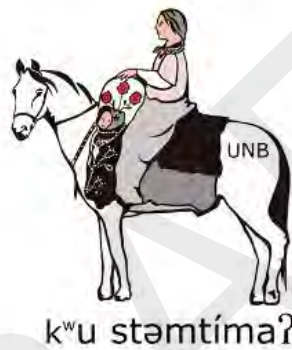


2024-2025 kʷu stəmtímaʔ Strategic Plan Upper Nicola Band

Planning Session
November 3 – 5, 2023
Delta Hotel Grand, Kelowna



Prepared by the Okanagan Nation Alliance
Child and Family Planning Team
Reviewed by Carol Holmes, Chair kʷu stəmtímaʔ

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Strategic Planning Session

Background/How Did We Arrive Here?

In accordance with UNB's Council Resolution of Sept. 30, 2017, the k^wu Stəmtíma? (Grandmothers Group) have the right (together with the UNB Child and Family Preservation Worker and the Health Director) to represent and plan for "all matters relating to Upper Nicola Indian Band Children, Youth and Families"; the clause "Upper Nicola Indian Band Children, Youth, and Families" is restated as "UNB Relations".

"Relations" means the UNB children, families and community. Our family relationships are inclusive of all individuals connected to our families both biological and non-biological.

The k^wu stəmtíma? Declaration, December 15, 2020, states "the safety, well-being, and identity of our Relations is a priority". They are working to reassert and resume full, inherent, Indigenous jurisdiction as their Aboriginal (S. 35) right in Canada.

The k^wu stəmtíma? have developed this Strategic Plan to identify goals and critical actions needed to achieve the development and enactment of UNB jurisdiction. This was the fourth k^wu stəmtíma? Strategic Planning Session, and it is the second time that others, including community members and SCFSS representation, have been invited to attend.

From 2017 to 2020 the membership of the k^wu stəmtíma? grew from five members to over twenty members. In 2023, there are eleven active members and a number of inactive members and six staff members.

The k^wu stəmtíma? work with the partner organizations and allies to accomplish the goals stated in the 2024-2025 Strategic Plan. As part of their work to support the UNB community, the k^wu stəmtíma? created a 13 Moon Events Calendar to promote healthy relations and healthy families and they work to keep the community informed and engaged with the events and activities. All UNB Rights Holders have a role and a responsibility regarding the wellness and wellbeing of the UNB Relations; the first step is to say, "I can do this" and "I can support these goals".

The k^wu stəmtíma? focus on sqllXwcAWt (Syilx Ways of Being) and community wellness, including protection and keeping children at home with family and in the community. The k^wu stəmtíma? acknowledge and raise their hands to all the volunteers at the various events, including the 13 Moon Calendar Events, who support family and community wellness. The k^wu stəmtíma? and the Upper Nicola community working towards dependence and interdependence impact any generations. The sqllXwcAWt teachings focus on who we are, as sqllXw from the Upper Nicola, where we came from and where we are going, as we decolonize our thoughts, our words and our actions.

The k^wu stəmtíma? declare the children must be at the center. Children will walk beside us – it takes love, compassion, and commitment. Syilx/sqllXw laws are embedded in our ceremonies, practices, and captík^wł. The four Food Chiefs, and sninA/ nA/] q'w'q'wc'W'iy'A/ (Owl Woman and Chipmunk) are examples of captík^wł which include laws, customs, values, and principles teachings. We have our laws, we must recognize our laws.

Planning for the Year Ahead

The k^wu stəmtíma? organized a two and a half day meeting to review and update their Strategic Plan. This planning session brought together community members and was supported by the Okanagan Nation Alliance. The objectives included:

- Review the previous k^wu stəmtíma? Strategic Plan.

- Identify outcomes accomplished and outstanding to determine priorities.
- Discuss the key commitments and actions required to update the Strategic Plan, building on the significant work and actions completed to date.
- Create a Strategic Plan for 2024.

