

KNAP ANNUAL REPORT



Looking back at our accomplishments – 2014

A look back at the first year of actions that implemented the K'ómoks First Nation CCP Version 1.0 and Chief & Councils top priorities.

KNAP Annual Report

LOOKING BACK AT OUR ACCOMPLISHMENTS – 2014

FOREWARD

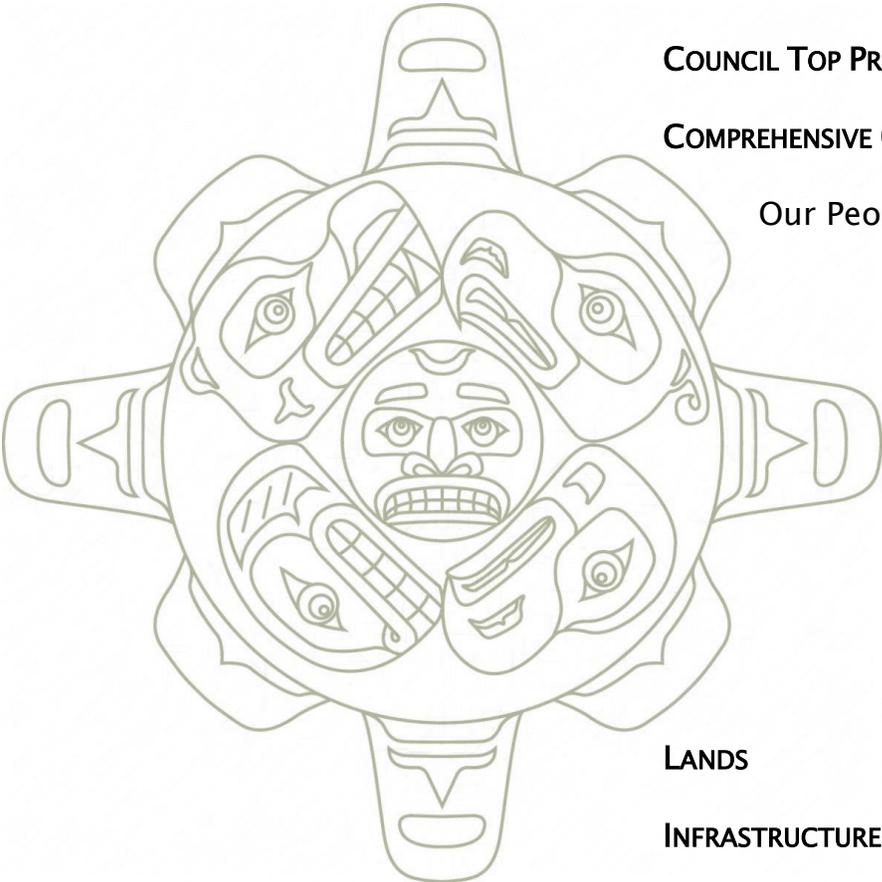
This is our first ever Annual Report that we are delivering to the K'ómoks First Nation as part of the CCP process. Last March 2014 the K'ómoks First Nation CCP Version 1.0 was passed. This Annual KNAP document will report back on what was worked on from the CCP Version 1.0 in the past year. The KNAP is a plan with actions taking on what we placed ahead of us on the horizon to take action and reflect how things went, what worked, and what didn't work.

This Fiscal was the first year of implementation the CCP Version 1.0 through the KNAP (K'ómoks Nation Action Plan) binder. This is a first step to tracking and monitoring the implementation of our CCP. It is important to monitor how we are doing. This is a way to see what areas we can enhance. This review will assist us in taking more initiative and direction of what we want and where we want to be. By doing this annual review it assists as a great tool to share information with the Nation, we are open to changing our approach. As always we welcome any feedback or suggestions on what you find helpful and effective.



