

# Tl'kemsin

COMPREHENSIVE COMMUNITY PLAN



OCTOBER 2023

tekméyx<sup>w</sup>ut  
"All of us"





**BAND COUNCIL RESOLUTION  
RÉSOLUTION DE CONSEIL DE BANDE**

NOTE: The words "from our band funds" "capital" or "revenue" whichever is the case, must appear on all resolutions requesting expenditures from band funds.  
NOTA: Les mots "des fonds de notre bande" "capital" ou "revenu" selon les cas doivent paraître dans tous les résolutions portant sur des dépenses à même les fonds des bandes.

The council of the Le conseil de					Lytton Indian Band		Cash free balance – Soldè disponible		
Date of duly convened meeting Date de l'assemblée dument convoquée					D-J	M	Y-A	Province	Capital account Compte capital \$
▶					1   9	1   0	2   3	British Columbia	Revenue account Compte revenu \$

**WHEREAS**

- A. Lytton First Nation is empowered to act on behalf of Lytton First Nation; and
- B. tek méyx<sup>w</sup> ("All of us"), Lytton First Nation's Comprehensive Community Plan (CCP) was:
  - 1. Developed through a community and member-driven planning approach;
  - 2. Received broad community support at community outreach events and activities; and
  - 3. Incorporated guiding policy and community feedback from past CCP planning and community feedback that was not lost during the wildfire of 2021.

**BE IT RESOLVED THAT the Council, for and on behalf of Lytton First Nation hereby:**

- 1. Accepts and endorses tek méyx<sup>w</sup> as Lytton First Nation's guiding CCP;
- 2. Recognizes that tek méyx<sup>w</sup> will help support community rebuilding efforts;
- 3. Will proceed with its recommendations, including Quick Start and Foundation actions;
- 4. Commits to conducting regular plan review and communications as identified in the Tl'kemsin CCP Commitments section of the CCP; and
- 5. Recognizes that tek méyx<sup>w</sup> will require updating within three to five years and Lytton First Nation moves forward with community rebuilding.

Quorum 7

  
NIAKIA HANNA (Chief – Chef)

DEBORAH ABBOTT (Councillor – Conseiller)

  
MERIKA SAM (Councillor – Conseiller)

AMANDA JOE (Councillor – Conseiller)

  
SHIELA ADAMS (Councillor – Conseiller)

  
ALLAN F CHARLIE (Councillor – Conseiller)

  
KEVIN DUNCAN (Councillor – Conseiller)

  
BYRON SPINKS (Councillor – Conseiller)

JOHN HAUGEN (Councillor – Conseiller)

ROSALIN MILES (Councillor – Conseiller)

  
JASON ROBERTSON (Councillor – Conseiller)

KEVIN SAMPSON (Councillor – Conseiller)

  
CHRISSEY THOMAS (Councillor – Conseiller)

FOR DEPARTMENTAL USE ONLY – RÉSERVÉ AU MINISTÈRE

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Approving officer – Approuvé par  _____ Signature Date			Approving officer – Approuvé par  _____ Signature Date		





## ACKNOWLEDGEMENTS

This Comprehensive Community Plan (CCP) Update was developed for Lytton First Nation by Lytton First Nation as part of community recovery work. We thank all the members who participated in it. Kwukwstemx.

A special thanks to those individuals who were involved on a more day-to-day basis. Our CCP Working Group met regularly over the course of the project, reviewed materials, and helped at community events. CCP Working Group members included Councillors Debbie Abbott, Kevin Duncan, Amanda Adams, Shiela Adams, John Haugen, Michelle Machel, Jason Robertson, and Chrissy Thomas, as well as Jacquie Raphael (Lands Manager), Vicky Ford (Administrator), Mahailia Chapman (Executive Assistant), John Sam (Elders representative), Connor Thomas (youth representative), and Janet Webster. Kwukwstemx.

Another special thanks to all the members and staff who contributed to our first CCP in 2006 and subsequent updates. This CCP honours, acknowledges, and is built on this past work. Notable contributors to past CCP planning work includes Rita Mckay, Juan Cereno, Jason Robertson, and Dr. Rosalin Miles. Kwukwstemx.

We would also like to thank our project consultants, EcoPlan, who provided technical planning support the development of this CCP. Kwukwstemx.





*"It is our ancestors' vision to see us prosper and be centered in our own well-being today and into the future. Our ancestors were the architecture of our sustainability today. Let's build on our today and our future as Nlaka'pamux people."*

**- JANET WEBSTER, LYTTON FIRST NATION MEMBER AND FORMER CHIEF**



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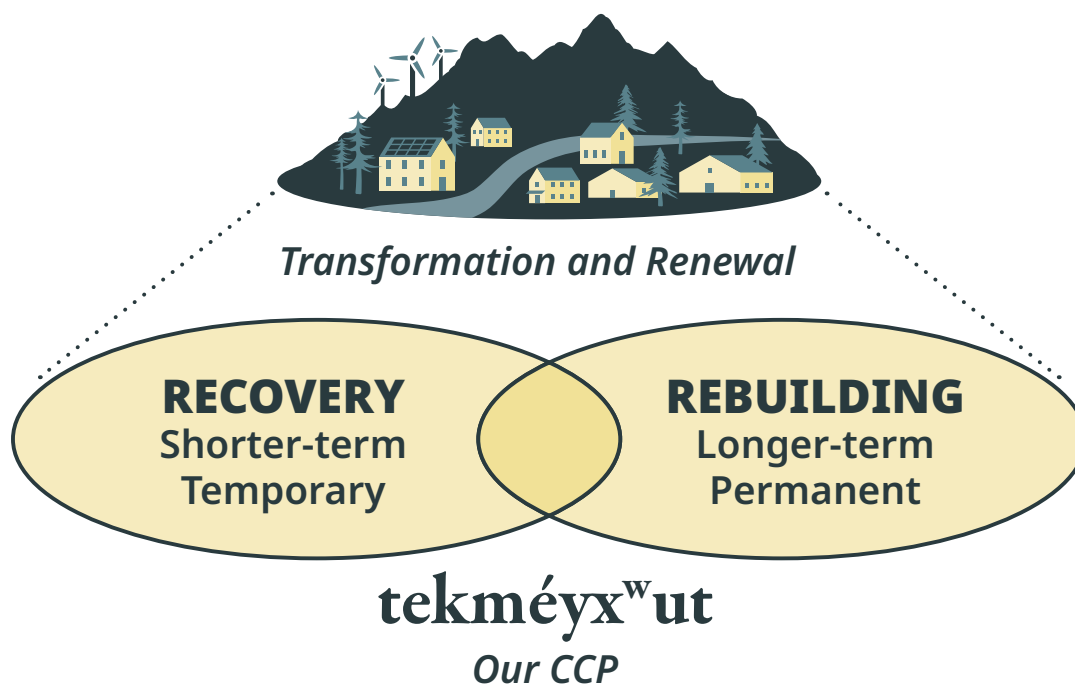
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# Executive Summary

*tekméyx<sup>w</sup> ut is the name of our Comprehensive Community Plan (CCP). It means “all of us” in our nłe?kepmxcín language. We gave it this name because this CCP is about the work we must do together as we rebuild after the catastrophic wildfires that we experienced in 2021 and 2022.*

2022 was a time of recovery for Lytton First Nation, which continued into 2023. Recovery work addressed immediate needs for members. We built new, temporary housing for members who had lost their homes, and developed temporary community facilities, including a community centre, post office, administration offices, ambulance station, and food store.

This CCP marks a transition for our community, as we shift from recovery to rebuilding. In addition to rebuilding homes and services, we must also rebuild important community plans and strategies to help guide our future work. This CCP is one of those plans. It lays out a path forward for Lytton First Nation. This CCP outlines what we want for our community’s future and how we’re going to get there as we continue rebuilding.

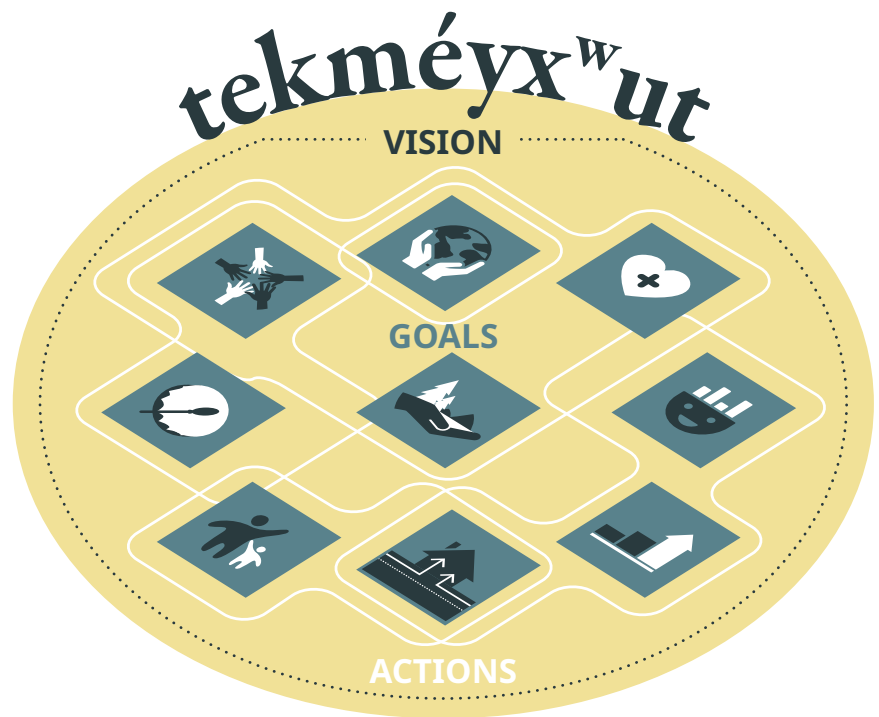




As illustrated, our CCP is organized under a community vision that tells the story of what our community will look like after we have completed our rebuilding work.

Under this guiding vision are nine community goals, which represent the main areas we need to work on as we journey towards achieving our vision.

Supporting the community goals, we identified several actions that are concrete steps (projects, programs, developments) that need to be implemented to help us achieve our community goals and make progress towards achieving our vision.



## TL'KEMTSIN VISION

A vision was first developed as part of our 2006 CCP. It was reviewed and updated as part of this CCP update and speaks of a future we are working towards.

