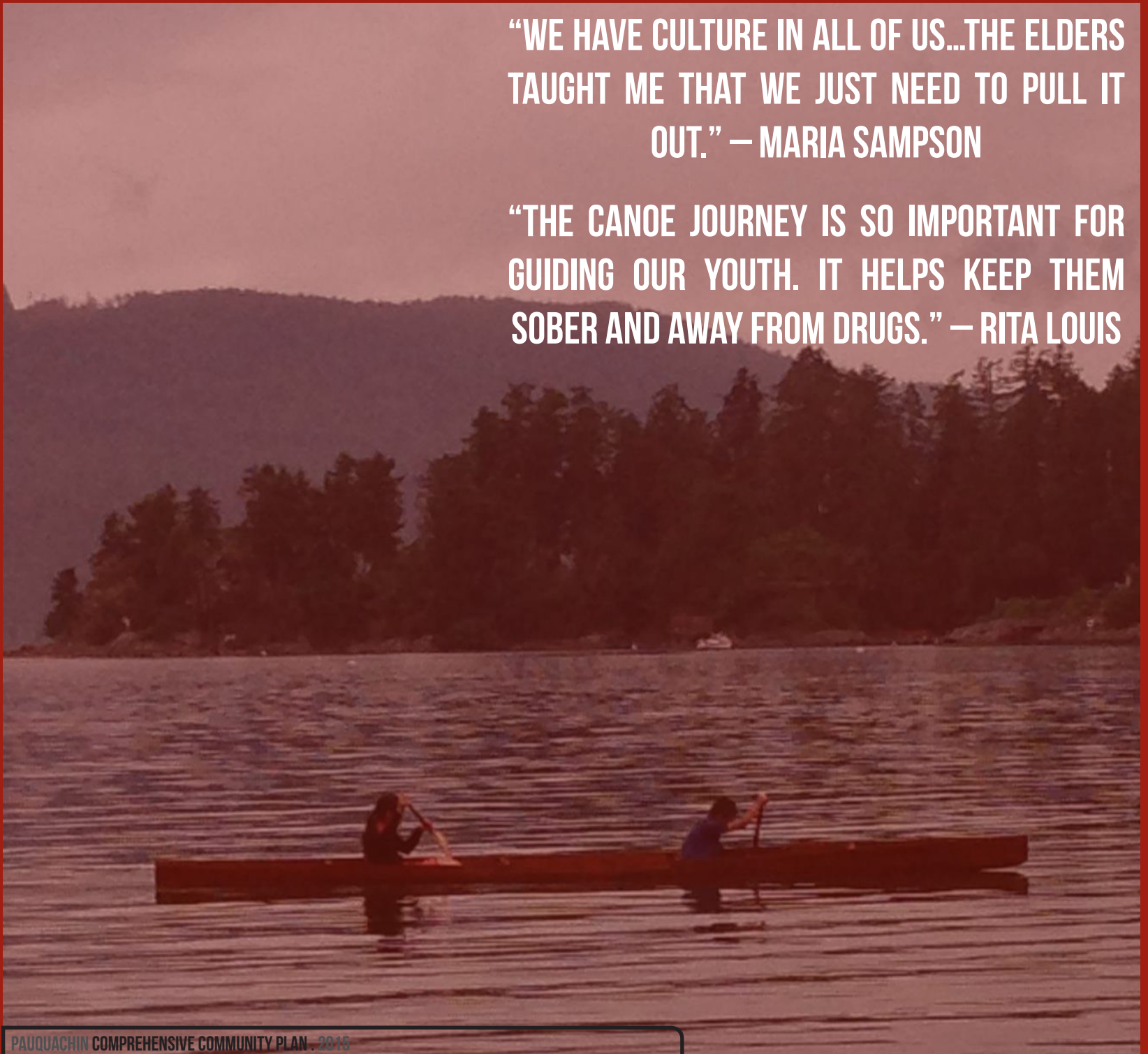
2015
COMMUNITY SUPPORT FOR PROPOSED ACTIONS

Elders and their Teachings, Arts, Customs and Ceremonies

6.0 CÉLÁÑEN | SYUW'EN

“WE HAVE CULTURE IN ALL OF US...THE ELDERS TAUGHT ME THAT WE JUST NEED TO PULL IT OUT.” — MARIA SAMPSON

“THE CANOE JOURNEY IS SO IMPORTANT FOR GUIDING OUR YOUTH. IT HELPS KEEP THEM SOBER AND AWAY FROM DRUGS.” — RITA LOUIS



6.0 CULTURE

Culture and traditions are the roots of the Pauquachin community, with community members practicing their culture in many different ways. Involvement in cultural activities and abilities in traditional skills are a source of pride for many residents. More importantly, cultural ties bring a sense of balance, healing, and happiness. Pauquachin recognizes that it is critical to pass on these cultural traditions to younger generations.

Stories are the traditional way of teaching, and they are orally passed on from elders to youth. Stories contain lessons, histories, and teachings for all aspects of life. Significant themes in stories include respecting the land, sea and animals. Creatures from nature such as the raven, crow, whale, and eagle are believed to have special powers. Tribes may have variations of stories to fit a specific situation or to teach a child a particular lesson.

The Saanich people hold a deep relationship with the land and the forest is especially significant as a spiritual place. The Saanich Nation, including Pauquachin, shares the sacred mountain of ŁÁÚ, WELNEW, which translates to “place of refuge”. This sacred mountain, which is otherwise known as Mount Newton, has held cultural significance for 10,000 years (Weiss, 2008). ŁÁÚ, WELNEW is understood as the place where people go to feel connected to the Great Spirit .

The Bighouse plays an important role in the Pauquachin community, as a place for people to participate in cultural ceremonies. In 1885, the colonial government banned these ceremonies, but the official suppression ended in 1951 (Manzella, 2010). The Saanich people began participating in the cultural ceremonies immediately, and a re-awakening followed. Although there is currently no Bighouse on Pauquachin lands, community members are able to participate through Bighouses at nearby Nations. Being active in the ceremonial dancing, singing, drumming, and sacred rituals during the Bighouse season from October to May remains a very significant part of the Pauquachin community.

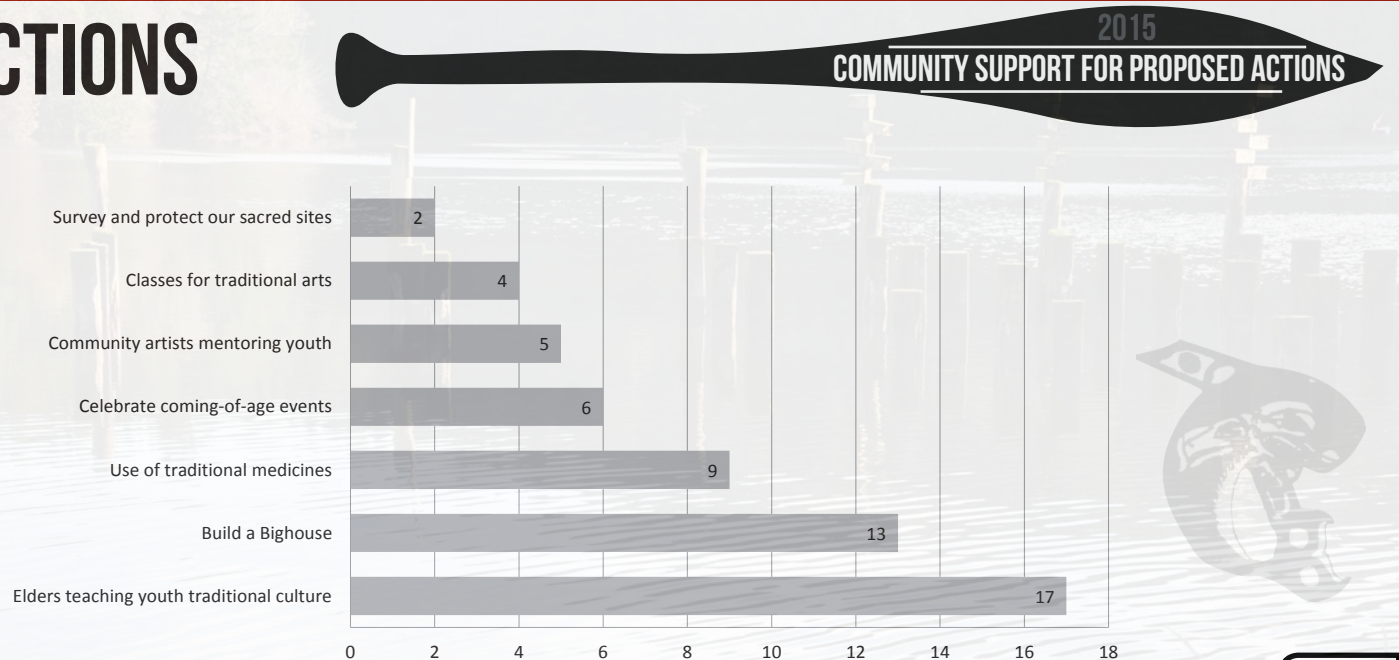
GOALS

SUPPORT INTERGENERATIONAL OPPORTUNITIES TO LEARN ABOUT TRADITIONAL CULTURE.