Participants

The following individuals participated in the planning session over the three days. The participants represent a range of organizations and communities.

kwU stemtimA/

- Carol Holmes, Chair
- Martha Chillihibitia, Vice Chair
- Diana Boston, Vice Chair
- Cora Tom
- Judy Chillihibitia
- Charlene McRae
- Nettie Ernst
- Simone Chenoweth

Upper Nicola Staff

- Debra Manuel, Director of Relations
- Collette Sunday, UNB Band Administrator
- Kim Fuller, kwU stemtimA/ Assistant
- Carol Smith, Family Preservation Worker
- Nadine Chillihibitia, Community Wellness Worker
- Bernard Manuel, Cultural Event Coordinator
- Tim Manuel, Cultural Coordinator
- Tanya McRae, Youth Worker
- Tiffany McRae,



Community Members

- Christine Anderson

SCFSS Staff

Lisa Post, Executive Director, SCFSS

Facilitator, ONA

- Krista Lindstrom



Updating the kʷu stəmtímaʔ Strategic Plan

During the two-day discussion, the participants acknowledged the extensive work and energy undertaken by the kʷu stəmtímaʔ and others to achieve the Strategic Plan goals. The participants shared their perspectives and insights on additional activities that could be pursued to support the goals within this Plan.

kʷu stəmtímaʔ Strategic Plan

Vision

captíkʷł (Oral Stories) are our governance instructions that are mandated by our acmiscut Chiefs (Knowledge Keepers) to ensure that the right actions are taken, as a responsibility to our worldview and our “Inherent Rights.”

This ethos is shown in our captíkʷł ceremonial display, in public rituals, in nsyilxcən (our language) interpretive process, and in the direct exercises of cultural practices and interests (occupation and use) that connect us to the whole of the tmxʷúlaʔxʷ (also known as the environment or land). captíkʷł ethics are the cornerstone for achieving equity maxims on government-to-government relationships.

Mission

Upper Nicola Band intends to reassert and assume full inherent jurisdiction as an Aboriginal right (Constitution Act, 1982 S. 35) in Canada over our Relations, defined as UNB children, families and community members living on and off reserve, including legal adoptions from the Government of British Columbia.

In accordance with Upper Nicola’s Band Council Resolution of January 18, 2021 (File: 2021-01-18-01) “the UNB Chief and Council support the kʷu stəmtímaʔ, the UNB’s Health Director and the Child and Family Preservation Worker to represent Band Council through the captíkʷł Ethic Agreement between UNB and SCFSS that relates to all matters regarding UNB Family Relationships in a collaborative process”.

Introduction of kʷu stəmtímaʔ

In 2016, the Upper Nicola Band held an Enowkinwixʷ, facilitated by the Enowkin Centre, to address the concerning number of UNB children in care. Following two days of focused and passionate deliberation, the leadership was reminded that children and families are the responsibility of the kʷu stəmtímaʔ.

The Upper Nicola Band has never given away the responsibility to care for our children. With colonization, Canada has forcefully assumed jurisdiction over children and families through both federal and provincial laws.

In 2017, the first kʷu stəmtímaʔ meeting was held. Since then, the kʷu stəmtímaʔ have been moving forward with initiatives, training, and collaboration to provide opportunities that support the well-being of our Relations. Our priority is the safety, well-being, and identity of our children and families.

Strategic Goals

The kʷu stəmtímaʔ strategic goals for 2024 align with the Upper Nicola Band’s Five-Year Strategic Plan (2021-2026) priorities of:

- Empowering members
- Cultural identity

- Healthy community
- Supportive workplace

To achieve these goals, the kwu stəmtíma? will continue to collaborate with SFCSS, Scw'exmx Tribal Council, the Okanagan Nation Alliance, other organizations, Federal and Provincial representatives, volunteers, and other organizations committed to reconciliation.

Goal #1 – Enhance the wellness and self-development of kwU stəmtíma?

What was accomplished?