TABLE OF CONTENTS

FOREWORD	1
SNAPSHOT	3
MESSAGE FROM COUNCIL	4
OVERVIEW & ORGANIZATION	6
COUNCIL TOP PRIORITIES	7
COMPREHENSIVE COMMUNITY PLAN AREAS	9
Our People	
Health & Well Being	12
Child Welfare	12
Youth	13
Culture	13
Education	14
Safety	16
LANDS	17
INFRASTRUCTURE	21
GOVERNANCE	22
ENVIRONMENT & WILDLIFE	23
ECONOMIC DEVELOPMENT	24
SUSTAINABILITY	25



SNAPSHOT OF THE YEAR 2014

Below is a brief overview or the last fiscal year 2014.

Member Stats

Population: 330

Female: 177

Male: 153

Households

Households: 76

Cp's: 34

Rented: 11

Education

High school

Grads': 4

Working on

MESSAGE FROM COUNCIL

It's been an eventful year for us as the Nation implemented the first K'ómoks First Nation CCP Version 1.0 through the K'ómoks Nation Action Plan (KNAP).

Last January we set out top priorities with the Comprehensive Community Planner and Treaty Budget Coordinator. These top priorities guided us in our journey to work on objectives that we set out for the calendar year. This helped in guiding us and keeping on track while helping the staff and Treaty to work on projects and initiatives. Without their help and support we have achieved a lot of objectives identified in the Comprehensive Community Plan Version 1.0.

It was a year of implementation and monitoring, what was worked on, how did things go?, what worked for implementation?, and what didn't work?. This has really helped us as a Nation to see how much we do visually to track and monitor it.

It is still in the beginning of our journey to self-governance as we continue to implement and monitor. It has been an eventful year with negotiation of the gravel road to our IR# 3 at Goose Spit, negotiation for a traffic light, signs made for IR#1 home lands, training for our Guardian Watchmen, built the new K'ómoks Administration Office and moving into it along with many other projects and initiatives.

Acknowledging the achievements we have made as a Nation is important to us to celebrate our successes and of our membership while learning from challenges that we have faced. This Annual KNAP Report displays the objective, status, and a snapshot of the results. It's a way to keep track and share the information with you as we continue to move forward in our journey.



This past year has shown us that we can make things happen as a whole when working together. We can achieve our goal when there is a plan and actions set out.

We would like to raise our hands up to those who helped in achieving objectives that were set out in the CCP and for all the hard work you do. Gila'kasla & Huy'ch'qa (Thank you) for your continued support and feedback as we continue on the journey to self-governance. As always we are open to feedback and comments on our reporting back to you. We look forward to see what this next year has in store for the K'ómoks First Nation.

OVERVIEW & ORGANIZATION

Description

This is an Annual Report of the K'ómoks Nation Action Plan (KNAP) on the actions implemented by the K'ómoks Treaty and K'ómoks Administration. The KNAP has guided the Administration and Treaty in the past year to move ideas to action and track whether it was successful or not. This assisted in keeping the end goal on the horizon of what we are working towards. It has been a vital tool for us along with working with our leadership, Chief & Council, to identify their top priorities to be worked on throughout their term.

The K'ómoks Nation Action Plan is a separate document that is a living document that will be utilized by Treaty, Staff, and leadership (Chief and Council).

Terms used for the status of an objective;

Successful: Achieving actions that implemented the objective by turning the great ideas into actions that were taken on.

Uncompleted: Actions taken but not fully completed due to challenges at that time.

On Going: Actions will be continued and worked on throughout the year

Affiliation to the KNAP

This is intended to be used as a tool to implement the CCP through a meeting with Chief and Council to identify their top 10 priorities. By identifying top priorities from our leadership those initiatives will be worked on by the Administration staff and Treaty. The top priorities are then incorporated into everyday work for staff. The KNAP Implementation Coordinator met with Chief and Council each month to provide an update on the status of the top priorities and to receive further guidance on projects and initiatives.

As a result in identifying top priorities from the leadership it has proven to be successful as projects and initiatives are followed through and completed. Through this format it is shown in writing also it has shown a way to see the progress we as a Nation are growing. The intention of this report is to be transparent and share information by reporting on the outcomes of the K'ómoks Nation Action Plan.