PRACTICE TRADITIONAL SKILLS AND ART FORMS TO ENSURE THEY ARE PASSED TO FUTURE GENERATIONS.

PROTECT TRADITIONAL LAND USES AND OUR SACRED SITES

ACTIONS



Needs, Ownership, Safety, Security, Repairs and Maintenance

7.0 S,Á,LELEŃ | LULELUM

“HOUSING IS THE HEART OF THE COMMUNITY.”

— DEANNA UNDERWOOD



7.0 HOUSING

In 2014, Pauquachin's Coles Bay reserve held a population of 291, who resided in 88 existing housing units. Out of the 88 homes on Coles Bay, 48% are privately owned and the other 52% are rental homes .

Overcrowding in homes, particularly in rental housing, is a concern for the community. In private housing, there is an average of 0.82 occupants per bedroom and in rental housing, this average goes up to 1.21 occupants per bedroom. Due to a projected population growth for the on reserve community, which is estimated to reach a population of 526 by 2034, additional housing units will be necessary . There is a need for 21 new housing units by the year 2034 to accommodate the forecast growth of the community. Community members have remarked that they wish to keep their families living on their traditional family lands.

The band office aims to support home ownership for members and therefore reduce household dependency on band office funding. A rent-to-own program is planned to begin, which will allow tenants to slowly pay off their homes through rent installments and have a greater sense of ownership in their housing.

Home maintenance and repairs is a critical issue for Pauquachin, as they are pressing concerns for health and safety. These concerns include mold, faulty electrical systems, toxic materials, moisture, and rodent infestation. The band office runs a home maintenance program for both tenants and private homeowners, where participants pay a monthly fee for home maintenance costs.

In order to address these various housing issues, Pauquachin is creating a Housing Strategy. The Housing Strategy clearly identifies the current housing situation, future housing needs, and opportunities for securing long term funding.

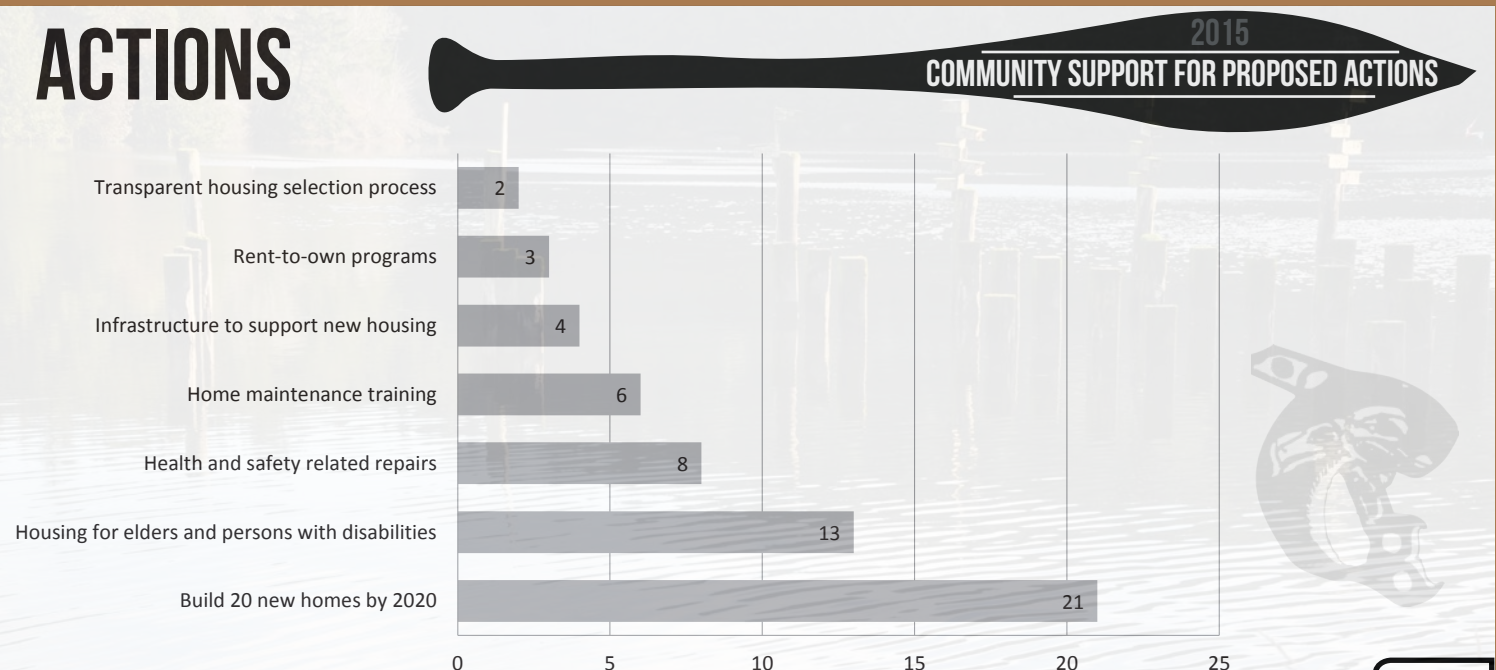
GOALS

ENSURE THAT HOUSING IS SAFE, AFFORDABLE, AND ACCESSIBLE THROUGH A VARIETY OF OPTIONS.

ENCOURAGE HOME OWNERSHIP.

BUILD AND MAINTAIN HIGH QUALITY NEW HOMES.