- Home location office: kwu stəmtíma? Office – Quilchena.
- Office location/Community Center.
- 6 new staff
- Mental Health Support currently have 2-part-time counsellors – Neil Burrows and Carolyn Charleyboy; and support from other agencies
- SCFSS and ONA have been included in events and schedules, but still a work in progress.
- Wellness and relationship building among kwu stəmtíma? is ongoing.
- Networking amongst one another through stories and shared experiences and exercising continued support(s) for each other
- Dealing with grief and loss.
- Ongoing and in progress self-development and healing workshops
- Rebuilding sweats, pithouse, Glimpse Lake, hide tanning, medicine making, etc
- Engage and plan fun events
- Name giving for families every year
- Attend workshops and learn

What is Outstanding?

- Need a Mental Health Worker
- Evaluation forms for collecting key statistics.
- Involve more youth in the planning of community events.
- Increase wellness and relationship building.
- Hire someone to interview and record elders.
- Upgrade safety plan / protocols for being on the land and water (*Tim 'Spike' Manuel*).
- Work with Health and Headstart to learn more about child development.
- Hire a proposal worker to find dollars.

What are the Priorities in 2024?

- Recording and interview Elders
- Identify more healing workshops (what youth want).
- Hire staff: Proposal/grant writer and youth ambassador.
- Empower our youth, with an emphasis on youth wellness (girls and boys).
- Women's (Mom) wellness and Men's (Dad) wellness.

Goal #2 – Build capacity and community relationships by supporting our Relations in a way that reflects Syilx culture and values and keeps children in the community

Although information is not available on the following questions, the 13 Moon Calendar of events and activities does address the goal.

What was accomplished? What is Outstanding? What are the Priorities in 2024?

Goal #3 – Develop a 13 Moon Workplan for the in caring for children and community to strengthen and support UNB Relations

Although information is not available on the following questions, the 13 Moon Calendar of events and activities is on Appendix B.

What was accomplished? What is Outstanding? What are the Priorities in 2024?

Goal #4 – Collaborate with and direct the work of Scw'exmx Child and Family Services Society (SCFSS)

What was accomplished?

- File / case reviews.
- Community engagement presentation / session.
- Relations work 1-1; family preservation / planning.
- Blanket exercise.
- Initial adoption discussions.
- Developed cultural plan.
- Orientation week
- Attendance at the SCFSS AGA.
- Meet & greet
- Satellite office in Quilchena.
- Interview panel (senior positions).



What is outstanding?

- Adoption law.
- Jordan's Principle.
- Caregivers' perspective - strategies & successes.
- Strengthen family systems.
- Gathering (parent healing); Recreation and Education financial deadline.
- Health and housing,
- Family outreach.
- Planning together: strategic plan / work plan, events, 1-1.
- Blanket exercise (training).
- Four food chief rollouts in the works (*Brian H.*)
- History, storytelling and language (*Lou Paul*)

- Cultural activity engagement and teaching, including: SCFSS (training) so staff can learn, building relationships, and teaching one another.
- Attendance quarterly or bi-annually the Chief and Council Meetings and the General Band meetings
- Family tree – currently done in circles with family and / or caregivers; need to develop a team.
- Implement a cultural plan 100%.
- Prevention, including four food chief’s workshops, activities and events.
- Early intervention (1-1) in alignment with the four food chiefs.
- Communication
- Qualitative & quantitative statistics.
- Training, including orientation, file / case review, early intervention and nsyilxcən lessons
- Resident elders (*Lou Paul and/or Ron Ned*).
- Annual Meet and Greet, to include education, SD58, Health, and housing.
-

What are the priorities in 2024?

Themes:

- Visit Scw’emx Child and Family Services Society.
- Train and hire appropriate Upper Nicola Band staff to implement the necessary preventative supports, social services, and after-care services for healthy families and all relations.
- Emphasis on training, communication, and collaborative planning.
- Focus on strengthening families, utilizing family trees, family systems, cultural planning, and outreach.
- Training
- Strengthen Family – Family Tree and Family Systems; Culture Plan; Outreach
- Planning Together

Goal #5 – Develop laws to be the basis for negotiations with the Federal and Provincial governments to fully reassert inherent rights over Relations (children and families) which are appropriately funded by both levels of government in accordance with Bill C-92

What was accomplished?