The top priorities of Chief and Council for 2014 were;

1. Culture – K’ómoks Language
2. Signage
3. Personal Planning
4. Joint Initiative (HR, Education, & Social Development)
5. Communication
6. Pie Charts (Budget for outcomes)
7. Fairness/Equality
8. Administration Building
9. Youth/Elders Council or committee
10. Safety
11. KDC Health – HAC (Health Advisory Council)

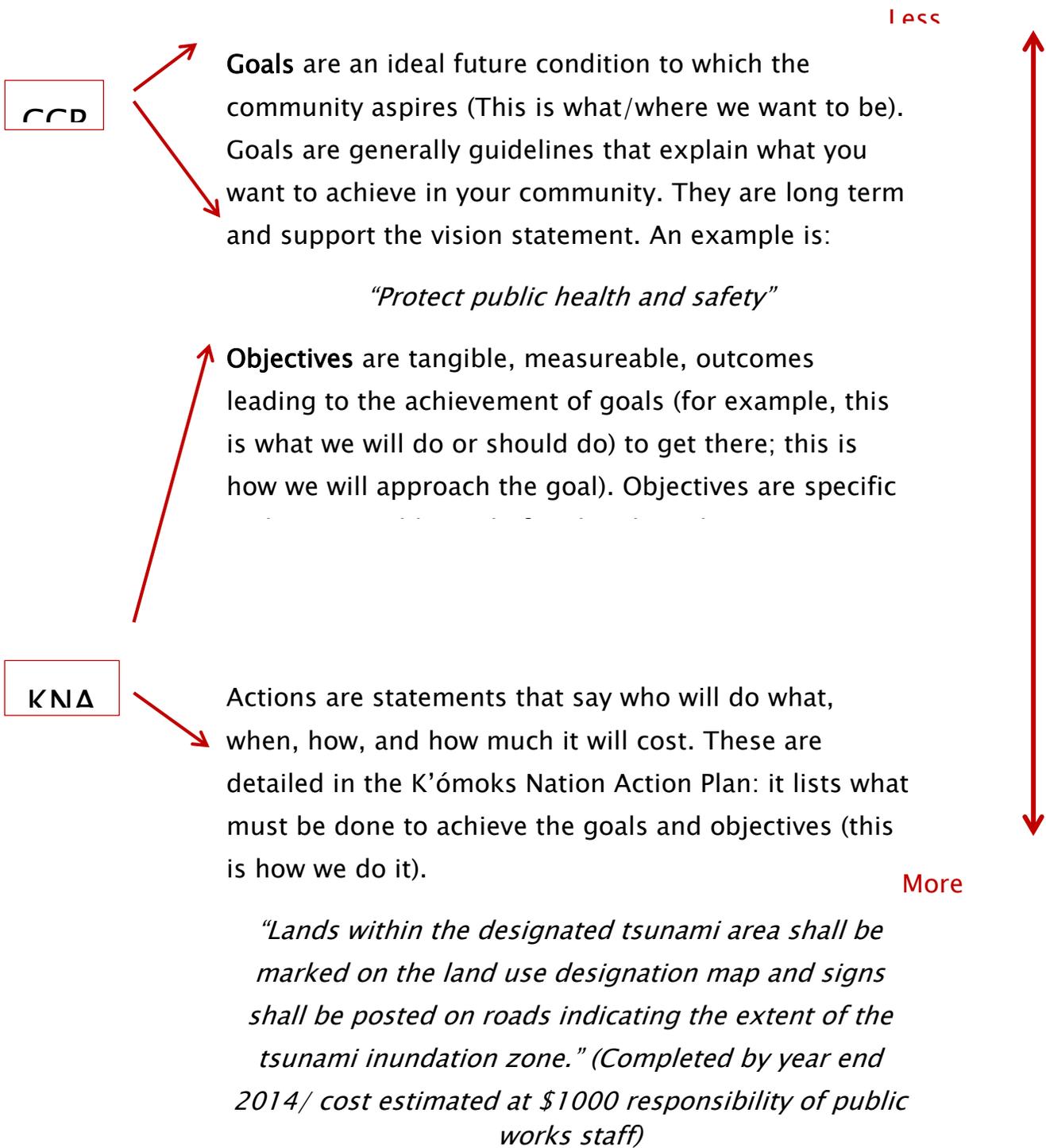
Vision Statement

Through the Treaty process, K’ómoks people came together to build a vision for the Nation. Members said:

“K’ómoks First Nation is a prosperous and healthy community where each member has the right to self-sufficiency. K’ómoks members move forward with our neighbors, exercising our rights and title while respecting our historical connections to our lands and resources, and to one another.”