*Tl'kemtsin is a resilient, self-sufficient, and prosperous Nation grounded by a strong culture and language. We work together well and thrive with the teachings of our ancestors, the wisdom of our Elders, the strength of our leaders, and the guidance of our people.*



## Moving from Recovery to Rebuilding

Tl'k'emtsin was severely impacted by a massive wildfire on June 30, 2021. Approximately 42 houses (including 29 Lytton First Nation member homes), two cabins, our band office, and memorial hall among other community buildings were lost. Fire destroyed many other community buildings and essential services in the Village of Lytton, including our community's only grocery store and daycare. Another six member homes were lost in the Nohomin Creek wildfire in 2022.

We have been working with the provincial and the federal governments on recovery funding programs to support our recovery and rebuilding. To date, we have received funding for temporary homes and facilities, including 42 manufactured homes, a community centre building, band office,

post office, ambulance garage, and food store.

This CCP is a critical component of our longer-term rebuilding efforts as we work to develop permanent homes, facilities, and services for our members.

*"In the short term, we're going to be displaced. And in the short term, we're going to be having to make a lot of decisions about how to go forward as a strong community and as a strong nation. But in the long term, we know our people want to return home because they love this place."*

- JOHN HAUGEN, COUNCILLOR,  
LYTTON FIRST NATION



▲ Most of the Village of Lytton, including the Lytton First Nation band office, was destroyed in the fire on June 30, 2021. (Photo: Darryl Dyck/The Canadian Press)

## TL'KEMTSIN COMMUNITY GOALS

These goals represent the areas we need to act on as we journey towards our Vision. As illustrated below, they are strongly interconnected.

They are also *all* part of our community's rebuilding efforts. While some of the actions speak to physical buildings like housing, most speak to the non-physical components of our community – our people, our culture, our health, and our wellbeing.

Over the course of creating this CCP, we asked members and leadership to help organize the community goals in general order of importance to them. This is how they appear here.

We will continue to ask members about these goals. We know they may change over time as we work to address them in our ongoing recovery and rebuilding efforts. We also recognize that they may shift due to future events and development.



### Education

Support learning and skills development for all ages and needs, especially with our young children, our future.



### Lands and Waters

Protect and steward our lands and waters.



### Health and Wellness

Improve our physical, spiritual, and mental health and wellbeing.



### Governance

Ensure our government upholds the wisdom of our ancestors and our Tl'k'emtsin values.



### Elders, Youth, and Children

Empower our future leaders and support our Elders.



### Housing and Infrastructure

Address housing needs and improve infrastructure and facilities.



### Economy

Build a sustainable local economy with good jobs for everyone.



### Culture and Language

Protect and promote Nlaka'pamux culture and language.



### Climate Resilience

Prepare for a changing climate and build community preparedness.



### A BASKET OF TL'KEMTSIN COMMUNITY GOALS

Like all the different foods we traditionally gathered in our cedar root baskets, we know that all the Tl'k'emtsin community goals are important. We also know that they are all interconnected. Goals like good health are strongly connected to other goals, like culture and language, education, and housing and infrastructure. *Everything is connected.*

## TL'KEMTSIN CCP ACTIONS

Actions are the concrete steps (e.g., plans, projects, programs) that need to be taken in helping us achieve our Tl'kemsin community goals and make progress towards achieving our Tl'kemsin vision.

In updating our CCP, we looked back to older documents and plans through the lens of rebuilding. Our members also helped us identify and prioritize new actions.

As we don't have the capacity to undertake all the actions at the same time, we created a list of priority actions to undertake over the next few years and organized them into three types.

- **Quick Starts:** Relatively simple and inexpensive actions that will help build momentum for undertaking other actions. They can happen right away.
- **Foundations:** These are more detailed actions that provide a foundation for future work. They should be started within six to 18 months of adopting our CCP. All Foundation Actions are planning projects which, when completed, may identify additional actions to be undertaken.
- **Medium-term:** These are actions to be undertaken after Foundation Actions have been completed or started.





Actions are summarized here. More detailed information is provided in later sections.

### Quick Start Actions

- **Rebuild Team:** A temporary department with staff, dedicated office space, and a supporting advisory group (Rebuild Committee) to manage community rebuilding.
- **Mental Health and Wellbeing Program:** Final services to be determined, but would likely include additional counselling support and expanded mental health programs that could include traditional wellness programs and facilities like a sweat lodge.
- **Community Skills Database:** Will help support ongoing efforts to match members with local opportunities and needs, including rebuild work. It will also support the development of new training programs.
- **Emergency Planning Department:** A new department that would take over the work of the Emergency Operations Centre and improve emergency response and management.

### Foundation Actions

- **Climate Resilience Plan:** Outline climate hazards facing our community today and into the future, the risks they pose, and how we can adapt to become more resilient to them.
- **Housing Plan:** Identify the types of permanent housing our community needs and where they could be built.
- **Infrastructure Plan:** Investigate the need for additional infrastructure and servicing upgrades in preparation for building permanent housing and facilities.
- **Tl'kemsin Design Plan:** An illustrated design vision and concept plan showing where new housing and community facilities could be developed on our core reserves and potentially the Village of Lytton.

### Medium-Term Actions

- **Youth Leadership Circle (Council):** A special advisory group made up of youth to provide feedback to Council on a range of community issues, including rebuilding.
- **Communications Framework:** Will describe how and when information is shared with members and across departments.

# Introduction

*This section introduces our CCP and explains how it was created and how it will be used.*



## CCP OVERVIEW

### What's a Comprehensive Community Plan (CCP)?

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- **It's *comprehensive*:** Our CCP looks at everything important to Lytton First Nation, including our lands, programs and services, housing, economic development, and more. It also addresses critical challenges that have become more important for our community, like climate change and wildfires.
- **It's about our *community*:** Our CCP is rooted in our community's values and needs, especially our ongoing recovery and future rebuilding initiatives. It is guided by input from community members of all ages who live both on and off-reserve, as well as staff and leadership.
- **It's a *plan*:** Our last CCP helped guide Council strategic planning over the past 15 years. After the devastating wildfires of 2021 and 2022, this new CCP will guide future planning and rebuilding work and make sure it's creating the positive impacts we had imagined.

Our CCP can be thought of as a roadmap for our rebuilding efforts. It will help guide our community's ongoing development and ensure this work is done according to our values.



## OUR NEW CCP

Our community has been through big changes since we created our first CCP over 16 years ago. The changes have been especially significant in the past two years with the wildfires, which even burned our only paper copy of our 2006 CCP.

As we are in a phase of recovery and rebuilding, it is time to create a new CCP, to reflect and confirm that it aligns with our values and will help us achieve the vision of our recovery and rebuilding efforts.

Participation from members was very important in creating a new CCP. We worked hard to involve members while respecting that there's a lot going on in our community with all the recovery and rebuilding projects underway and the stresses that we know our people have been through.

We set up a Working Group of Lytton First Nation staff, leadership, and community members (an Elders representative and a youth representative) to help with this CCP. They met several times over the course of the project. We also got technical support on this project from EcoPlan, a planning firm with experience working with First Nations and CCPs.

The timeline illustrates the steps we took in our CCP update.

As part of our CCP Update, we reviewed and built on a lot of planning work Lytton First Nation has completed over the years. This includes Strategic Plans that were developed based on our 2006 CCP. Our *Comprehensive Community Planning Five Year Working Plans 2017 – 2022* was first developed in 2017 and updated in 2019.

Some of the important planning documents and strategies that we used to guide and inform this CCP Update included:

- 2022 Lytton Post-Fire Examination
- 2022 Lytton Communications Plan
- 2019 Lytton First Nation Comprehensive Community Planning 2017 - 2019
- 2017 Lytton First Nation Five Year Working Plans 2017 - 2019
- 2017 Lytton Governance Policy
- 2016 Strategic Land Use Plan
- 2015 Economic Development Lands Planning & Business Case Assessment
- 2015 Housing Policy



## A Legacy of Comprehensive Community Planning

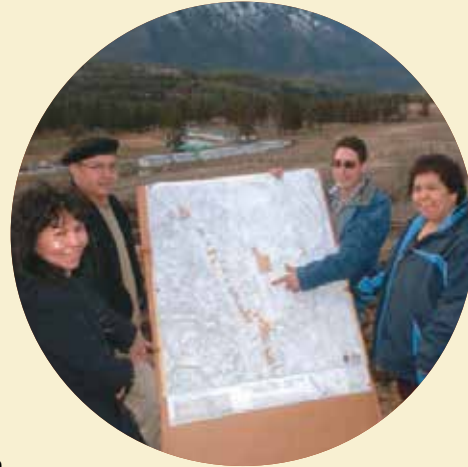
In 2006, Lytton First Nation was one of six First Nations from across Canada who participated in a pilot project to develop a Comprehensive Community Plan. The lessons from this work and the other pilot communities were used to develop a national guidebook for CCP planning for First Nations.

Through this work we developed a new approach for engaging with our membership in developing our first CCP. A steering committee consisting of community members only was formed which allowed members to engage in open, honest discussions.

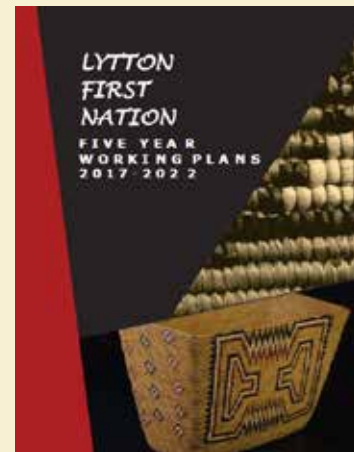
As a result, a true community-based plan evolved from the membership. Leadership fully supported the initiative and listened to what had to be said. We had incredible support from Chief and Council when the document was reviewed and approved by them.

In 2006, we had participation from Elders, youth, and community members at large. We shared information about the CCP through the steering committee, by reporting directly to Chief and Council, and by giving updates through staff meetings, newsletters, and community meetings. In total, more than 30 people from our community directly participated in the work and gained experience in planning.

In 2017, we used our CCP to create five-year work plans for our Lytton First Nation departments. Our 2017 *Lytton First Nation Five Year Working Plans 2017 - 2022* was adopted by Council in October 2017 and last updated in October 2019.