- Adoption law – provincial.
- Bill C-92 – ISC funding.
- captíkʷł – the way it is.



What is outstanding?

- Vocabulary.
- Colonial development and acceptance.
- Funds to support more community engagement – we need to determine the steps to get there; we are all doing this together.

What are the priorities for 2024/2025?

- Create more nsyilxcen vocabulary.
- Learn to tell our captikw̓t̓ with stories, laws, and ethics.
- Engage outside community to educate members
- Mentor captikw̓t̓ story tellers.
- Redo the “coyote” poster and display in community buildings – understand “coyote”
- Landmarks/mythical places/travelling places: Nicola Lake, Stump Lake, Coyotes canoe, Pillar Lake (Falkland)
- Understanding and hearing our oral stories – many versions to acknowledge and accept
- Involve artists to articulate captikw̓t̓
- Voices of Our Youth video
- Understanding the impact of the colonization on our natural laws
- Continue to practice our inherent right on the land
- Continue to consult with our stakeholders
- Caring for Our Children is our Responsibility – No more SCFSS
- Funding and Capacity

Goal #6 – Train and hire appropriate UNB staff to implement all the necessary preventative, protective, supportive social services and after-care services for healthy families and all Relations

What has been accomplished?

- Expanded events to the whole family and whole community.
- Created the UNB men’s group.
- Boys group discussion with SD58 and Scw’emx Child and Family Services Society
- Wet’suwet’en First Nation shared their plan with adoption & prevention.

What is Outstanding?

- Expand recreation fund to wellness fund.
- Hire a youth counsellor.
- Include the wording for the life cycle
- Undertake a gap analysis for age groups.

What are the Priorities?

- Family retreat.
- Men’s gathering.
- Visit the Carrier Sekani and learn about their organization.
- Expand capacity (hire more staff).
- Youth venue in Quilchena.



Appendix A: UNB kwU stemtima? Strategic Planning Meeting

November 3-5, 2023

Delta Hotels Grand, Kelowna

Agenda

Facilitator: Kirsta Lindstrom, ONA

axá i? sccontat i? tl xaxítat xli i? naqsíltat **FAMILY DECLARATION** clause:

ti? mniímtat, mi kwu ácut stim i? kt
kcxwáxwíplas i? scacmalá?tat, i? kt nǎstans i? kt
xast scxwíxwáíts, uf i? kl kt xsp?iwts i?
scacmalá?tat na?i? nkwcwílxwtat uf i?
sqílxwícawtat.

It is our inherent right, that we are the only ones
to say what governs us, for what are the best
interests, the good health, and well-being of our
children and people, and our
sqílxw/syílx/s?ukwnaqínx ways.

Families invited for the meals.

Day One Friday Night (5:30 p.m. – 8:00 p.m.)

5:30 p.m.	Dinner and Opening Prayer
6:30 p.m.	Introductory Comments 2023 tali xast Moments
8:00 pm	Rest time

Day Two Saturday (9:00 am to 4:00 pm)

8:00 a.m.	Breakfast and Opening Prayer
9:00 a.m.	Purpose, Passion, and Hopes – Kirsta Lindstrom
9:30 a.m.	Review using Data – Collette Sunday
9:45 a.m.	Strategic Plan Review – Smaller Group Work <ul style="list-style-type: none">• What has been accomplished?• What is outstanding?• What are the priorities for 2024/25?