The vision has been retained in the foundation of the Comprehensive Community Plan and K’ómoks Nation Action Plan. The goals, objectives and actions work towards achieving this vision.

The K’ómoks Nation Action Plan is an important tool to guide and set priorities to improving transparency, and focusing on actions as the Nation continues on the journey forward in the Treaty process. It’s a new productive way to do monitor and track action items that have been worked on.



CHIEF & COUNCIL TOP PRIORITIES

Priority 1 – Culture

ONGOING

- Language lessons for the first 15 minutes at treaty meetings
- Joined the language initiative with three other Nations – Tla’aamin , Holmaco, & Klahoose

Priority 2 – Signage

COMPLETE

- New signs Entering K’ómoks First Nation at each point entering and leaving K’ómoks First Nation. A third set of signs have been made “No commercial vehicles beyond this point”
- A sign has also been put up at the Puntledge Reserve at the gate going to the point

Priority 3 – Personal Planning

ONGOING

- Workshops and training opportunities throughout the year
- Works Forum is a forum for individuals to take part in success planning
- Training in OFA (occupational first aide) Level 1 & 3 and Guardian Watchmen Training
- Updated HR Policy

Priority 4 – Joint Initiative

UNCOMPLETED

- Not all 3 positions (Social Development Worker, Human Resources, & Education) were filled at the same time. Now that all positions are filled this initiative will begin

Priority 5 – Communication

ONGOING

- Website has been updated and now has a membership only tab
- Research has been done to seek out what type of equipment is needed to live stream a Treaty meeting along with estimates for the equipment

Priority 6 – Pie Charts (Budget for outcomes)

ONGOING

- Seek out a template similar to West Bank First Nation

Priority 7 – Fairness & Equality

ON GOING

- Keep in mind of continuing to treat members fair and equally
- A change in terminology from “Community” to “Nation” because Nation includes everyone both residing on and off reserve

Priority 8 – Administration Building

COMPLETED

- Done and all Administration staff and Treaty staff have moved in

Priority 9 – Youth/Elder Committee

UNCOMPLETED

- A proposal was submitted for a youth position and funding requirements of the funding agency were restricted on who could apply however the work will continue on through the Youth Elder Engagement

Priority 10 – Safety

ONGOING

- Bear Aware workshop
- OH&S workshop for staff
- OH&S Box made
- HR Policies complete and binded

Priority 11 – KDC Health HAC (Health Advisory Council) Representatives

Complete

- Meeting held and appointed new K'ómoks representatives for the KDC H.A.C (Health Advisory Committee)

COMPREHENSIVE COMMUNITY PLAN AREAS

Our People

Health & Well Being

Objective:

Encourage community-supported events that appeal to all generations such as sports days, canoe trips, traveling to KFN lands, visits to other Nations, camping, picnics, and game days.

ONGOING

- Potlucks at K'ómoks Band Hall each month
- Camping trip to Tree island and paddling around K'ómoks First Nation territory in the I-Hos canoe
- Traditional game of Lahal in the K'ómoks big house
- Support the KAJ's paddle to Bella Bella 2014

Child Welfare

Objective:

Strengthen access and support traditional parenting programs that develop positive skills and living healthy lives.

ON GOING

- Research on traditional parenting programs
- Shared research findings on a program at the Port Alberni Friendship Centre with KDC CHR ideas that can be incorporated in the mom and tots program

Youth

Objective:

Continue to create summer employment for youth for youth at KFN businesses and administration; seek out paid employment for youth with our partners and other organizations.