ACTIONS

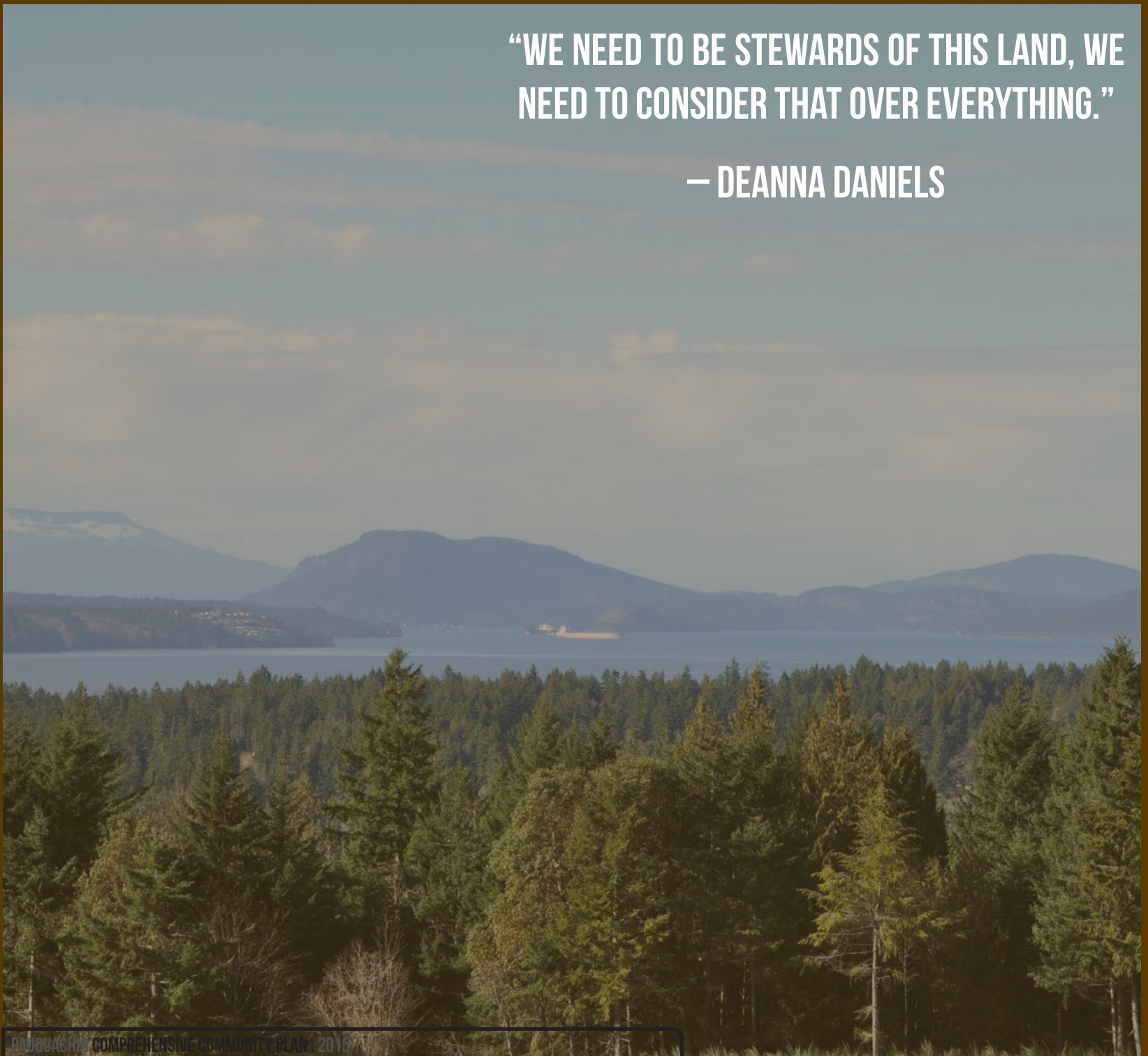


Ownership, Family History, Land Use

8.0 Ǻ,LEÑENEQ̓ | TUMUHW

“WE NEED TO BE STEWARDS OF THIS LAND, WE
NEED TO CONSIDER THAT OVER EVERYTHING.”

— DEANNA DANIELS



8.0 LAND

Pauquachin First Nation holds existing title on three Indian Reserves in the Saanich Inlet basin on Southern Vancouver Island, with Coles Bay (Indian Reserve #3), Hatch Point (Indian Reserve #12), and Goldstream (Indian Reserve #13) (AANDC, 2015). For the Goldstream Reserve, Pauquachin holds a shared claim along with the Malahat, Tsartlip, Tsawout and Tseycum First Nations for traditional fishing purposes. Indian reservations were established as part of the 14 Douglas Treaties on Southern Vancouver Island, which were a colonial policy that recognized aboriginal possession of land.

All on-reserve Pauquachin members reside in Coles Bay IR #3, where existing land use is largely residential with some cultural and administrative amenities found primarily in the western reaches (Urban Systems, 2014). In the centre of the reserve, there is a 3.5 hectare gravel pit that is surrounded by forested lands. The Coles Bay reserve is bound to the south and east by John Dean Provincial Park. The western reaches of the reserve is where the land is relatively flat and there is good access to the Saanich Inlet. Towards the east of the reserve, the forested lands steepen considerably as the reserve backs onto the western slopes of Mount Newton. Topography is an important consideration when assessing opportunities for land development.

Land tenure in Pauquachin is assessed under two classes: land under certificates of possession (CP) and traditional holdings. Although all land that do not have CP's are officially considered Crown land, families in Pauquachin lay claims through traditional holdings where CP's have not been registered (Urban Systems, 2014).

Pauquachin First Nation is not under the First Nations Land Management Act and is not Land Code operational. The Band is in the process of confirming funding for a Land Code and will be working on a Land Use Plan in the upcoming year. Currently, land jurisdiction, management and development approvals are under the Indian Act. Addressing gaps in land use management frameworks will be critical in moving forward in development on Pauquachin land.