▲ Our CCP team back in 2006.  
Pictured: Chief Janet Webster, Rita Mckay, Juan Cereno, Jason Robertson



▲ Our five-year work plans,  
2017-2022

# Our Story

*This section provides a summary of the key historical events that have helped shape who we are, along with some of the relevant statistics that provide a snapshot of our community today.*



## WHERE WE HAVE COME FROM

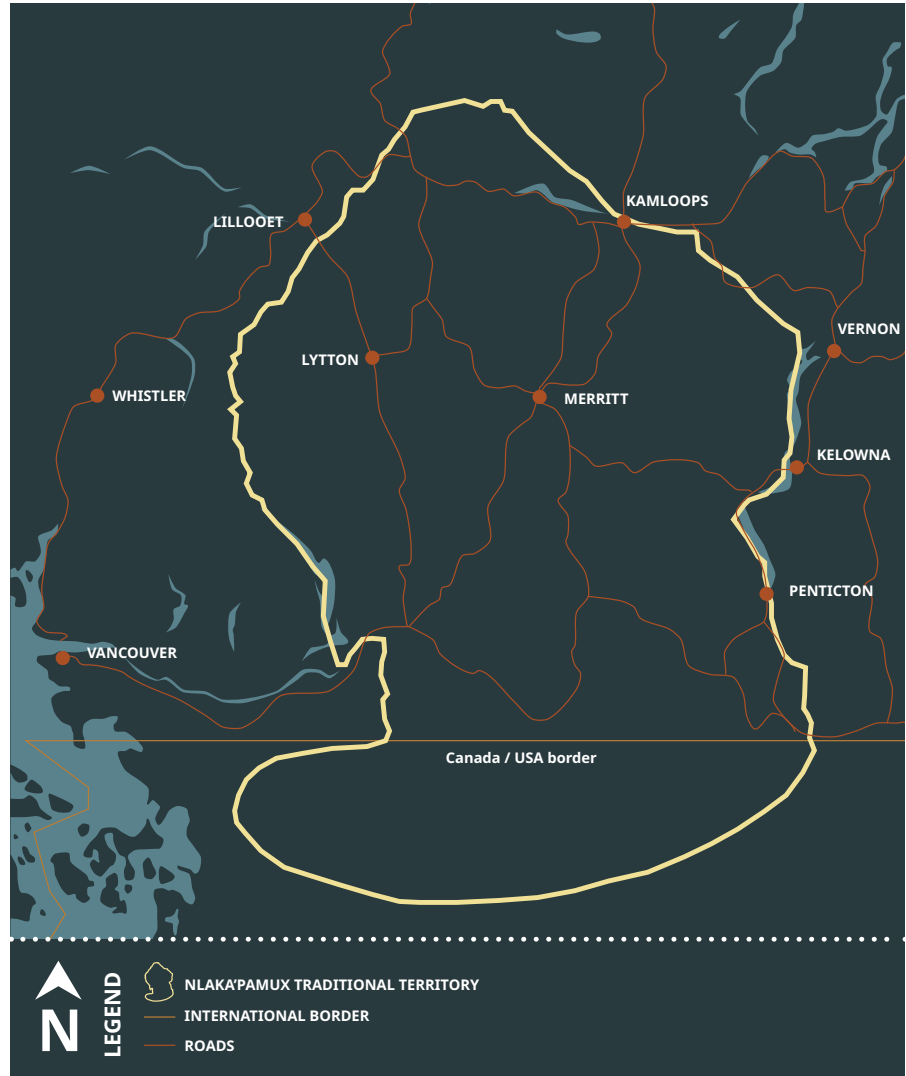
ł'q'əmcín is the heart of the Nlaka'pamux territory. This area has been inhabited and stewarded by our ancestors for time immemorial.

Our ancestors travelled across rivers, valleys, and mountains to access the resources they needed to sustain their livelihood. They hunted deer, moose, elk, marmot, black bear, and grouse, fished for salmon and trout, foraged, gathered, and settled in pit houses for warmth and protection during the winter. We lived off the resources of the rivers and land while trading with neighbouring nations.

Salmon was an economic, cultural, and spiritual centre point for our people. Basket-making was and is important to Nlaka'pamux cultural identity, drawing on knowledge mainly transferred down through generations of women.

Basket-making is central to Nlaka'pamux cultural identity, signifying the role of women as culture bearers. The craft is a tangible expression of Nlaka'pamux culture and embodies historical memory. This is one reason why baskets are featured in Lytton First Nation's community identity.

Before European contact brought about the removal of our people from their traditional settlements, we lived in villages ranging in size from just a few families to several hundred people. Village autonomy was strongly valued, and chiefs were recognized based on achievement or through heredity lines.



The discovery of gold in our territory in 1858 brought a wave of speculators and interest in our land. The Nlaka'pamux resisted the influx of miners searching for gold in the Fraser Canyon, a conflict that led to what became known as the Fraser Canyon War of 1858.

During this period of hardship, including the death of many due to the smallpox epidemic in the 1860s, we saw our lands taken by settlers and other governments. New rules on accessing the natural resources we had relied upon for time immemorial were imposed by colonial governments. Our ancestors adapted to the new ways of life that were being



introduced to our lands, taking on new livelihoods such as farming, ranching, and working in railroad construction.

Today, many of us still carry out traditional activities, such as mushroom harvesting, berry picking, fishing, and hunting. Many members are working to keep our n̓eʔkepmxc̓in language, spiritual and ceremonial practices, and the roots of our culture alive and healthy.

◀ Exterior of pithouse, circa 1907.  
Source: BC Archives

▼ A plaque from the Historic Sites and Monuments Board of Parks Canada recognizing the importance of Nlaka'pamux basket-weaving was unveiled in Lytton in September 2018. Photo: Barbara Roden, Ashcroft – Cache Creek Journal





# TL'KEMTSIN TODAY

*This section provides a brief snapshot of what's happening with Lytton First Nation today. This includes important information that will shape how we move forward, like how our population could grow in the future.*





# Our People

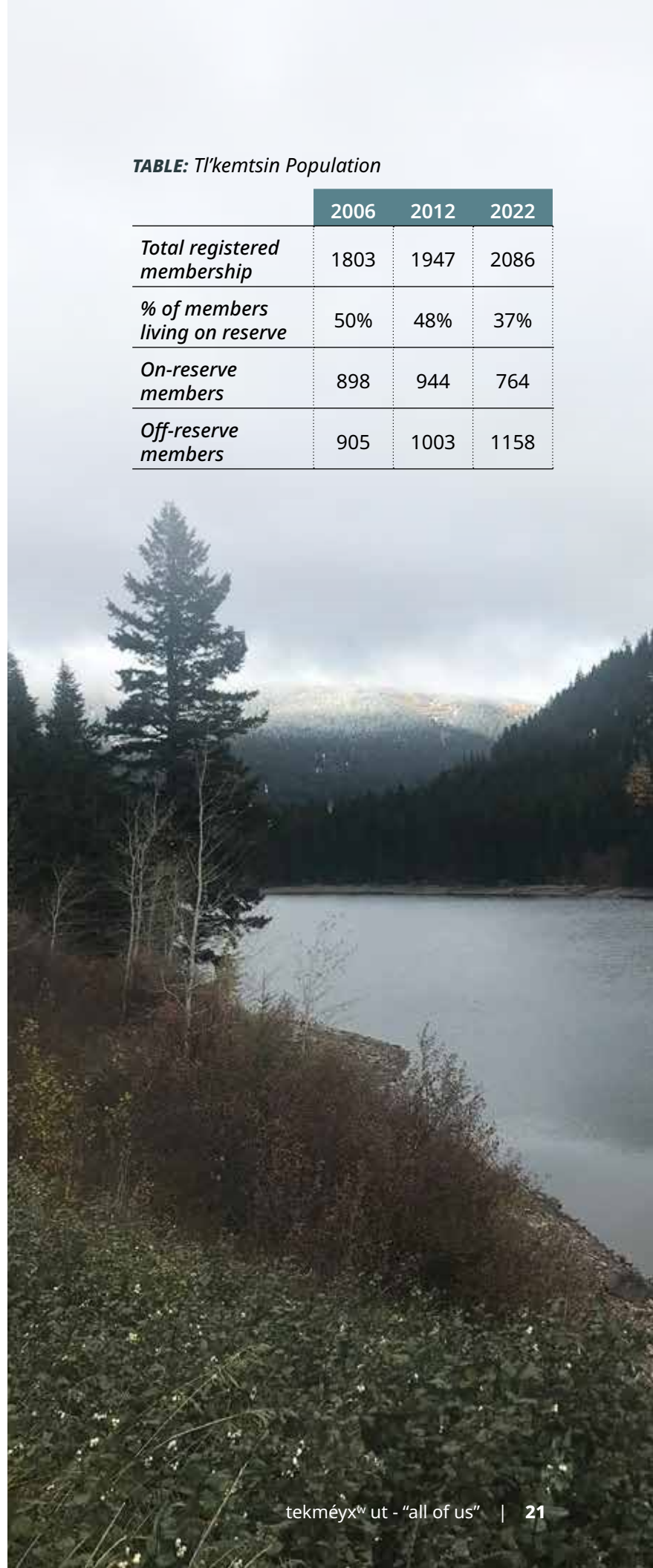
As of August 2022, our population was 2,086. Our membership has been growing steadily since 2006. A 2023 study, helping to inform housing rebuilding, estimates that our on-reserve population could rise to 1,200 people by 2042.<sup>1</sup>

The portion of our membership living on reserve has declined from 2006 when about half our members lived on Lytton reserves. This could be due to several factors, such as limited housing and members pursuing educational opportunities and employment in other communities.

Before the fires of 2021 and 2022, about a third of our members lived on Tl'kemsin reserves. The majority of those who lived in-community prior to the fires have since returned. The rest live on other reserves, in nearby communities such as Merritt, Hope, Kamloops, Lillooet, Cache Creek, and Ashcroft, or elsewhere across BC and Canada.

**TABLE: Tl'kemsin Population**

	2006	2012	2022
<i>Total registered membership</i>	1803	1947	2086
<i>% of members living on reserve</i>	50%	48%	37%
<i>On-reserve members</i>	898	944	764
<i>Off-reserve members</i>	905	1003	1158



<sup>1</sup> Stein Water System Improvements Feasibility Report. (2023) Urban Systems.

## Stein Valley Nlaka'pamux Heritage Park

*The name "Stein" comes from the Nlaka'pamux word "stagyn," which means "hidden place." This land is an important spiritual land for the Nlaka'pamux people.*

*Our people have actively protected this sacred land from threats. When roads and industrial logging were proposed for the Stein Valley in the 1970s, we led a 25-year battle against development, together with neighbouring Nlaka'pamux communities and environmental groups. This culminated in the 1995 creation of the 107,191 ha Stein Valley Nlaka'pamux Heritage Park, which we co-manage with BC Parks.*

*In 2018, the park was added to UNESCO's tentative list of World Heritage Sites.*

## Lands and Waters



Tl'kemtsin shares a deep connection and sense of place to our lands and waters. We are committed to protecting and managing our reserve lands and stewarding our natural environment for future generations.

Located along the Fraser and Thompson Rivers, between the towns of Hope and Cache Creek, our 56 reserves are centred around the confluence of where these two great rivers meet. ʔq'əmci'n (Kumsheen) means "where the rivers cross."