ON GOING

- A call out to youth is done each year for summer employment

Culture

Objective:

Encourage members to learn and speak the K'ómoks First Nation languages.

ON GOING

- The first 15 minutes of each treaty quarterly meeting is a language lesson both in Kwakiutl and Coast Salish
- At meetings a card with words in the Kwakiutl and Coast Salish language given to members
- A CD was given to members at a Treaty meeting with K'ómoks songs on it

Objective:

Integrate opportunities to learn about our cultural traditions and honor all sides of the K'ómoks traditions.

ON GOING

- The first 15 minutes of each treaty quarterly meeting is a language lesson both in Kwakiutl and Coast Salish
- At meetings a card with words in the Kwakiutl and Coast Salish language given to members
- Joined the language initiative with the three other nations , Tla'aamin, Klahoose; Homalco, to revitalize the Island Comox language

Objective:

Encourage feasting between families.

ON GOING

- Potluck dinners hosted by members each month at the band hall

Objective:

Support the community's participation in Tribal Journeys.

ON GOING

- Space available for a table for members to have raffles, 50/50s at Treaty meetings
- Assist the KAJS (K'ómoks Aboriginal Journeys Society) in purchasing bingo equipment for bingos in the hall

Objective:

Develop a comprehensive food plan that includes plans for growing, harvesting, fishing, hunting, distributing and marketing all food products including fish, elk, bees, or any other product that is contained in our territory.

UNCOMPLETED

- Extensive research was done on honey making (bees) which is a great idea however we as a Nation aren't ready for it yet as it takes a lot of labour and maintenance etc

Education

Objective:

Continue offering after school educational services.

ON GOING

- Tutoring offered for youth who reside on reserve

Objective:

Encourage youth to move forward through all levels of education and help them to define a goal achieving path.

ON GOING

- Encourage and support membership in obtaining an education in the field of interest
- Support and provided opportunities to obtain training and certificates example OFA (Occupational First Aid) level 1 & 3, training for the Guardian Watchmen

Objective:

Create awareness of programs and courses available at training institutions, colleges, and universities.

ON GOING

- Encourage members to apply for post-secondary
- Support members to obtain a post-secondary education
- Share updates through the newsletter, website, or social media

Objective:

Continue to increase enrollment and graduation in post-secondary education.

ON GOING

- Encourage membership to apply for post-secondary & university
- Support members to obtain a post-secondary education

Objective:

Promote education through job-shadowing or internships with partners and other organizations in the Comox Valley.

ON GOING

- Share information on upcoming jobs with members through the newsletter and website

Safety

Objective:

Support traffic calming measures in and leading to the K'ómoks IR#, including the intersection with Comox Road.

SUCCESSFUL

- Negotiation was done by Chief Negotiator ,Mark Stevenson, & Assistant Negotiator ,Melissa Quocksister, for a stop light on Comox Road Intersection to the new Administration building

Objective:

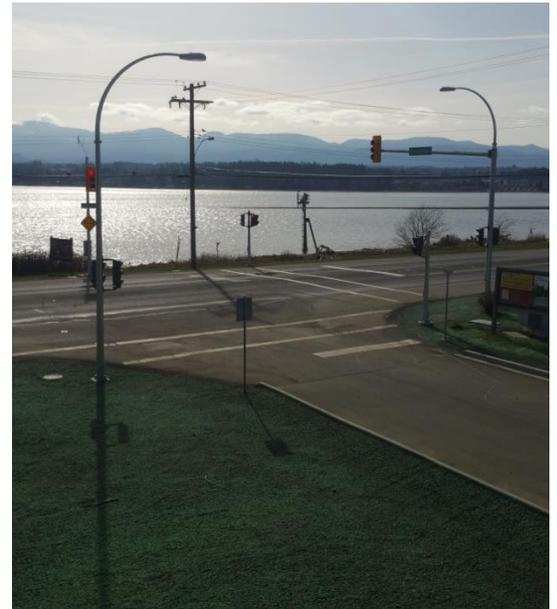
Education of human/wild animal interface issues and ways to protect and promote safety within the community.