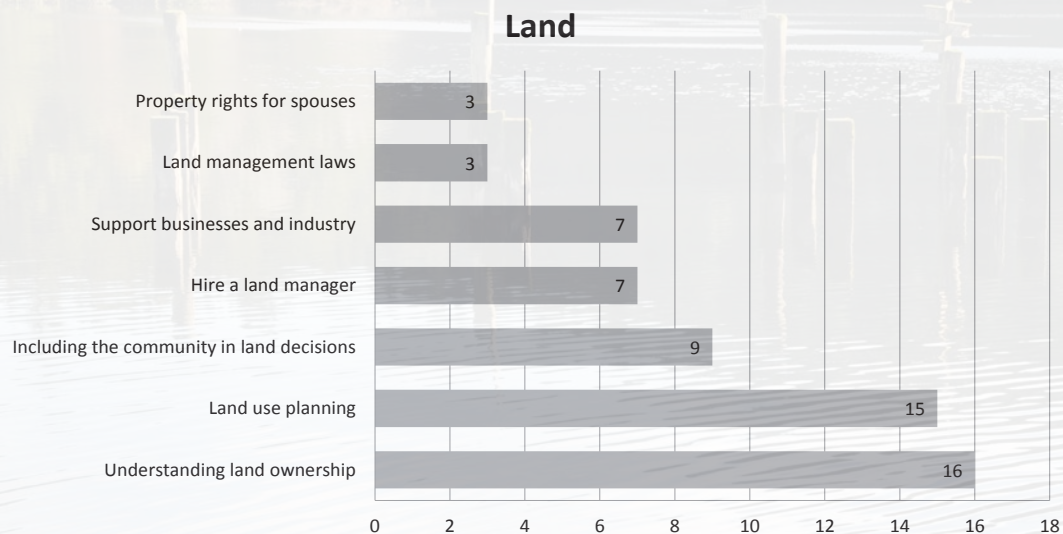
GOALS

STRENGTHEN LEGAL AND POLICY FRAMEWORKS TO SUPPORT LAND USE DECISIONS

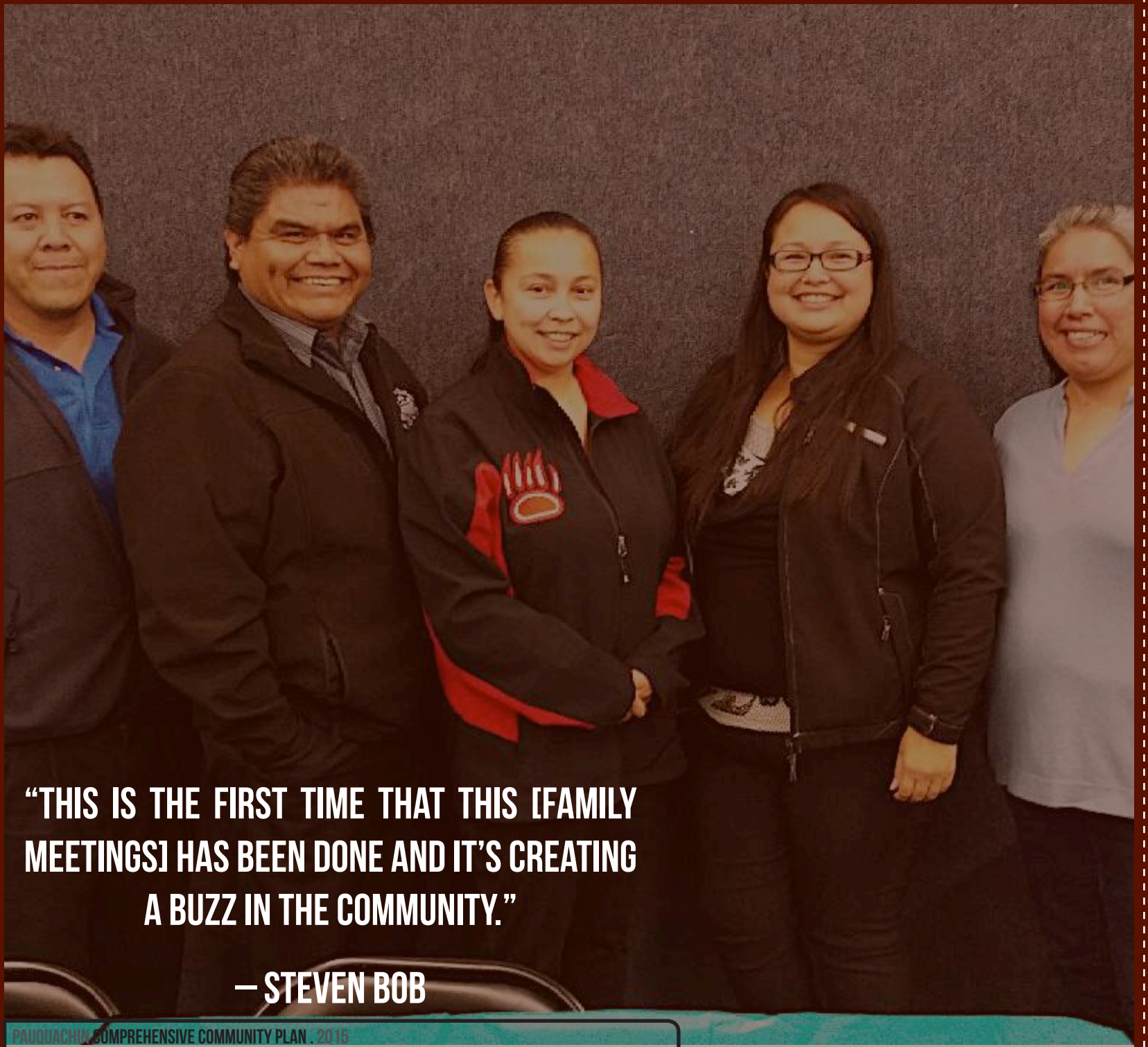
ENSURE LAND USE DECISIONS PRIORITIZE THE COMMUNITY'S NEEDS AND ARE SUPPORTED

ENSURE THAT LAND USE DECISIONS SUPPORT SUSTAINABLE ECONOMIC DEVELOPMENT

ACTIONS



9.0 S,HIWEK'S | SHSIEM



“THIS IS THE FIRST TIME THAT THIS [FAMILY MEETINGS] HAS BEEN DONE AND IT’S CREATING A BUZZ IN THE COMMUNITY.”

— STEVEN BOB

9.0 LEADERSHIP

As in many First Nations reserves, the Band Office in Pauquachin has long served as an important foundation for the development of the community. The original band office was located across from South Island Wellness Society on West Saanich Road, and the office has relocated twice since then. The band office staff members, led by the Band Administrator, take guidance from Chief and Council. Pauquachin First Nation elects its Chief and Council through the Indian Act election system. Currently, Chief Rebecca Harris is leading with four Councillors: SI,OLTENOT Bartleman, Darlene Henry, Herman Henry and Allan Tom. Chief and Council are responsible for representing the Pauquachin community in making governance and policy decisions.

In the field of strategic planning, Pauquachin has been making significant strides forward in developing keystone plans. The Nation has previously completed a physical development plan and a Community Economic Development Strategy. In 2015, Pauquachin has been engaged in putting together a Housing Strategy, a Financial Policy and a Comprehensive Community Plan. These plans are instrumental in providing community input as well as decision-making directions for leadership. However, the Nation faces governance challenges through gaps in legal frameworks. The Pauquachin First Nation is not currently under the First Nation Fiscal and Statistical Management Act, which would allow the Band to have the authority to collect property taxes. In addition, the Band is not on the First Nations Goods and Services Tax Act and so is unable to collect goods and services taxes (Urban Systems, 2014).

In terms of financial management, Pauquachin has not yet created or adopted a Financial Administration Law. The presence of this law could instill potential investors with confidence regarding Pauquachin's financial administration and reporting system. In addition, there is the absence of an investor code in Pauquachin, which is needed to provide potential investors with certainty about the rules that bind the Band as well as investors (Urban Systems, 2014).

GOALS

WORK TOWARDS
SELF-GOVERNANCE.

PROMOTE COMMUNITY SAFETY.

STRENGTHEN LEGAL FRAMEWORKS
AND GOVERNANCE POLICIES.

ENSURE TRANSPARENCY IN ACTIONS
AND DECISIONS FROM CHIEF AND
COUNCIL.