Together, our reserves add up to about 5,731 hectares (14,161 acres). Most reserves (37) are uninhabited. Many homes and community buildings (e.g., the Stein Valley Nlaka'pamux School and the Nlaka'pamux Nation Tribal Council) are concentrated around Inkluckcheen 21 and Nuuautin 2 reserves, just across the Thompson River from the Village of Lytton (see map on following page).

To manage our lands and waters, we are working on a Land Code. Once completed and adopted by our members, it will replace the land management provisions of the *Indian Act*, giving us authority over our reserve lands, natural resources, and revenues generated on them. Our Land Code will enable us to have greater decision-making authority about how to manage and use our reserve land base for generations to come.

Our Lands and Natural Resources department is charged with managing our reserve lands. In 2016, we developed a Strategic Land Use Plan that lays out a community-developed vision for our lands and guides our staff and community member on land use decisions. We are also working with the provincial government on four forestry agreements independently and within the Nlaka'pamux Nation Tribal Council.

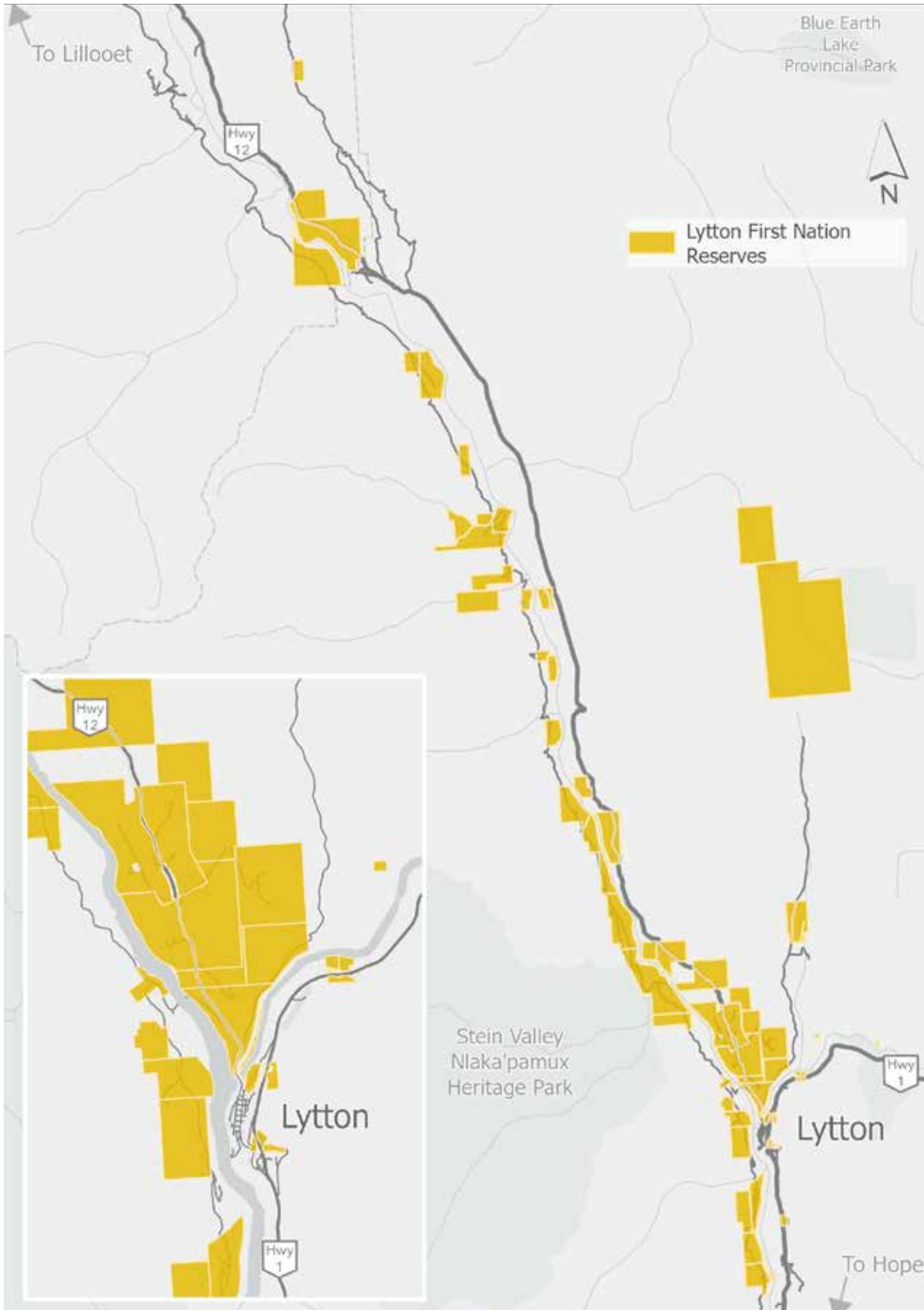
We are also identifying archaeological sites in the Village of Lytton as part of their fire recovery work, developing a stewardship program, and working on a land heritage policy and maps.



### **OUTLOOK: Getting Better**

*We are playing a bigger role in the management and stewardship of our lands and waters.*

**MAP:** Lytton First Nation reserves





# Climate Resilience



With the recent wildfires, heat domes, and atmospheric rivers and the deep impacts they had on our community, climate resilience is front of mind for Lytton First Nation as we prepare for a changing climate and build our community preparedness.

Climate change will continue to alter our lands and waters over the coming decades. These changes have already been deeply felt and observed by our members. How big these changes get will depend on how much carbon pollution is added to the atmosphere. Climate models can give us a sense of what to expect in the future within the territory. The impacts of climate change include:

- The hottest days of the year will get hotter.
- There will be more days that exceed healthy temperature ranges (hotter than 29°C during the day, and no cooler than 16°C during the night).
- There will be fewer frost days.

- Snowpacks will get smaller, and glaciers will get smaller or disappear.
- The water in streams, lakes, and rivers will get warmer.
- The habitat of plants and animals will shift.
- Wildfire hazard will increase.

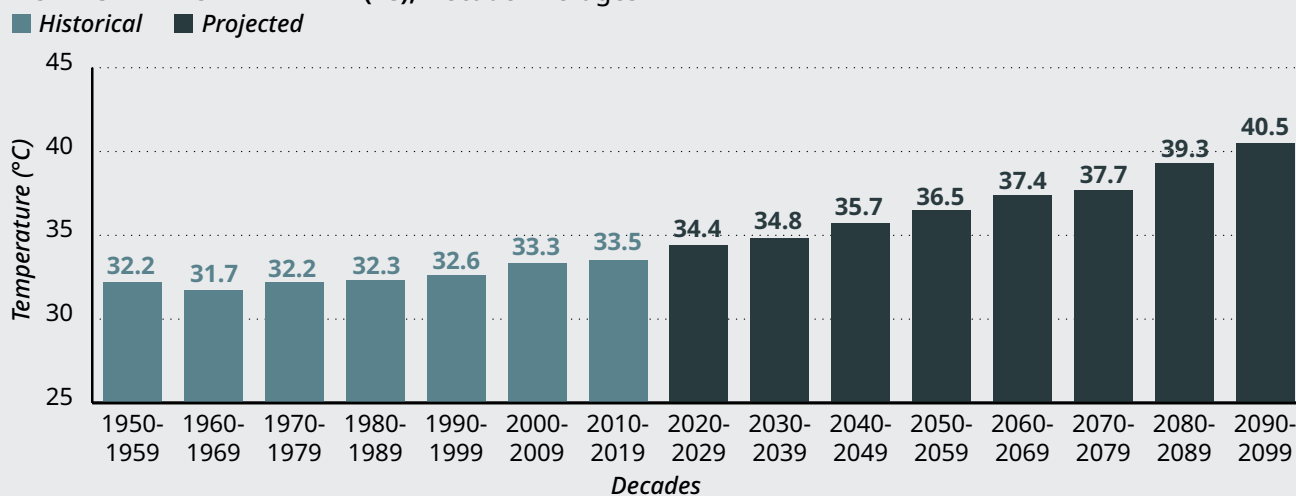
Our Nation has shown strength and resilience through the climate change driven heat events and wildfires already experienced. Looking forward, we will need to continue adapting and building resilience to the changing climate, such as enhancing our emergency management systems and resources.



## OUTLOOK: Mixed

*Our Nation has shown strength and resilience through the climate change-driven heat events and wildfires we have already experienced. Looking to the future, as we anticipate worsening impacts, we need to continue adapting and building our resilience to the changing climate.*

**HOTTEST DAY OF THE YEAR (°C), Decade Averages**



*Projected temperature on the hottest day of the year, decade averages, in a “high emissions” climate future. Note that a maximum temperature of 49.6 C was observed in 2021, alongside multiple days of temperatures greater than 45 Celsius. These observed temperatures were not projected in the climate models.*

# Health and Wellness



From youth and young families to Elders, our well-being is at the core of our community's strength. Having opportunities to receive social support, exercise and eat well, and connect with each other are all part of living better together.

The health and wellness of our members are supported by our own health department and the First Nations Health Authority. Our Health Department is entrusted with promoting the well-being and physical health of all community members from newborns to the Elderly, and runs three program areas: Community Wellness Programs, Home and Community Care Programs, and Community Health Programs. Our members can also access health and wellness supports through the Nlaka`pamux Health and Healing Society (e.g., counselling services) and the Nzenman Child and Family Development Centre, which focuses mainly on children and families (e.g., pre- and post-natal home care, licensed childcare, parenting education, etc.). Our Health Department is working with the First Nations Health Authority for mental health services.

We have made real progress in improving our community health and wellbeing. Over the past few years, we have built a Community Health Centre, a Dental Clinic, created an innovative Restorative Justice Program, and developed a Traditional Wellness Policy.

We also developed a food store so residents no longer must drive at least an hour each way for groceries. The YeKm Food Hub also provides a space to process, store, learn about, and even sell locally produced food products from a Tl'kemsin-operated farm called Spapium 'Little Prairie' Farm. YeKm will help improve local food security and support local food sustainability programs which will support community health and wellbeing.



## OUTLOOK: Getting Better

*We have made some real progress in improving our community health and wellbeing and will continue to see progress as new programs come together.*

▼ YeKm produces healthy, value-added foods from locally grown crops. Photo: YeKm





## Elders, Youth, and Children



Lytton First Nation is committed to empowering our youth and future leaders and supporting our Elders and leaders who came before them.

Lytton First Nation Elders are supported in aging-in-community with our seniors housing complex; however, significant upgrades are needed to ensure there is adequate and appropriate space.