On Going

- Bear Aware workshop at treaty fun day summer 2014 aim to have this be an annual workshop

Objective:

Establish policies for meeting established safety and health standards for work and social environments through the implementation of approved Occupational Health & Safety standards for all KFN businesses and for all community events.



On Going

- Made an OH&S box
- Workshop with Mid Island Safety for Administration & Treaty staff

Lands

Objective:

Complete an environmental assessment on all current lands and the lands that are acquired by K'ómoks First Nation to ensure there are no contaminated sites or issues that should be remediated before lands transfers are considered.

ON GOING

- Current Environmental completed the first phase of EAS (Environmental Assessment) on the IR's for contamination and is working on phase 2

Objective:

Establish that outside agencies and developers must complete all application/partnership requirements defined by KFN before proceeding with any development proposals.

ON GOING

- Developers Guide and application drafted

Objective:

Develop a Priority Amenity list to ensure appropriate benefits are realized through development partnerships.

SUCCESSFUL

- Priority amenity list can be found in the K'ómoks CCP Version 1.0 Appendix A

Objective:

Servicing plans for water, sewer, storm water, and power may be developed for all KFN lands. The purpose of these plans will be to determine the obstacles, opportunities, and costs of servicing as these requirements will have a major impact on the development of the lands.

ON GOING

- Applying for funds from P3 for wastewater treatment plant and related infrastructure
- Applied for round 6 of the funding for P3 – wastewater treatment plant and related infrastructure project
- Currently negotiating with the City of Courtenay & Comox Valley Regional District regarding getting water across the Puntledge bridge to the Puntledge reserve

Objective:

Alternative energy sources will be investigated where practical and cost effective.

ON GOING

- Continue to seek out funds to implement alternative energy

Objective:

Develop detailed design guidelines that establish the form and character of land uses on KFN lands.

SUCCESSFUL

- Developer Guidelines were created for any developer who wants to work with K'ómoks which shows what is required from K'ómoks with color schemes and some landscape as well

Objective:

Develop a “brand” for new signs announcing entry into KFN lands and KFN traditional territory; place these signs at entrance points to all KFN lands.

ON GOING

- A signage plan was created to begin implementation of signs to the K’ómoks lands
- Entering and Leaving K’ómoks Homelands (IR#1)
- Private Property sign put up at Puntledge (IR#2)

Objective:

Develop a Priority Amenity list to ensure appropriate benefits are realized through development partnerships.

SUCCESSFUL

- Priority list was made with consultation with the membership and can be found in the CCP appendix A

Objective:

Develop detailed design guidelines that establish the form and character of land uses on KFN lands.

SUCCESSFUL

- Developer Guidelines created

Objective:

Develop a “Brand” for new signs announcing entry to KFN lands and KFN’s Traditional Territory; place these signs at entrance points to all KFN lands.

ONGOING

- Entering K’ómoks First Nation Signs put up at entry points to IR#1, local only traffic signs put up at the entrance of KFN main roads (example Sahtloot & Bayside), Private Property sign put up at KFN IR# 2



Objective:

Work with appropriate levels of government to recognize KFN concerns on the management of harvesting from the lands, including hunting, fishing, gathering, and beach combing activities.

ONGOING

- Initiate talks with all levels of government regarding a program/project created by K’ómoks for K’ómoks members to work on protecting the K’ómoks First Nation Territory through a Guardian Watchmen Program

Objective:

Identify and limit development on lands that are susceptible to flooding or tsunami hazard.

ON GOING

- Update emergency planning still being worked on by staff

- Maintenance Manager now attends weekly meetings regarding emergency planning

Objective:

The use of local materials (such as timber from our own lands) and labour whenever possible is encouraged to reduce economic leakage from K'ómoks First Nation and the surrounding jurisdictions.