ACTIONS

Transparent property, goods and service taxes

Move towards being self-governing

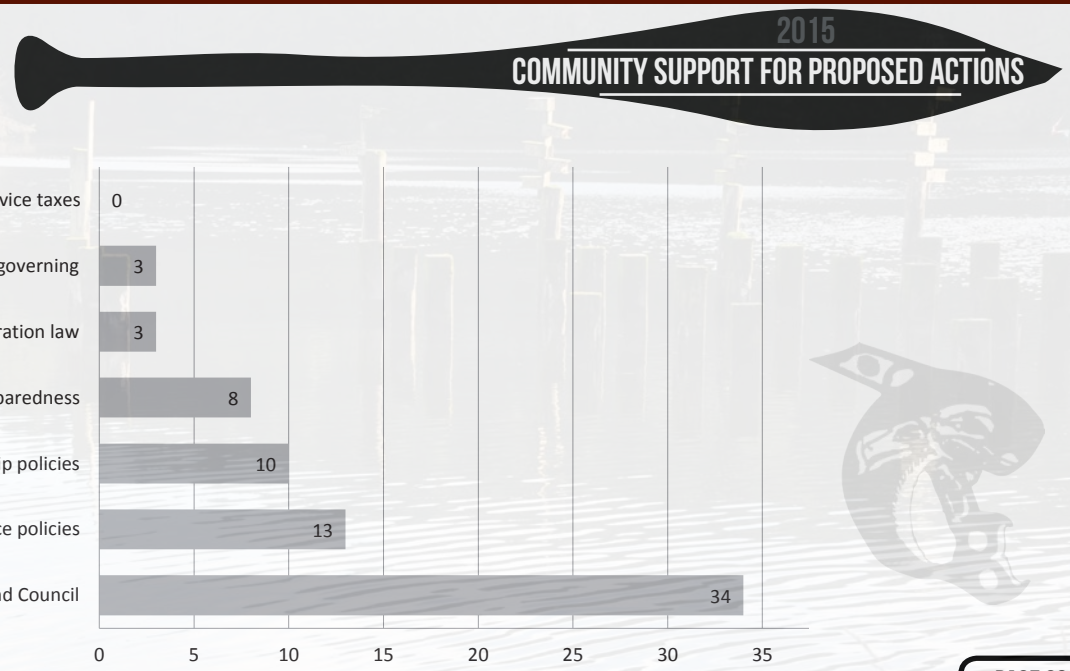
Financial administration law

Emergency preparedness

Improve membership policies

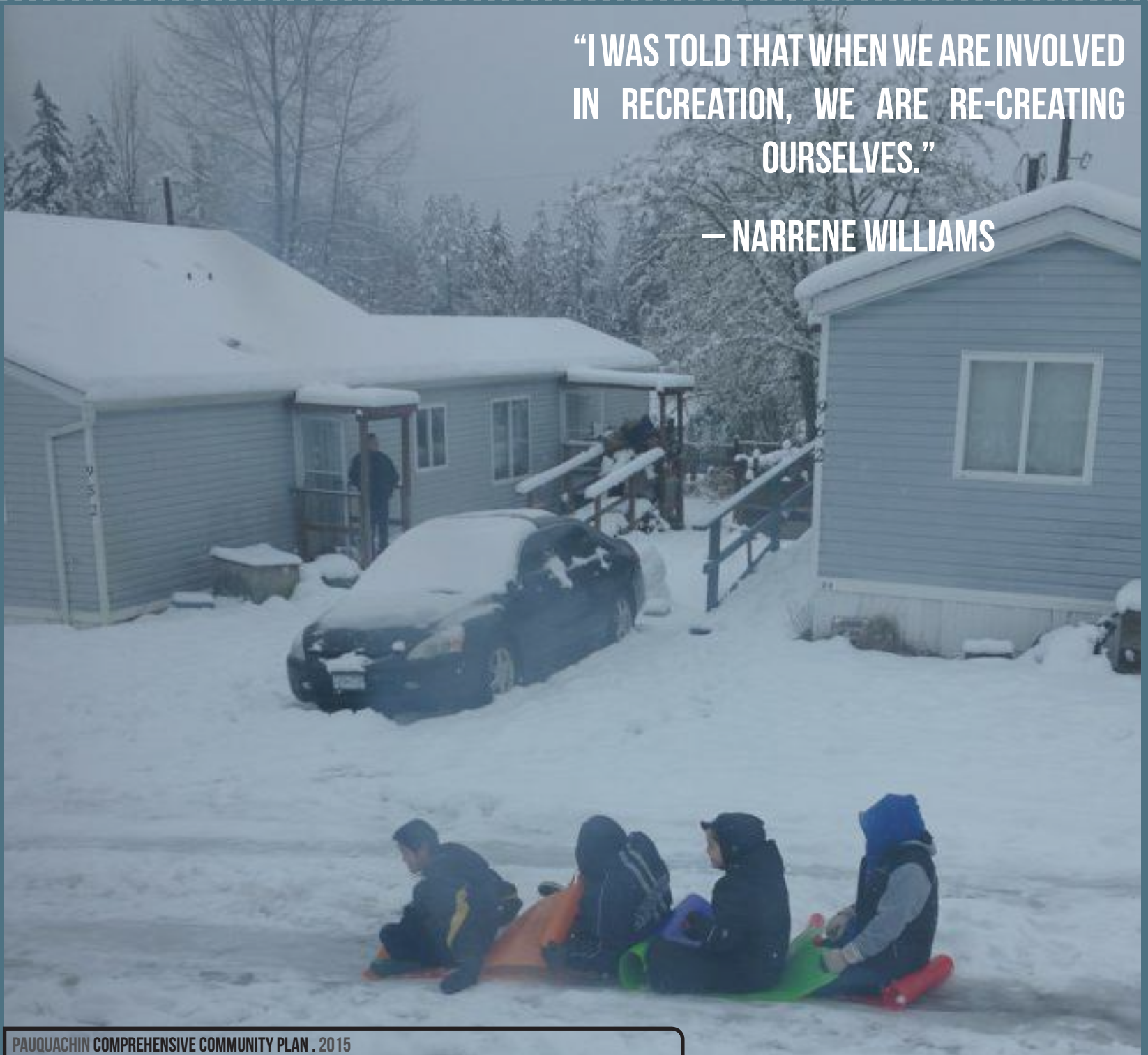
Education on band office policies

More interactions with Chief and Council



**“I WAS TOLD THAT WHEN WE ARE INVOLVED
IN RECREATION, WE ARE RE-CREATING
OURSELVES.”**

— NARRENE WILLIAMS



10.0 HEALTH

Pauquachin has a strong and extensive health program, led by band office staff members, which supports community members in their physical, mental and spiritual health. The band office's health support for the community is a combination of in-house services and referrals to outside agencies.

Key health issues that the Pauquachin community faces include: 1) Mental illnesses such as Post-Traumatic Stress Disorder, anxiety, and depression, 2) Chronic illnesses including diabetes, arthritis, heart disease, and more, 3) Drug addiction, which is largely a product of self-medication for mental health issues. Relationship violence and sexual abuse are additional challenges affecting the mental health of community members.

Individual conditions are influenced by determinants of health, which includes poverty, socioeconomic status, and access to resources. The isolated location of the reserve often makes it challenging for residents to reach health services. Although the band office tries to provide support for transportation through bus or taxi vouchers, community members still face barriers in using transit.

Nurses and nurse practitioners are present at the band office during certain days of the week in order to provide care for a range of health issues, including pre-natal and post-natal support, immunizations, communicable diseases, speech pathology, as well as child development and growth. Nurses are also able to refer patients to a psychologist and addictions counsellor when needed as well as provide subsidies for these services.

In order to support nutrition and physical health, the band office offers multiple services such as the Children Oral Health Initiative (COHI) for in-house dental services, the Milk and Eggs program for pregnant and breastfeeding women, the monthly Good Food Box, a weekly diabetes meet-up group, and a weekly women's fitness session. In addition, the band office partners with Panorama Recreation in order to offer sports and recreational opportunities for youth.

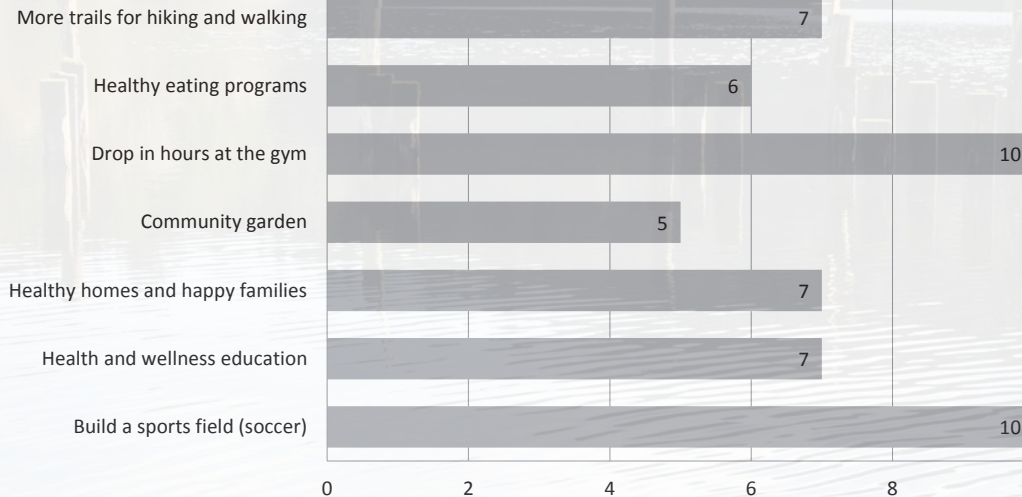
GOALS

CREATE OPPORTUNITIES TO LEAD ACTIVE AND HEALTHY LIFESTYLES THROUGHOUT THE YEAR

PROMOTE NUTRITION AND FOOD SECURITY

ADDRESS THE ISSUE OF MENTAL HEALTH IN THE COMMUNITY, PARTICULARLY FOR YOUTH

ACTIONS



Celebrating Paquachin, Youth Involvement, Elder Support

11.0 WÁ,LELEN | NUTS'A WUQW

“A COMMUNITY ISN'T A COMMUNITY WITHOUT UNITY...PEOPLE NEED TO JUST GET ALONG.” — MARYANN BOB



11.0 COMMUNITY

The Pauquachin community is diverse, as it includes persons of different ages, ethnicities, religions, and membership statuses. Residents of Coles Bay enjoy coming together to celebrate Pauquachin, and they do so through events such as Pauquachin Days, the Christmas Dinner, Halloween, and community meals. Providing opportunities for youth, whether it is in education, employment or culture, is a high priority for community members. Pauquachin residents want to see their youth graduate and move on to post-secondary education, receive training in different professions, and learn about traditional culture. There is also a desire from Chief and Council to form a youth council, which can help empower youth voice. The band office is currently working on developing a teen program that will provide recreational and educational activities for Pauquachin youth.

There is a high number of teenage parents in Pauquachin, and the band office is engaged in a Young Parents Life Skills program. This program includes education on healthy lifestyles, personal safety, and safe households. A challenge facing the Pauquachin community is ensuring the safety and health of family homes and preventing the transfer of children into foster care. This challenge is rooted in issues such as poverty, drug and alcohol addiction, housing maintenance, domestic violence and mental illnesses. There are non-profit organizations, such as South Island Wellness Society (SIWS) and NITTU,O, that work with community members to keep families together. The band office has a partnership with the SIWS, and the Nation helps advocate for families, appoint a designated representative, and identify community standards for care.

Community members in Pauquachin benefit from the high number of community events that help bring residents together, held by both the band office and outside agencies. Community members have highlighted the need to focus on building more connections and strengthening relationships between families as well as making more efforts to include off-reserve members. Community building and promoting inclusion should be a priority for future programs.