Goal 2: Build capacity and community relationships by supporting our Relations in a way that reflects Syilx culture and values and keeps children in the community

Goal 3: Develop a 13 Moon Workplan for the kwu stamtíma? in caring for children and community to strengthen and support UNB Relations

11:45 a.m.	Group Report back on discussions and SACRED Steps Forward
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12:15 p.m.	Nutrition for our Body
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1:15 p.m.	Goal 4: Collaborate with and direct the work of the SCFSS
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Goal 6: Train and hire appropriate UNB staff to implement all the necessary preventative, protective, supportive social services and after-care services for healthy families and all Relations

3:15 p.m.	Group Report back on discussions and SACRED Steps Forward
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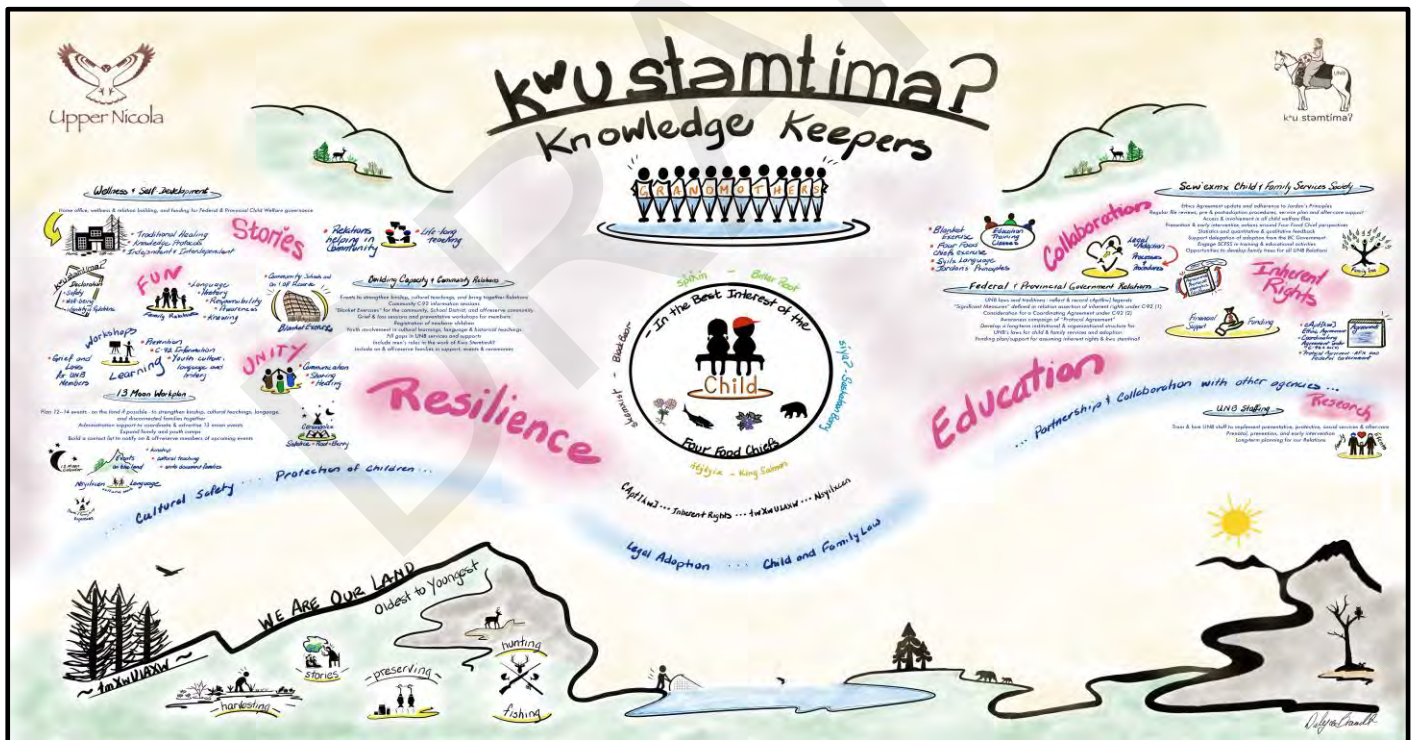
3:45 pm	Wrap Up and Have Fun (Kirsta can your assistant plan a fun activity?)
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4:00 p.m.	Time with Family
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Day Three Sunday (9:00 am to noon)