ON GOING

- Utilize local companies in the Comox Valley to build the Administration building
- Utilize local companies to make give aways for meeting such as note pads, pens, bags, and engraving signs

Objective:

Plans for the development of all KFN lands shall consider the potential impacts of ocean level rise, increased storm events and increased surface water flow that will result from global warming.

ON GOING

- Flooding is considered and identified in areas of the Puntledge IR#2

Infrastructure

Objective:

Work cooperatively with adjacent local governments and provincial/federal organizations to address servicing issues on KFN lands, including large scale projects (newer sewer systems) and smaller scale projects (water pressure on K'ómoks IR#1).

ON GOING

- Apply for round 6 funding from P3 funds for water and sewer

Objective:

Partner with the City of Courtenay to extend water and sewer to Puntledge IR#2.

ON GOING

- Agreement In Principle drafted and shared with K'ómoks First Nation as a first step in working and negotiating with the City of Courtenay to extend services to the Puntledge IR#2

Governance

Objective:

Work with surrounding jurisdictions to develop protocol agreements and or/ memorandums of understanding on how each organization will share information, referrals, decisions, and work together for the betterment of all communities.

ON GOING

- An Agreement In Principle for the Referrals Program has been drafted and is still being worked on currently by K'ómoks First Nation and the Comox Valley Regional District

Objective:

Ensure that all members both home and away are fully informed on what is happening at KFN

ON GOING

- Combine and update the Band and Treaty Website also created a members only page
- Monthly newsletters sent out to members home and away

Objective:

Share all information relevant to members as soon as possible to ensure transparency and openness.

ON GOING

- Information and events is shared on the new website www.komoks.ca which includes a members only section with access through a password
- Monthly newsletter has information and events that include Treaty and Band Administration
- Information and events are shared through social media and newsletter

Objective:

Develop new methods of sharing information in addition to the website and newsletter while continuing with traditional methods (meetings, home visits, and discussions).

ON GOING

- Research was done on equipment to live stream and record meetings

Environment & Wildlife

Objective:

Develop a K'ómoks Estuary Management Plan that details the management of the estuarine environment.

ON GOING

- Revised and added to the K'ómoks Estuary Management Plan (KEMP) updating it and it is still in a working draft document at the moment

Objective:

Develop a Guardian Watchmen program.

ON GOING

- Guardian Watchmen identified
- A variety of training has already been underway with the Guardian Watchmen such as ; Marine Advanced basic First Aid, Marine Duties, Small Vessel Operator, Conflict and Resolution, Swift Water Rescue, Environmental Monitoring
- Continue to seek out core monies to fund the Guardian Watchmen project

Objective:

Ensure all members are aware of human/wild animal interface issues and offer educational programs for dealing with wildlife.

ON GOING

- Workshop on Bear Aware Safety at a Treaty Quarterly
- Goal is to have a presentation workshop on Bear Aware safety do's and don'ts should a person encounter wildlife

Economic Development

Objective:

Develop a 10 year Economic Development Plan that is detailed and aligned with this CCP's vision and values and work diligently to implement this Plan over the 10 year time frame.

ON GOING

- Funding is now approved for a 10 year plan which will begin on April 1,2015

Objective:

Assist members in developing individualized programs that set out a path and milestones for achieving career and personal goals.

ON GOING

- Created and offered Career Pathways Workshop
- Training opportunities for OFA Level 1 & 3 to members

Sustainability

Objective:

Develop a KFN Sustainability Plan that addresses the CCP goal for sustainability: “Meet the needs present without compromising the ability of future generations to meet their own needs”

SUCCESSFUL

- Created an Integrated Sustainability Plan

Objective:

Support the integration of language into day to day activities, community events, meetings, and all communications.

ON GOING

- Language lessons at the beginning of Treaty meetings for the first 15 minutes
- K’ómoks to join the language initiative that Betty Wilson begun with 3 other communities (Tla’aamin, Klahoose, Homalco)
- Share K’ómoks songs on a CD with membership

Objective:

Recognize the successes of our members.

On Going

- Recognize students on their achievements
- Recognize members who are successful in obtaining a job upon notification from the HR department



K'ómoks First Nation



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