GOALS

PROMOTE COMMUNITY SAFETY AND HEALING

SUPPORT OPPORTUNITIES FOR COMMUNITY MEMBERS TO COME TOGETHER TO SOCIALIZE

EMPOWER COMMUNITY VOICE

STRENGTHEN RELATIONSHIPS BETWEEN PAUQUACHIN AND OUTSIDE AGENCIES

ACTIONS

Strengthen relationships with outside organizations

Off reserve recreation programs

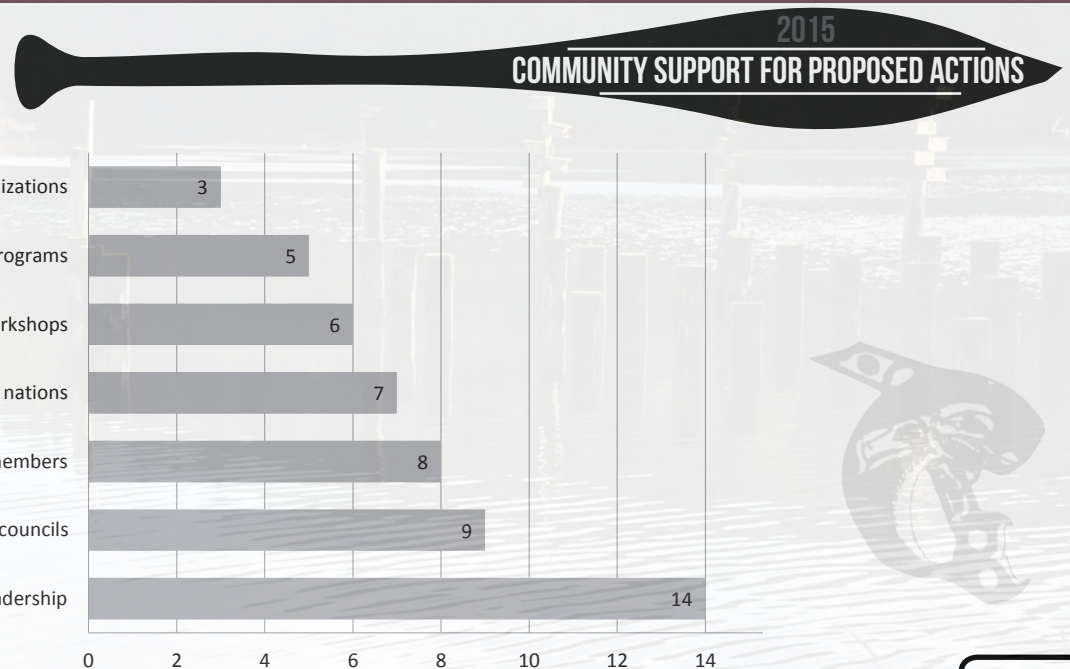
Community events and workshops

Connect with other Salish nations

Safe house for community members

Youth and Elder councils

Interaction between elders, youth and leadership



12.0 SCÁK | SYAAYS



“HELP OUR PEOPLE OUT WITH JOBS WITHIN THE COMMUNITY, OUR OWN PEOPLE DON’T ALL HAVE TRANSPORTATION TO JOBS.”

— CHRISTINA RUBY

12.0 EMPLOYMENT

Employment is often expressed as a top priority for Pauquachin community members. Pauquachin people are searching for opportunities to receive training in skills and to use their skills to gain employment.

In 2011, the National Household Survey reported that the labour force participation rate in Pauquachin is 44%. Out of the population of working individuals (AANDC, 2011d): 50 people are working in sales and services, 25 people are working in management, 20 people are working in government or the social sciences, and 15 people are working in trades or related services. The National Household Survey also showed that the average total income for persons with income is \$15,213 (AANDC, 2011b). Poverty is a pressing issue in many households in Pauquachin, which affects access to education, food, housing, and employment.

The band office works to increase the employability of community members through their Employable Skill Development program. This program happens bimonthly and includes training in areas such as: WHMIS, First Aid, resume writing, cover letter writing, and interviewing. The program can also help connect participants to courses that will grant certifications. Community members face different barriers when trying to gain employment. One of the major barriers is transportation, as the Coles Bay reserve is not frequently served by public transportation and many residents do not own a private vehicle. Young parents face the difficulty of finding work that fits into their children’s schedule, as many employers require work during the evenings and weekends. Another barrier is the limited job opportunities available on reserve.

During community consultations, members expressed a desire to see more business ventures on reserve. Although the Nation wishes to pursue business investment and development opportunities, they face challenges in the lack of a land management and development approval process as well as investor codes and governance procedures. In addition, conflict over traditional land holdings often prevents further development.

GOALS

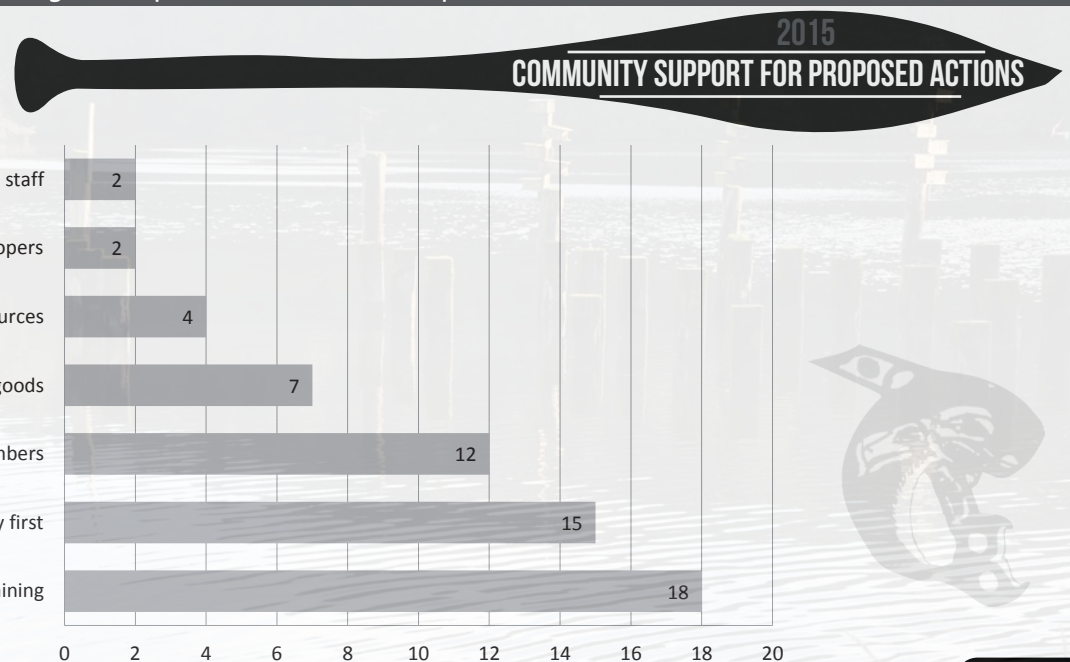
INCREASE THE EMPLOYABILITY OF PAUQUACHIN COMMUNITY MEMBERS

EXPLORE ECONOMIC DEVELOPMENT OPPORTUNITIES

REDUCE THE NUMBER OF PAUQUACHIN MEMBERS WHO DEPEND ON SOCIAL ASSISTANCE

ACTIONS

- Hire an employment support staff
- Reach out to businesses and developers
- Provide employment resources
- Create spaces for people to sell homemade goods
- Provide small job opportunities for all members
- Hire people from the community first
- Skills training



13.0 WĀCĒNĀNĒS | TS E WULHTUN

“THERE NEEDS TO BE MORE LIGHTS ON WEST SAANICH AND PAUQUACHIN LANE. IT’S DANGEROUS TO WALK AT NIGHT, CARS ARE DRIVING FAST AND CAN’T SEE YOU.”

— ESTHER BOB

13.0 SERVICES

Highway 17A (West Saanich Road) and McTavish Road provide good access to the Pauquachin Nations Coles Bay reserve, which is the residence for all on-reserve members. These major roads along with a new interchange at McTavish Road and Highway 17 offer efficient regional access opportunities. A number of excellent national and international transportation connections are located close to Coles Bay, including the Brentwood Bay Ferry Terminal, Swartz Bay Ferry Terminal, Washington State Department of Transport Ferry to Washington State in the US from Sidney, and the Victoria International Airport. The residents in Coles Bay are served by a water utility and sewage system, provided by the District of North Saanich. The band office is involved in monitoring the water quality on the reserve and this is reported to an Environmental Health Officer. There is no police detachment or fire hall on the reserve, but residents have access to these emergency services through surrounding municipalities and the RCMP.

Access to adequate public transportation is a significant challenge for Coles Bay residents. There is only one bus that provides service to the reserve, number 83, and it connects Pauquachin to Brentwood Bay and Sidney. However, the bus service is infrequent and the cost of the bus fare can be a barrier for some community members. Taking public transportation from Coles Bay is also not an option for those with a mobility disability. Although the public buses have a ramp, the bus stop in Coles Bay does not have the necessary station for the ramp to be set down, therefore making the stop inaccessible. Due to these barriers, people often rely on their family members to provide rides for transportation. The limited number of community members who are able to afford vehicles means that rides are difficult to obtain, especially for Elders. Another concern that community members have highlighted is pedestrian safety on the main roads. There are no sidewalks anywhere on the reserve and the portion of West Saanich Road in front of the band office and the Community Hall is regularly busy with pedestrian traffic, which often includes children. The absence of a crosswalk at this intersection and permitted speeds of 50 km/h creates significant risks for people who are crossing the road or walking adjacent to it to access the band office from the various homes along West Saanich Road. In addition, the lack of sidewalks means that wheelchair users do not have safe and accessible paths to travel on, which makes the reserve as a whole inaccessible.