Youth are supported in pursuing their education and advancing their careers, with funding and support made available to attend university outside the community. Regular programs and activities are organized for both youth (such as on-the-land learning about traditional plants and medicines) and Elders (such as regular teas and luncheons), some of which are aimed at bringing them together to support intergenerational connections.

Nzen'man' Child and Family Development Centre Society has started development of a new, 10,000 square foot Child and Family Development Centre in Tl'kemtsin that will include a daycare, youth and family centre, teaching kitchen, program offices, and an indoor gathering space. All programs and services offered by the Society are based on Nlaka'pamux ways of being and knowing so that the children of today and those yet to come grow up to be happy, healthy, and safe.



### **OUTLOOK: Mixed**

*We could do more to support inter-generational learning with Elders and youth, including cultural programs. We could also involve our youth more in our community and governance to help support and empower the leaders of tomorrow.*



# Housing and Infrastructure



## HOUSING

We take pride in our commitment to providing safe and appropriate housing for our community. Even before the 2021 and 2022 fires, Lytton First Nation was working to address community housing needs and improve infrastructure and facilities. This issue is even more important today, as we are rebuilding and undertaking major housing and building construction while trying to ensure that our new housing and infrastructure are resilient towards the growing climate hazards we are facing like wildfire and extreme heat.

**TABLE:** Lytton First Nation Homes and Housing

	2006	2016	2022
<i>Total private dwellings</i>	225	200	150 (approx.)

Historically, most homes and community buildings have been concentrated on the Inkluckcheen 21 reserve and Nuuautin 2 reserve. The 2021 Forest Fire damaged or destroyed 30 homes at Klickkumcheen 18 and Klahkamich 17, while the Nohomin Creek fire in 2022 destroyed six homes.

We have worked hard (and quickly) to initiate three new housing developments to support members who lost their homes in the fires with the Two Mile, Battlefield, and Lot 26 housing developments. As part of immediate fire recovery, approximately 15 RVs were made available for members to move back into community.

Thirty-nine temporary modular homes have been built and occupied by January 2023 for interim housing, before moving into more permanent housing. A new 99-lot subdivision for permanent housing is in early pre-development and planning, with Phase 2 subdivision of 28 homes slated to be ready for move-in by December 2023.

With rebuilding expected to take at least five years, housing, facilities, and infrastructure for many of the workers involved in the reconstruction efforts will also be needed.

Our housing department oversees housing construction, identifies new sites for housing projects, and manages renovations and repairs on Nation-owned housing. Elders housing, social housing, and rental housing programs



▲ A small, mobile water treatment plant is lowered into place on Lytton First Nation in 2019, helping end years of drinking water advisories. (RES'EAU-WaterNET)

are available for our community members. Since the fires, housing programming is being updated to improve the maintenance of homes and servicing (e.g., septic tanks), a need that was demonstrated through the fire and subsequent recovery efforts.

### INFRASTRUCTURE

With infrastructure and facilities, we are building back what we lost to the 2021 fire, with renewed consideration for resilience to climate change hazards like wildfire.

Prefabricated offices have been assembled nearby to temporarily replace our band office, which was lost in the fire. A temporary, modular community hall was erected in December of 2022, with space for large gatherings. We developed a food store so residents no longer must drive at least an hour each way for groceries. The YeKm Food Hub also provides a space to process, store, learn about, and sell locally produced food products from Spapium 'Little Prairie' Farm. Other recently rebuilt facilities on-reserve include a post office and office spaces for the First Nations Health Authority.

Additionally, we have already developed a water treatment system and water quality monitoring program to provide safe and clean drinking water to community members on-reserve. As part of recovery, options for increased demand for water in the future is

being explored to accommodate a growing population as well as future firefighting needs. A larger district wastewater facility is being explored to support a planned 99-lot subdivision.

There has been essentially no public transportation servicing the area. Recent efforts have been made to address this, and through a collaboration between the Salvation Army, the Anglican Church, and the Village of Lytton, a bus has been operationalized to provide two trips per week between Lytton, Ashcroft, and Lillooet. Discussions have begun with BC Transit and Interior Health to create a more permanent plan to service these routes.

While Lytton First Nation has received some funding to support the rebuilding process, it will be a long journey to get our community back to where it was before and better. Planning for and development of more permanent housing and facilities will largely depend on future funding availability.



### OUTLOOK: Needs Attention

*While we've made a lot of progress under difficult conditions in a short period of time, significant efforts are needed over the next five years as we start to shift from recovery to rebuilding.*



# Governance



Lytton First Nation is committed to ensuring our government upholds the wisdom of our Tl'k'emtsin Elders. Our government is composed of one Chief and twelve Councillors. Community members residing on- and off-reserve elect political leaders every two years. As a cultural practice, the elected government relies on advice provided by community Elders for most significant issues.

The Lytton First Nation government conducts its business in accordance with a model of governance that clearly separates the responsibilities of elected government representatives and those of the Band Administration.

The day-to-day administration and delivery of programs and services is carried out by twelve

departments, overseen by an Administrator who reports to Chief and Council.

In recent years, we have created a Governance Policy and supporting Communications Strategy. We are also in the process of developing a Custom Election Code, which will mean that leaders are elected for staggered terms.

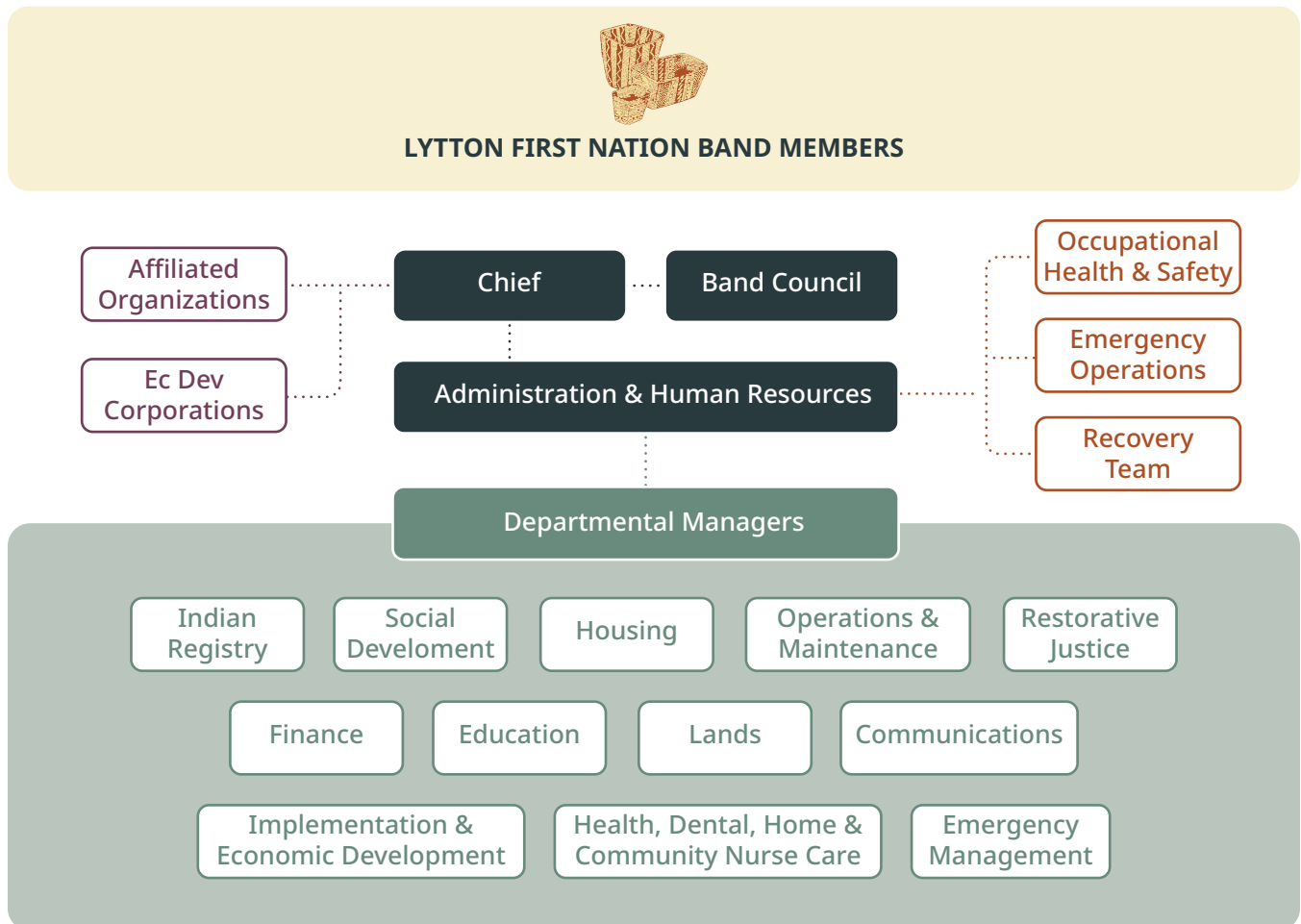
During the development of the CCP, we heard from many members about their interest in returning to a more traditional two Chief system and in establishing a youth Council.



## OUTLOOK: Getting Better

*We are working to improve our governance and build the capacity of our government and staff.*

**FIGURE:** Lytton First Nation Administration





# Economy



We know that building a strong, sustainable local economy is a key pillar to supporting a strong and independent Nation.

Lytton First Nation has invested in building our local economy through owning and operating several businesses, including fuel management projects and agreements with the provincial government. The Lytton First Nation Development Corporation helps oversee and implement our economic development initiatives. Currently, the Development Corporation has a staff of two, with plans to grow significantly over the coming years as more departments are added to support the rebuilding efforts as well as long-term venture opportunities.

Lytton First Nation employs about 100 full-time and permanent part-time employees, and up to approximately 140-150 employees seasonally, making it the biggest employer in the Lytton area.

Our Stein Valley Nlakapamux School is also a significant contributor to our local economy, creating numerous jobs for members. Many members also work for Nlha'7kapmx Child and Family Services (NCFSS) and Nlaka'pamux Nation Tribal Council (NNTC) who both operate in our community.

Other Lytton First Nation members work in various jobs and industries locally, such as the railways, highways, the Lytton ferry, the G'wsep gas station, and School District #74, while others commute out of town for jobs in mining and forestry, for example.



## OUTLOOK: Mixed

*We have several exciting opportunities we can pursue. If we are strategic, these opportunities could make for a stronger local economy than we had before the wildfires.*



# Education



We take pride in supporting learning and skills development for all ages and needs.