- 8:00 a.m. Breakfast and Opening Prayer
- 9:00 a.m. Goal 1: Enhance the wellness and self-development of kʷu stəmtíma?
Goal 5: Develop laws to be the basis for negotiations with the Federal and Provincial Governments to fully reassert inherent rights over Relations (children and families) which are appropriately funded by both levels of government in accordance with Bill C-92
- 10:30 a.m. Group Report back on discussions and SACRED Steps Forward
- 11:00 a.m. Wrap Up and Have Fun
- 12:00 p.m. Nutrition for our Body

We greatly appreciate the 100% commitment of the kʷu stəmtíma? and their families. Together we make a difference.
Drive home safely.



Appendix B: 13 Moon Calendar

Month	Event	K ^w u stəmtlma? Lead	Support
January 13	spqwllic Fishing	Charlene,	Martha, Buzz
February 3	Songs/Stories/Drums/Hides in Pit House	Linda	Spike
March 18 to 21	Traditional Feast		Judy, Debra, Cora
March 18 to 21	Horseman Ship – Youth & Horses		Christine (Lead), Nadine
April 8	Medicines	Linda	Carol S., Nettie
May 11	Woman’s Wellness	Simone	Kim, Nadine, Christine, Judy, Carol H
June 13	Golf & Family Funday	Martha,	Buzz Kim, Judy, Nadine,
June 21	Name Giving Celebration	Linda	Debra, Nettie
July 8	Future Leaders Glimpse Lake 2 weeks	Charlene	Christine, Tanya, Nadine
July 24 & 25	Huckleberry Camp	Cora	Spike, Nadine, Debra
August 15	Water Slides/Family Day		Christine, Tanya, Buzz, Nadine
Sept 28 to 30	Orange Shirt Day & TRC	,	
	nsyilxcn Language Camp	Carol	Kim
	Christmas Tree Enhancement	Carol H, Nadine	
October 19	Out on the land & Hobo dinner	Martha,	Charlene, Nadine
November	K ^w u stəmtlma? Strategic Planning	Carol H	Debra
December 8	Children’s Christmas Party	Charlene	Nadine,