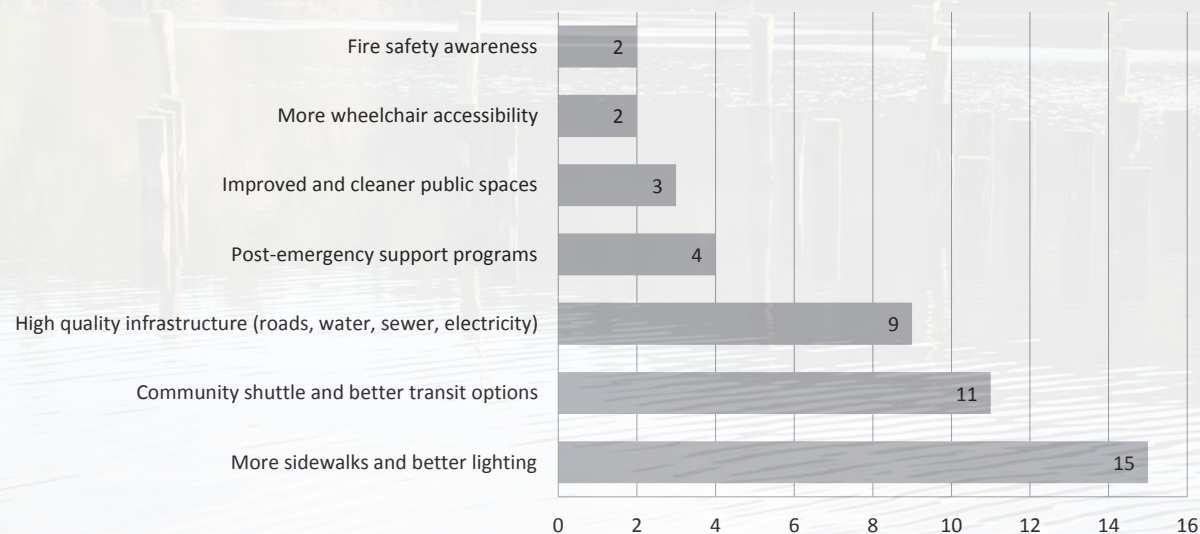
GOALS

**MAINTAIN AND CREATE NEW
COMMUNITY ASSETS, INCLUDING
INFRASTRUCTURE**

**ENSURE THAT SAFETY MEASURES
ARE IN PLACE FOR PEDESTRIAN AND
VEHICLE INFRASTRUCTURE**

**PROMOTE SAFETY EDUCATION
FOR THE COMMUNITY**

ACTIONS



Education levels, Barriers to participation, Band office programs

14.0 SCUQEL | HWQILUS



**“ELDERS SHOULD BE SHARING WHAT THEY KNOW WITH THE YOUTH.”
— ESTHER BOB**

14.0 EDUCATION

Education is a high priority for community members, as many have expressed that they see education as a necessity for gaining employment and a viable living income. According to the 2011 National Household Survey, Pauquachin's population of 240 who are 15 years or older had these levels of education (AANDC, 2011a): 130 people have no degree, certificate or diploma, 65 people have a high school diploma or equivalent, 40 people have a trades apprenticeship or another non-university certificate, and 10 people have a university certificate below the bachelor level.

The youth in the community face challenges in reaching high school graduation and continuing on to post-secondary education. One of the major issues identified is school attendance. First Nations youth workers in public schools have noted that at the elementary school level, kids are already missing significant amount of classes. Teachers are missing home support, as some parents are not pushing their children to attend school. Limited attendance at the elementary school level leads to children falling behind in reading, writing and math skills when they reach high school. In order to encourage attendance, there needs to be more support for parents, who can be dealing with mental health issues or a mistrust of schools from historical traumatic experiences.

The band office is involved in many different programs that help support youth education. To encourage Pauquachin youth to continue into post-secondary education, the band provides grants to students, organizes a dinner to celebrate graduates, and arranges a Meet and Greet between high school seniors and college students to encourage higher education. In addition, the band manages afterschool activities for elementary, middle and high school students. For younger students, Homework Club offers a space for children to play, have a snack, and practice reading and math skills. Tutoring sessions are also available for older students, where they are able to receive personal assistance in their assignments and studies.

GOALS

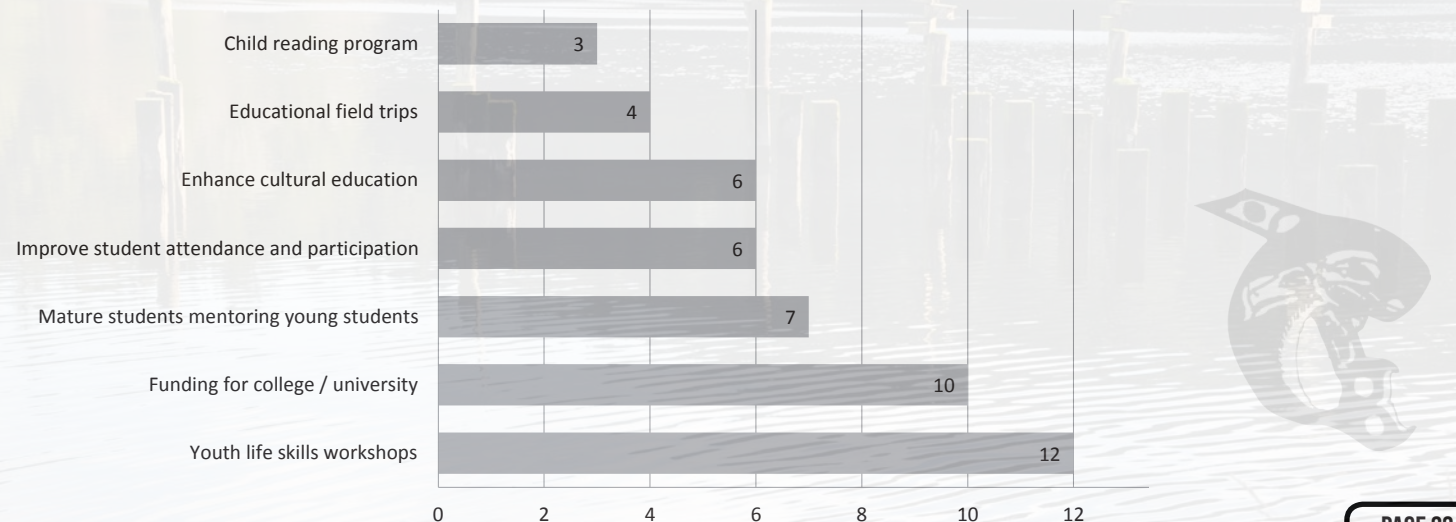
SUPPORT YOUTH IN PURSUING HIGHER EDUCATION

ENHANCE EARLY DEVELOPMENT AND SCHOOL READINESS OF CHILDREN

SUPPORT THE DEVELOPMENT OF TRADITIONAL EDUCATIONAL OPPORTUNITIES

EDUCATE YOUTH ON IMPORTANT LIFE SKILLS THAT ARE APPROPRIATE TO PAUQUACHIN

ACTIONS





“ALL WE NEED IS 10 VOLUNTEERS FOR
10 DAYS TO BEAUTIFY OUR LANDS”
— BRYINE JAMES

15.0 ÀLEÑO, MET | MUKW HULI TUL

Sustainable Development, Waste Management, Green Spaces

15.0 ENVIRONMENT

The Coles Bay reserve, where all on-reserve members reside, is situated on the Saanich Peninsula, with Coles Bay towards the west and John Dean Provincial Park towards the east. Within these lands, the net developable area or development footprint is 150 hectares or 54% of the land to preserve culturally and environmentally sensitive areas and infrastructure physical site constraints. On the Coles Bay reserve, there are 65 hectares of culturally or ecologically sensitive lands, which makes up 24% of the total lands (Urban Systems, 2014).

Community members have expressed that they wish to see more green spaces in the form of public parks and trails. Currently, the Coles Bay reserve has a high degree of forested lands and is located to the west of John Dean Provincial Park. These forested lands are mainly used for cultural and traditional purposes. Community members are looking to have public green spaces for recreational purposes, especially to support activities for youth. The culturally significant lands are referred to as ŁÁU, WELNEW and provide sites for traditional rituals related to major life events. Ecologically sensitive sites include the major creeks that run through the reserve, which require development buffers. In Pauquachin's Economic Development Strategy, the protection of culturally or ecologically sensitive lands is a stated objective.