Opened in 1993, the Stein Valley Nlaka'pamux School (SVNS) offers schooling for kindergarten to grade 12, while providing the opportunity to be immersed in the Nlaka'pamux way of life for learners. The school currently has 135 elementary and secondary students. The school itself also provides a gathering space for our community. Our members also attend Kumsheen ShchEma-meet School in the Village of Lytton.

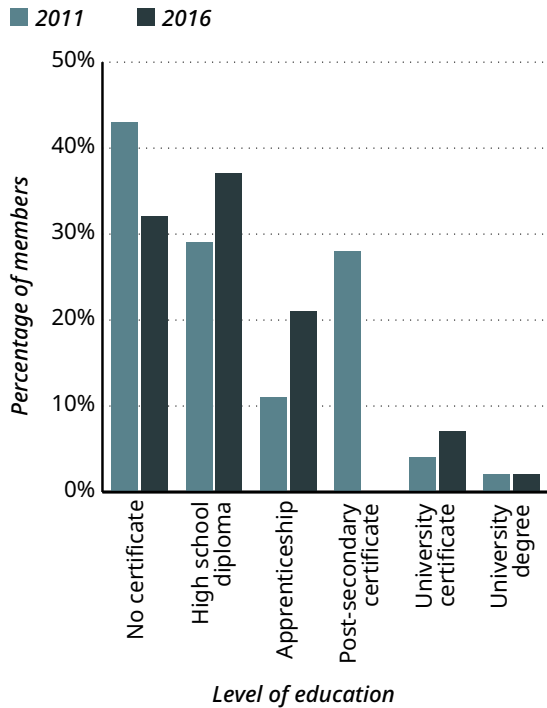
Programs and care for children under school age are provided through the Nzenman Child and Family Development Centre Society.

Additional post-secondary education and skills training programs are offered on-reserve (in collaboration with other educational institutions like Nicola Valley Institute of Technology), such as for carpentry, early childhood education, and an Indigenous Human Services Program.



**FIGURE:** Highest level of educational achievement for Lytton First Nation members

**HIGHEST LEVEL OF EDUCATION**



Note: Post-secondary certificate information for 2016 was not available.

Education outcomes in Lytton are improving. Between 2011 to 2016, high school graduation rates increased significantly, as did the number of members with college and university certificates, diplomas, or degrees.

However, gaps remain between the education levels achieved by Lytton members and the rest of BC. For example, 30% of Lytton members ages 25-64 have no certificate, diploma, or degree, compared to only 10% of British Columbians in the same age group. A smaller percentage of Lytton members have university or college degrees or certificates than the provincial average.



**OUTLOOK: Getting Better**

*Our Nation's education outcomes are improving, but we need to continue working to close gaps between Lytton First Nation and provincial averages.*





# Culture and Language



We are committed to strengthening and celebrating our culture and language by providing opportunities for community members to learn, practice, and celebrate it.

We speak n̓eʔkepmxcín (Nlaka'pamux). n̓eʔkepmxcín language is primarily oral, and a written language second. Currently, about 8% of our population reported that they learned n̓eʔkepmxcín first, while 6% report they spoke n̓eʔkepmxcín language at home.

The Citxw Nlaka'pamux Assembly (CNA) is working with Nlaka'pamux people, including our community, to protect and revitalize our language. Nlaka'pamux Nation Tribal Council is also helping with language programs.

We teach our language to our children and members through school and classes. There are language teachers for both intermediate and primary school students at the Stein Valley School, and there is a cultural worker at the Kumcheen School to support Lytton First Nation youth. Additionally, members of all ages can attend language classes hosted weekly over Zoom; this class has been growing in popularity over time.



## **OUTLOOK: Getting Better**

*Despite the challenges we have faced in the last few years, we have been working hard to keep language and culture alive and thriving.*



# Where We Are Going

*This section lays out a vision for our community in the future and summarizes our community goals that will help move us toward that vision.*

## TL'KEMTSIN VISION

A vision was first developed as part of our 2006 CCP. It was reviewed and updated as part of this CCP update and speaks of a future we are working towards.

*Tl'kemtsin is a resilient, self-sufficient, and prosperous Nation grounded by a strong culture and language. We work together well and thrive with the teachings of our ancestors, the wisdom of our Elders, the strength of our leaders, and the guidance of our people.*

## TL'KEMTSIN COMMUNITY GOALS

These goals represent the areas we need to act on as we journey towards our Vision. As illustrated, they are strongly interconnected.

They are also all part of our community's rebuilding efforts. While some of the actions speak to physical buildings like housing, most speak to the non-physical components of our community – our people, our culture, our health, and our wellbeing.



### A BASKET OF TL'KEMTSIN COMMUNITY GOALS

Like all the different foods we traditionally gathered in our cedar root baskets, we know that all the Tl'kemtsin community goals are important. We also know that they are all interconnected. Goals like good health are strongly connected to other goals, like culture and language, education, and housing and infrastructure. *Everything is connected.*





### Education

Support learning and skills development for all ages and needs, especially with our young children, our future.



### Lands and Waters

Protect and steward our lands and waters.



### Health and Wellness

Improve our physical, spiritual, and mental health and wellbeing.



### Governance

Ensure our government upholds the wisdom of our ancestors and our Tl'kemt'sin values.



### Elders, Youth, and Children

Empower our future leaders and support our Elders.



### Housing and Infrastructure

Address housing needs and improve infrastructure and facilities.



### Economy

Build a sustainable local economy with good jobs for everyone.



### Culture and Language

Protect and promote Nlaka'pamux culture and language.



### Climate Resilience

Prepare for a changing climate and build community preparedness.

Over the course of creating this CCP, we asked members and leadership to help organize the community goals in general order of importance to them. This is how they appear here.

We will continue to ask members about these goals. We know they may change over time as we work to address them in our ongoing recovery and rebuilding efforts. We also recognize that they may shift due to future events and development.



# How We Will Get There

*This section identifies the projects we will need to undertake to reach our community goals and vision.*

## TL'KEMTSIN CCP ACTIONS

Actions are the concrete steps (e.g., plans, projects, strategies, programs) that need to be taken to help us achieve our community goals and reach our community vision.

In updating our CCP, we looked back to older documents and strategic plans through the lens of recovery and rebuilding. Our members also helped us identify and prioritize new actions.

As we don't have the capacity (staff time, money, expertise) to undertake all the actions at the same time, we created a list of priority actions to undertake over the next several years. We organized them into three main types of actions.

- **Quick Starts:** These are simple, relatively inexpensive actions that will help communicate rebuilding in action to members and build momentum for undertaking other actions. They can happen right away, or in the case of the Rebuild Team or Emergency Planning Department, have already started.
- **Foundations:** These are more detailed actions that provide a foundation for others. They should be started up within six to 18 months of adopting our CCP and completed within a year. All Foundation Actions are planning projects which, when completed, will likely include additional actions to be undertaken.
- **Medium-term:** These are actions to be undertaken after Foundation Actions have been implemented.

*FIGURE: Recovery and Rebuilding Actions – building on work completed and underway*



**Recovery Work  
Completed and  
Underway**



**Rebuilding  
Work and CCP  
Actions**



**Rebuilding Our  
Community and Achieving  
CCP Vision and Goals**



# Quick Start Actions

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More detailed work plans for the Quick Start Actions are provided in the Work Plan Brief Appendix.

## 1. REBUILD TEAM

---

A temporary rebuild department staffed with two coordinators, dedicated office space, and a supporting advisory group (Rebuild Committee) that would manage the community rebuild program. The Rebuild Team would report to Council and provide regular updates to members through newsletters, website updates, and information made available at the community rebuild office.

The two coordinators will oversee and manage the day-to-day work of rebuilding and the various projects, consultants, and contractors this work demands. They will bring their experience and knowledge from their time as emergency response and recovery workers with Lytton First Nation. This will help ensure that this organizational capacity and institutional knowledge gained through the recovery work is not lost.

With the CCP's rebuild focus, the Community Coordinators will also act as CCP implementation Coordinators until the next CCP is developed in three to five years.

The Rebuild Committee will be a broadly representative group of Lytton First Nation members, staff, and leadership with representatives from key partner and collaborator agencies and departments, including from the Province, the federal government, and Nlaka'pamux Tribal Council. Committee members from Lytton First Nation should include Elders, youth, and traditional knowledge keepers. Participating department managers should include Housing, Health, Social Development, Operations and Maintenance, Communications, and Economic Development.

Dedicated space for coordinator offices and project meetings would hold space for the coordinators to work and meet with others (e.g., contractors, consultants) and for community members to come get information and updates on the rebuild effort. The office could also provide in-community workspace for visiting consultants and contractors as needed.

## 2. MENTAL HEALTH AND WELLBEING PROGRAM

---

New service ideas would be developed by the Health Department who would make recommendations to Council for their endorsement and approval. New services could potentially include additional counselling supports for members and staff, expanded mental health programs, and traditional wellness programs and facilities like a sweat lodge.

A desire for additional mental health and wellness supports to support staff and members following the emotional toll of events we have faced over the past two years was clearly expressed during CCP engagement.

### Community Goals addressed:

- ✓ *Health and Wellness*
- ✓ *Governance*
- ✓ *Elders, Youth, and Children*
- ✓ *Housing and Infrastructure*
- ✓ *Economy*
- ✓ *Climate Resilience*

### Community Goals addressed:

- ✓ *Health and Wellness*
- ✓ *Elders, Youth, and Children*
- ✓ *Education*

### 3. COMMUNITY SKILLS DATABASE

---

The Community Skills Database will restore and expand a post-secondary database of graduates that was lost in the fires. Coordinating with the Emergency Management Assistance Program (EMAP), the database will also help determine the education, training, and certifications associated with upcoming positions and employment opportunities that will be created through community rebuilding. It will be set up to be updated regularly to track our members' education and skills and support the development of new or expanded member training and capacity-building programs.

### 4. EMERGENCY MANAGEMENT DEPARTMENT

---

This new department would take over the work of the Emergency Operations Centre and improve emergency response and management in the future.

This Action would be separate but related to the Emergency Operations Centre. Efforts would be supported by an Emergency Management Coordinator. Work has already commenced with a posting for the Emergency Management Coordinator position.

#### Community Goals addressed:

- ✓ *Education*
- ✓ *Economy*

#### Community Goals addressed:

- ✓ *Health and Wellness*
- ✓ *Housing and Infrastructure*
- ✓ *Climate Resilience*

# Foundation Actions

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## 1. CLIMATE RESILIENCE PLAN

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The Climate Resilience Plan will outline climate hazards facing our community today and, in the future (e.g., heat, drought, flooding), the risks they pose (e.g., water supply, food security, heat stress), and how we can adapt to become a become safer, healthier, and more climate resilient community in the future.