January	February	March
<p>Jan. 9 – File Review</p> <p>Jan. 13 – spqwllic fishing (Charlene, Buzz)</p> <p>Jan. 16- K^wu stəmtlma? meeting</p> <p>Jan. 25 – Laws embedded in Our <i>captik^wł</i>, hand drumming (Carol H, Spike)</p> <p><i>Jan. 18 – Pithouse hand drumming</i></p> <p><i>Jan. 20 – Salmon Lake Family Fishing</i></p> <p><i>Jan. 22 – Training Laura Grizzlypaws</i></p> <p><i>Jan. 25 – ONA captik^wł</i></p> <p><i>Jan. 27-28 – Skiing and Snowboarding</i></p>	<p><i>Feb. 1, 8, 15, 22, 29 – q'wc'ł/ (Pit house hand drumming songs, stories (Linda, Spike)</i></p> <p>Feb. 3 – <i>captik^wł</i> (Carol H, Spike)</p> <p>Feb. 25 – ORBE Training</p> <p>Feb. 27 – K^wu stəmtlma? meeting</p> <p><i>Feb. 9-10 – Ancestors - Family Tree</i></p> <p><i>Feb. 14 SCFSS MMIWG Vancouver</i></p> <p><i>Feb 15 SCFSS and k^wu stəmtlma? Presentation and Celebration</i></p>	<p>Mar. 12 – File Review</p> <p>Mar. 18-21 – <i>Traditional Feast</i> (Judy, Cora, Debra) and <i>Horsemanship</i> (Christine, Nadine)</p> <p>(k^wap – horse)</p>
April	May	June
<p>Apr. 8 – m^fimstn (Medicines) (Linda, Carol S)</p> <p>Apr. 9 – K^wu stəmtlma? meeting</p> <p><i>Apr 25-26 ONA Grandmothers' Gathering (Osoyoos)</i></p>	<p>May 14 – File Review</p> <p>May 11 – <i>Woman's Wellness</i> (Simone, Kim)</p> <p>May 21 – K^wu stəmtlma? meeting</p> <p><i>May 25-26 SCFSS Circle of Sisters</i></p> <p><i>May 31-Jun 2 ONA Spirit of Syilx</i></p> <p><i>Unity Run – Start Christina Lake</i></p>	<p>June 13 – <i>Family Golf and Fun Day</i> (Martha, Buzz)</p> <p>June 21 – <i>Name Giving Celebration</i> (Linda, Debra)</p> <p><i>May 31-Jun 2 ONA Spirit of Syilx</i></p> <p><i>Unity Run – Start Christina Lake</i></p>
July	August	September
<p>July 2 – K^wu stəmtlma? meeting</p> <p>July 8 – <i>Future Leaders</i> at nk^writkw (Charlene, Nadine)</p> <p>July 9 – File Review</p> <p>July 24-25 – st^xA]q Huckleberry Camp (Cora, Spike)</p>	<p>Aug. 13 – K^wu stəmtlma? meeting</p> <p>Aug. 15 – <i>Waterslides and Family Day</i> (Christine, Nadine)</p> <p>Aug. 14 – UNB AGA</p>	<p>Sept. 10 – File Review</p> <p>Sept. 24 – K^wu stəmtlma? meeting</p> <p>Sept. 30 – <i>Orange Shirt Day & TRC</i> (Team Leads)</p> <p>tbc – Nsyilxcn Camp (Martha, Buzz)</p> <p>tbc – <i>Hunting Camp</i> (Patrick)</p> <p><i>Sept. 20-22 ONA Salmon Feast</i></p>
October	November	December
<p>Oct. 19 – <i>Out on the Land & Hobo Dinner</i> (Martha, Nadine)</p> <p>tbc – <i>Hunting Camp</i> (Spike?)</p>	<p>Nov. 1-3 – <i>Strategic Planning</i> (Carol H, Debra)</p> <p>Nov. 5- K^wu stəmtlma? meeting</p> <p>Nov. 12 – File Review</p> <p>Tbc Christmas Tree Enhancement</p>	<p>Dec. 8 – <i>Children's Christmas Party</i> (Charlene, Nadine)</p> <p>Dec. 17 – K^wu stəmtlma? meeting</p>

File Review – Every other month – 2nd Tuesday
K^wu stəmtlma? meetings – every 6 weeks – Tuesday
Italics – *nsyilxcn* words required

Appendix C: Four Food Chief Groups

Síiǎm (Bitter root)

Describes relationships and the inter connectedness among tmix™ including but not limited to the people, animals, plants, the land, and the air and water. This provides the “context” in which individuals, families, and communities endeavor to live in harmony with each other and with their relatives – the animals, plants, and the land.

- Relationship-oriented.
- Aware of all the connections.
- Inclusive.
- Takes others into consideration.

Síya? (Saskatoon Berry)

Represents all the things that grow above the ground. This chief embodies the spirit of creative energy, vision, and innovation. The perspective here can be associated with the enthusiasm and creativity that is often found in youth.

- Innovation/creative-oriented.
- Thinks we CAN do it.
- Nothing is impossible.
- Thinks outside the box.

Ntytyix (King Salmon)

Is chief of all creatures in the water and he exemplifies action. The perspective here is one of determining the objective or aim, getting prepared and taking action. This chief is often considered to be associated with male perspective.

- Action-oriented.
- Just do it.
- Finds way through barriers.
- Efficient

Skemxist (Black Bear)

Represents traditions and cultural practices. The concept of reflection and contemplation on “what is,” informed by an understanding of the past and how that is connected to the future. It is this understanding that then shapes development of protocols.

- Tradition-oriented.
- Knowledge keeper/teacher.
- Contemplation/thinking.
- Ties everything into culture.