In order to reduce the amount of waste produced on reserve, the band office runs a recycling and composting program. These programs allow community members to produce fertilizer for their households and also reduce waste that goes to the Hartland landfill. Despite the presence of these programs, Pauquachin still faces the concern of being a producer of large amounts of waste. A challenge that the Coles Bay reserve faces is pollution on public streets and in private household yards due to waste that is not properly disposed. This issue has been brought up by community members, and they would like to see a greater effort from the community to clean up outdoor spaces and beautify landscapes. Community members have remarked that careful stewardship of the land is a role that everyone has to play.

GOALS

SUPPORT SUSTAINABLE DEVELOPMENT

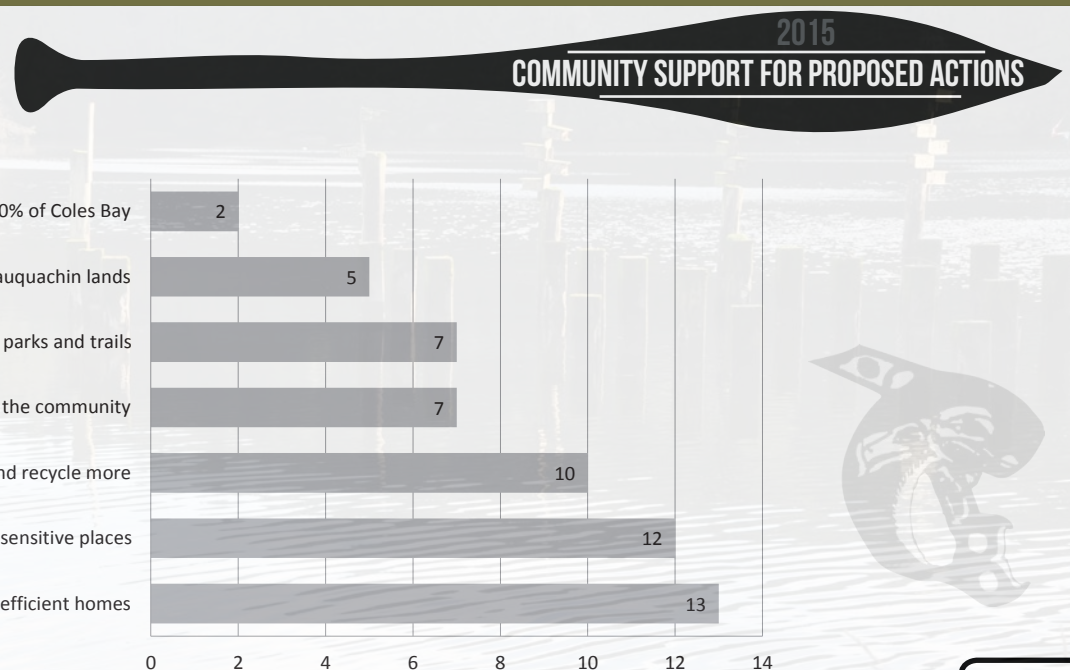
REDUCE CONSUMPTION OF RESOURCES

REDUCE POLLUTION ON PAUQUACHIN LANDS

INCREASE THE AMOUNT OF OPEN AND PARK SPACE

ACTIONS

- Limit development to no more than 50% of Coles Bay
- Prioritize the environment when developing Pauquachin lands
- Community parks and trails
- Planting trees and cleaning up the community
- Reduce, reuse and recycle more
- Protect environmentally sensitive places
- Energy efficient homes



16.0 NEXT STEPS

The former chapters of goals and action items for each community pillar have been created through a significant amount of consultation with the Pauquachin community. The next step is turning these ideas for actions into reality, which will involve the collaborative work of leadership, band office staff, community partners, and community members.

To identify the most important action items, the planning team asked community members to tell us about their priorities. Through a Community Meeting and a band office workshop, we were able to rank our action items. These rankings are displayed in graphs within each themed chapter. We have taken the top 2 to 3 action items under each pillar and formed a timeline for when these actions will happen, who can lead the action, as well as related community planning theme. The following sections organize our priority actions into the short term, medium term, long term, and ongoing actions.

Short term = Action items for the next 1 to 2 years.

Medium term = Action items for the next 3 to 5 years.

Long term = Action items for the next 6 to 10 years.

In order for the implementation of the plan to be successful, everyone needs to be involved in supporting the actions. Leadership on actions can come from the band office, community partners, or Pauquachin community members themselves. During the stage of implementation, community members have an important role in sharing their knowledge, skills, and time to help our plan's actions move forward.

STRATEGIC ONGOING ACTION ITEMS

The following actions relate primarily to capacity building for Pauquachin members so they can in turn make the greatest contribution to the community. Since these actions are continually required, they have been identified as ongoing action items.

ONGOING ACTIONS:

RESPONSIBILITY

Engage elders to lead teachings of traditional culture and languages.	Education Programs / Community Members
Reintroduce traditional language classes at the band office.	Band Administration
Include the community in land use decisions through public meetings and committees.	Chief and Council
Encourage conversations or talking circles to support community healing.	Health
Offer training for employable skills.	Health / Employment Programs / Community partners
Provide casual job opportunities to all community members.	Health
Provide funding for post-secondary education.	Health
Establish housing policies to require energy efficiency through new construction or retrofitting.	Housing

PRIORITY ACTION ITEMS: These priority actions have variable timelines of approximately 1 to 10 years to complete.

SHORT-TERM ACTIONS (1-2 YEARS):

	RESPONSIBILITY	COMMUNITY THEME
Provide space for hosting talking circles for practicing traditional languages.	Band Administration	LANGUAGE
Inspect Pauquachin owned homes for health and safety, and repair concerns.	Housing / Health	HOUSING
Undertake a land use plan.	Chief and Council	LAND
Consider opening one Chief and Council meeting a month to the public.	Chief and Council	LEADERSHIP
Create a small library in the band office with policy documents.	Band Administration	LEADERSHIP
Provide a platform for dialogue between leadership and the community.	Chief and Council	LEADERSHIP
Start a youth council and elders council.	Health / Chief and Council	COMMUNITY
Conduct an asset management plan.	Band Administration / Housing	SERVICES
Work with the community to identify locations for additional street lighting.	Band Administration	SERVICES
Host life skills workshops through existing youth groups.	Health / Education	EDUCATION
Identify and protect environmentally sensitive sites through a land use plan and traditional use study.	Chief and Council / Community	ENVIRONMENT
Support waste reduction at band office events through using recyclable or reusable materials.	Health / Community	ENVIRONMENT
Hire a Youth Worker	Band Administration	EDUCATION
Finalize the Membership Code	Chief and Council	LEADERSHIP

MEDIUM-TERM ACTIONS (3-5 YEARS):

	RESPONSIBILITY	COMMUNITY THEME
Identify the funding, location, and design for the construction of a Bighouse.	Chief and Council / Community	CULTURE
Identify community members who can teach workshops on traditional medicine use.	Health / Community	CULTURE
Build 20 new housing units by the year 2020.	Chief and Council / Housing	HOUSING
Integrate accessibility features into existing and new housing.	Housing	HOUSING
Identify funding and location for a sports field.	Chief and Council / Community	HEALTH
Improve upon the existing trail network to encourage physical activity.	Band Administration	HEALTH
Champion for a safe house for community members who are experiencing household violence.	Chief and Council / RCMP	COMMUNITY

LONG-TERM ACTIONS (6-10 YEARS):

	RESPONSIBILITY	COMMUNITY THEME
Conduct a study on traditional family land use and ownership.	Chief and Council	LAND
Collaborate with other First Nations and municipalities to lobby for better transit options.	Chief and Council / BC Transit	SERVICES
Negotiate with MOTI to improve pedestrian amenities on West Saanich Road and McTavish Road.	Band Administration / MOTI	SERVICES
Develop a Constitution for Pauquachin	Chief and Council	LEADERSHIP



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- Pauquachin Chief and Council
- Pauquachin Staff Members
- Pauquachin CCP Team (Eliana Chia and Narrene Williams)
- The Pauquachin community elders, adults, youth and children
- South Island Wellness Society
- Royal Canadian Mounted Police (RCMP)
- WSÁNEĆ School Board
- Stellyès Secondary School
- AANDC BCCI funding program
- Urban Systems Ltd.

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