## 2. HOUSING PLAN

---

The Housing Plan will identify the types of permanent housing (e.g., multi-family, supported housing) our community needs and where they could be built. It will consider the specific needs of Elders, folks with accessibility needs, families, and single individuals, all with an eye to affordability and climate resilience.

The Housing Plan should build on future population and housing needs projections (e.g., those being completed as part of the Stein Water System) upgrades to accommodate our growing population and more members moving back home. It will also need to be coordinated with both the Infrastructure Plan and the Village Plan.

## 3. INFRASTRUCTURE PLAN

---

Building on work already underway, the Infrastructure Plan will investigate the need for additional infrastructure and servicing upgrades in preparation for building permanent housing and community facilities and to be prepared for future climate risks.

This Action will build on work already underway (e.g., Stein Water System and well #3 upgrades) and be informed by the Climate Resilience Plan.

## 4. TL'KEMTSIN DESIGN PLAN

---

This plan will provide an illustrated outline of where new housing and community facilities will be developed on our core reserves and potentially support rebuilding in the Village of Lytton. It will illustrate the traditional and climate-resilient design features that new developments could incorporate.

The high-level concept plan would indicate where key community facilities and housing will be rebuilt, including siting projects already underway such as the Tl'k'emtsin Gathering Centre and replacing temporary structures such as the band office and food store. It could be developed through a highly participatory process that involves community members imagining what they want their community to look like.

The Village Plan provides a good opportunity to re-engage with the Village of Lytton in planning for the rebuilding of reserves IR17 and IR18 (which directly abut Village lands).

### Community Goals addressed:

- ✓ *Lands and Waters*
- ✓ *Health and Wellness*
- ✓ *Education*
- ✓ *Housing and Infrastructure*
- ✓ *Climate Resilience*

### Community Goals addressed:

- ✓ *Health and Wellness*
- ✓ *Elders, Youth, and Children*
- ✓ *Education*
- ✓ *Housing and Infrastructure*
- ✓ *Climate Resilience*

### Community Goals addressed:

- ✓ *Housing and Infrastructure*
- ✓ *Economy*
- ✓ *Climate Resilience*

### Community Goals addressed:

- ✓ *Lands and Waters*
- ✓ *Health and Wellness*
- ✓ *Housing and Infrastructure*
- ✓ *Culture and Language*
- ✓ *Climate Resilience*



# Medium-Term Actions

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These are actions to be undertaken after Foundation Actions have been implemented.

## 1. COMMUNICATIONS FRAMEWORK

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Members, staff, and leadership all value respectful, timely and clear communications. Communications between staff, leadership, and members is also a critical component of effective decision-making, and is increasingly important as many departments, individuals, and various project teams will need to collaborate together to work through the many interconnected components of rebuilding.

A Communications Strategy should outline communications and engagement procedures for staff and leadership with how they work together and how they share information with community members and keep the broader community engaged.

This should also involve procedures and protocol for communications with external agencies such as the RCMP and Emergency Services.

## 2. YOUTH LEADERSHIP CIRCLE (COUNCIL)

---

Youth are our future and should have a big say in how we rebuild our community.

A special advisory council made up of youth (13 – 21) who would provide feedback to Council on a range of issues, including rebuilding. The team could also support new inter-generational cultural learning programs including rediscovery camps in the Stein Valley and at Botanie Lake.

### Community Goals addressed:

- ✓ *Governance*
- ✓ *Elders, Youth, and Children*

### Community Goals addressed:

- ✓ *Governance*
- ✓ *Education*
- ✓ *Elders, Youth, and Children*
- ✓ *Culture and Language*

# Tracking Our Progress, Sharing Our Success



This CCP is a living plan. It will evolve and change with the community as CCP actions and rebuild projects are implemented. With new facilities and homes to be built over the next few years, the pace of change and development will be significant.

Recognizing how much will change in our community over the next few years, we know that we must keep our CCP up-to-date and that we may have to update sooner than CCPs are updated in other communities. With so much happening in our community, we also understand how important it is to keep our members up-to-date.

Tracking and sharing our CCP actions and work will provide a reminder of what we have done, and what we still need to do. It will build momentum for the CCP and show the community that we are making progress toward our goals and, over time, achieving our vision. It will also demonstrate accountability, letting the community know about CCP projects or rebuild activities that may have been stalled or delayed.

Our Administrator and Chief and Council commit to the following CCP monitoring and communications actions.

### **TL'KEMTSIN CCP COMMITMENTS**

1. Tl'kemtsin administration will **appoint a staff CCP Coordinator** who would have their job description expanded to include CCP oversight.
2. **One member of Council will have the CCP added to their portfolio** of responsibilities and a terms of reference will be developed to outline their CCP oversight work.
3. The staff-level CCP Coordinator will work with the Councillor with the CCP oversight added to their portfolio to provide **semi-annual updates** on CCP action implementation. These updates will be provided in our newsletter, on our website, and at Town Hall meetings.
4. The staff-level CCP Coordinator will work with the Councillor who has CCP oversight on their portfolio of responsibilities to provide a **CCP update at future AGMs**.
5. Tl'kemtsin administration commits to **reviewing the CCP no longer than three years after its adoption** to determine if an update is required.
6. Tl'kemtsin administration commits to **undertaking a full CCP update no longer than five years following the adoption** of this CCP.



# Appendix 1: Quick Start Action Work Plan Briefs

*These work plan briefs provide further details on the three Quick Start actions. They include:*

- *A summary of the action and rationale for it*
- *Key personnel responsible for implementation*
- *A preliminary schedule detailing associated tasks and timelines*
- *Preliminary budget estimates*

# Quick Start 1 – Rebuild Team

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## **WHAT IS IT?**

A temporary rebuild department staffed with two coordinators, dedicated office space, and a supporting advisory group (Rebuild Committee) that would manage the community rebuild program. The Rebuild Team would report to Council and provide regular updates to members through newsletters, website updates, and information made available at the community rebuild office.

With the CCP's rebuild focus, the Community Coordinators will also act as CCP implementation Coordinators until the next CCP is developed in three to five years.

This action should also include dedicated space for Rebuild Coordinators offices and project meetings. This would hold space for the Rebuild Coordinators to work and meet with others (e.g., contractors, consultants), and for community members to come get information and updates on the rebuild effort. The office could also provide in-community workspace for visiting consultants and contractors as needed.

## **WHY DO IT?**

As we move from emergency recovery to community rebuilding, a project oversight hub and coordinating department need to be established to manage and oversee the complex and interconnected projects that community rebuilding will entail.

## **WHAT COMMUNITY GOALS DOES IT ADDRESS?**

- Health and Wellness
- Governance
- Elders, Youth, and Children
- Housing and Infrastructure
- Economy
- Climate Resilience

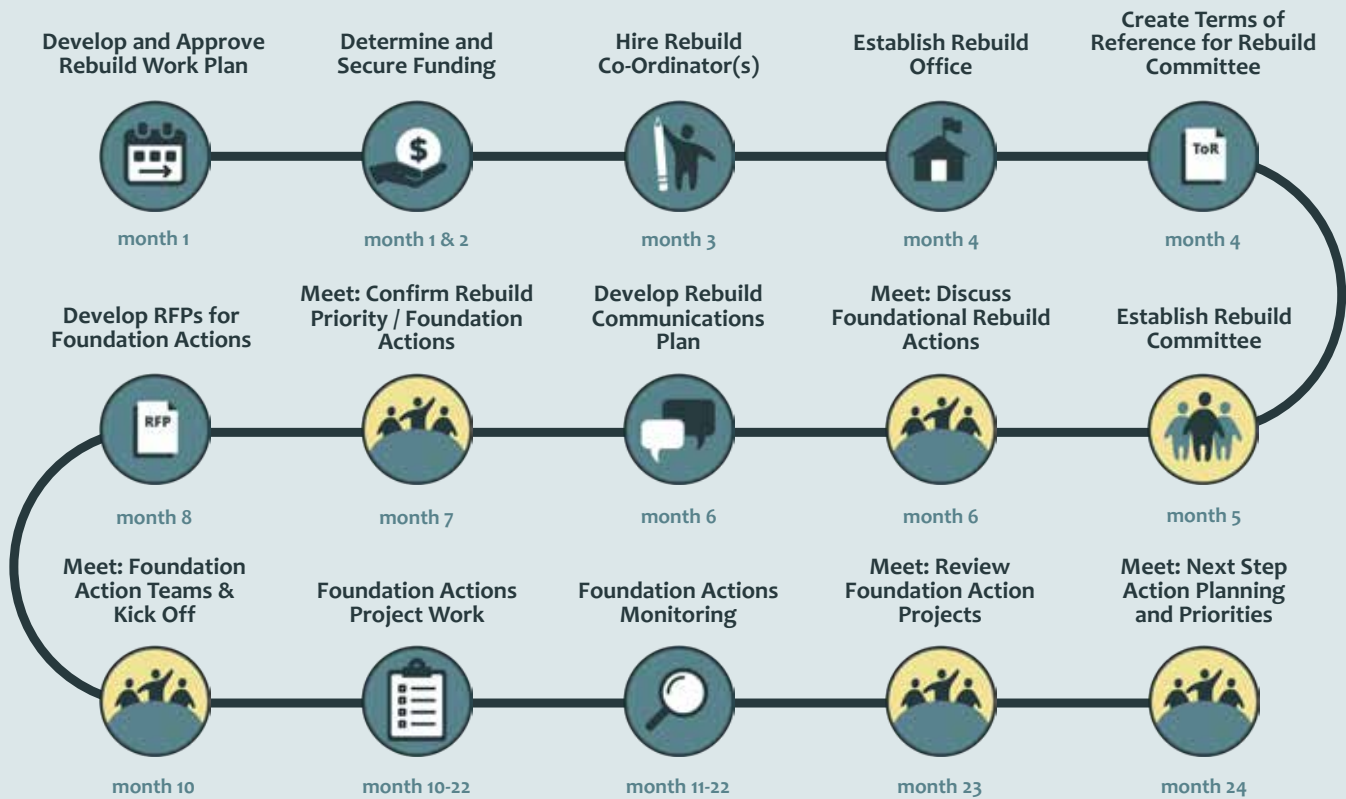
## **WHO WILL WORK ON IT?**

The Rebuild Team will be led by a staff team of two coordinators who will oversee and manage the day-to-day work of rebuilding and the various projects, consultants, and contractors this work demands.

The two coordinators will bring their experience and knowledge from their time as emergency response and recovery workers with Lytton First Nation. This will help ensure that this organizational capacity and institutional knowledge hard gained through the recovery work is not lost.

The Rebuild Committee will be a broadly representative group of Lytton First Nation members, staff, and leadership with representatives from key partner and collaborator agencies and departments, including representatives from the Province, the federal government, and Nlaka'pamux Tribal Council. Committee representatives from Lytton First Nation should include Elders, youth, and traditional knowledge keepers. Participating departments managers should include Housing, Health, Social Development, Operations and Maintenance, Communications, and Economic Development.

## HOW WILL WE DO IT?




### Considerations to keep in mind for Rebuilding:





- **Retain capacity and experience.** Set up succession plans to ensure that the knowledge and experience we have collectively gathered through Recovery is passed on into future phases of rebuilding and as new staff are brought on board, given that personnel may change over time.
- **Gather the community.** Involve TI'kemtsin members in the process by asking for their input, using community values and priorities to guide our work, and celebrating our accomplishments.
- **Ensure buy-in and support from staff and leadership.** This will help make rebuilding part of the day-to-day operations of TI'kemtsin, by incorporating it into work plans and familiarizing everyone with what needs to happen and when.
- **Identify foundational needs early.** Make sure the Foundation actions needed prior to constructing new buildings or infrastructure are done (e.g., assessing climate vulnerabilities, housing needs assessment, land inventory, etc.).
- **Promote collaboration and share responsibilities.** Otherwise, it will seem like there's too much to do! Fairly distribute roles and responsibilities by creating a Work Plan. Building our relationships, trust, communication, and ability to work together across departments and throughout TI'kemtsin will strengthen our collective efforts.



- **Invest in local skills.** While outside support may be required or beneficial at certain points in the process, our priority should be investing in Tl'kemtsin member training, education, skills development, and employment opportunities to meet the needs of our community.
- **Start small.** Identifying smaller actions Tl'kemtsin can take immediately with existing resources and capacity will help build momentum and commitment to the process.
- **Evaluate and communicate progress along the way.** Tracking whether we are accomplishing what we set out to do will both help keep us on track and identify if we need to adjust our approach. Communicating and celebrating progress along the way will help keep Tl'kemtsin members committed and motivated.

## WORK PLAN

TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<b><i>Develop and Approve Rebuild Work Plan</i></b>	This will need to be developed and signed off on by Lytton First Nation Council.	✓	
<b><i>Determine and Secure Funding</i></b>	Develop a budget that accounts for staffing, space, and projects over the next 24 months.	✓	
<b><i>Hire Rebuild Co-ordinator(s)</i></b>	Enlist one to two Rebuild Coordinator(s), with clearly defined job description(s). If appropriate and feasible, the two existing Recovery Coordinators could transition into the Rebuild Coordinator positions.	✓	
<b><i>Establish Rebuild Office</i></b>	Dedicate an area for Coordinator workspace, member information hub, project workspace, and meeting space.	✓	
<b><i>Create Terms of Reference for Rebuild Committee</i></b>	Build on and adapt the existing Community Planning Steering Committee Terms of Reference to lay out clear roles and expectations for Rebuild Committee members.		
<b><i>Establish Rebuild Committee</i></b>	Twelve individuals minimum, including the Recovery Team members, Managers, Administrator, subject matter experts from all (e.g., housing, civil, Land Code), knowledge holders, youth, Elders, and LGBTQIA2S+ individuals.	✓	
<b><i>Rebuild Committee Foundations Meeting</i></b>	Review the following questions, building on Summary Notes from the February 13th and 14th Rebuilding Workshop: Where are we now? What have we done (recovery)? Where do we want to go (rebuild)?	✓	

TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<b><i>Develop Rebuild Communications Plan</i></b>	Create a simple outline of the communication tools, channels, and approximate timing of sharing information and updates across departments, with community members, and outside organizations.		
<b><i>Rebuild Committee Foundations Meeting</i></b>	Review and confirm rebuild priorities (e.g., identifying actions to be initiated immediately).	✓	
<b><i>Develop RFPs for Foundation Actions</i></b>	For priority actions (plans, assessments, developments) that need external support, expertise, or capacity, distribute requests for proposals.	✓	
<b><i>Rebuild Committee Foundations Meeting</i></b>	Meet with teams and individuals (including outside consultants and contractors hired in step 10) charged with implementing the foundation actions for project(s) kick-off.	✓	
<b><i>Foundation Actions</i></b>	Rebuild Coordinators will oversee the implementation of Foundational Actions.	✓	
<b><i>Foundation Actions Monitoring</i></b>	Rebuild Coordinator(s) and Rebuild Committee both to track progress on implementation of Foundation Actions.	✓	
<b><i>Rebuild Committee Meeting</i></b>	Gather to review implementation of Foundation Actions projects.	✓	
<b><i>Rebuild Committee Meeting</i></b>	Based on progress so far, the Committee will identify next steps for action planning and priorities.	✓	

**TIMELINE**

TASK	MONTH												
	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
<i>Develop/Approve Work Plan</i>	█												
<i>Funding</i>	█												
<i>Hire Rebuild Coordinator(s)</i>		█											
<i>Establish Rebuild Office</i>		█											
<i>Create ToR for Rebuild Committee</i>		█											
<i>Establish Rebuild Committee</i>			█										
<i>Rebuild Committee Foundations Meeting</i>			█										
<i>Develop Rebuild Communications Plan</i>			█										
<i>Rebuild Committee Foundations Meeting</i>				█									
<i>Develop RFPs for Foundation Actions</i>				█									
<i>Rebuild Committee Foundations Meeting</i>					█								
<i>Foundation Actions</i>						█	█	█	█	█	█	█	█
<i>Foundation Actions Monitoring</i>							█	█	█	█	█	█	█
<i>Rebuild Committee Meeting</i>													█
<i>Rebuild Committee Meeting</i>													█

**BUDGET (ANNUAL)**

ITEM	COST
<i>Human Resources (staffing)</i>	\$70,000 - \$130,000 (dependent on staffing model (number of Coordinators, full-time/part-time))
<i>Overhead</i>	\$6,000
<i>Incidentals and Supplies</i>	\$10,000
<i>Rebuild Committee Costs</i>	\$10,000 (\$2,500 per meeting)
<b>TOTAL</b>	<b>\$96,000 - \$156,000</b>



# Quick Start 2 – Mental Health and Wellbeing Program

**WHAT IS IT?**

A Mental Health and Wellbeing Program will have a holistic, Indigenous focus. Exact services will be determined by the Health Department through an assessment of community needs and in consultation with the community. New service recommendations would be presented to Council for their endorsement and approval. Potential services could include:

- Expanded mental health programs, including trauma-focused individual, family, and couples counselling.
- Traditional wellness programs and facilities, including a sweat lodge and land-based healing.
- Community and school-based mental health promotion, outreach, and prevention.
- A peer and community support program.

**WHY DO IT?**

Mental health is foundational to individual health and overall community wellbeing. A desire for additional mental health and wellness supports to support staff and members following the emotional toll of events we have faced over the past two years was clearly expressed during CCP engagement.

Though there are some existing mental health resources, an expanded program will respond to the recent trauma that the recent wildfires, atmospheric river, and COVID have collectively generated in our community. It will also mean that we can provide mental health supports in the community, meaning fewer of our members will need to go elsewhere to seek mental health supports.

**WHAT COMMUNITY GOALS DOES IT ADDRESS?**

- Health and Wellness
- Elders, Youth, and Children
- Education



**WHO WILL WORK ON IT?**


Social Development and Health.

**HOW WILL WE DO IT?**

Internally with support from core partners, including the First Nations Health Authority.

**WORK PLAN**

TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<i>Needs assessment</i>	Research and assessment of current mental wellness programs and services to determine gaps that the new program could fill.		
<i>Community survey and consultation</i>	Tl'k'emtsin members should be engaged regarding their needs and what they would like to see included in the program. Engagement could include focus groups to gather more in-depth opinions, as well as wider engagement through surveys or community meetings. Staff should also be consulted, especially those whose work involves day to day interaction with the community (e.g., teachers, youth workers, social worker).		

TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<i>Health Planning Workshop</i>	The Social Development and Health Department should gather to review information gathered and determine options for moving forward with the expanded program.		
<i>Options Analysis</i>	Options reviewed, assessed, and evaluated.		
<i>Mental Health and Wellness Program Plan</i>	Compile information into a draft program plan. Include a summary of information gathered and identify a roadmap for moving forward with the program. Present to Council for their decision and approval.	✓	
<i>Program set-up</i>	Begin program set-up.	✓	

### TIMELINE

TASK	MONTH							
	1	2	3	4	5	6	7	8
<i>Needs assessment</i>	█							
<i>Community survey/consultation</i>		█	█					
<i>Health planning workshop</i>			█	█				
<i>Options Analysis</i>				█	█			
<i>Mental Health and Wellbeing Program Plan</i>					✓			
<i>Program set-up and implementation</i>					█	█	█	✓

✓ = deliverable

### BUDGET (ANNUAL)

ITEM	COST
<i>Human Resources (staffing)</i>	\$20,000 - \$40,000
<i>Overhead</i>	\$10,000 - \$20,000
<i>Incidentals and Supplies</i>	\$10,000 - \$20,000
<i>Programming</i>	\$50,000 - \$90,000
<b>TOTAL</b>	<b>\$90,000 - \$170,000</b>

# Quick Start 3 – Community Skills Database

## WHAT IS IT?

The Community Skills Database will restore and expand a post-secondary database of graduates that was lost in the fires. Coordinating with the Emergency Management Assistance Program (EMAP), the database will also help determine the education, training, and certifications associated with upcoming positions and employment opportunities that will be created through community rebuilding. It will be set up to be updated regularly to track our members' education and skills and support the development of new or expanded member training and capacity-building programs.

## WHY DO IT?

The database will be used to support members in finding employment and training opportunities within the community. In addition to helping identify potential job opportunities for members, the database can be used to identify what training and skills development needs there are to support members in securing in-demand employment, and to communicate to members what skills are needed.

The database can also be used to track the skills and education of the members over time and identify trends or gaps in skills that need to be addressed through training programs.

## WHAT COMMUNITY GOALS DOES IT ADDRESS?

- Education
- Economy

## WHO WILL WORK ON IT?

Education, Human Resources, Economic Development, Rebuild Team.



## HOW WILL WE DO IT?

Internally with support from core partners including EMAP, the Nlaka'pamux Tribal Council, and Public Works.

## WORK PLAN

TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<i>Identify database scope</i>	Human Resources, Education, Economic Development departments and Rebuild Team work together to determine how database can best meet the needs of community members. This could include researching databases or skills inventories that other Nations have developed.	✓	
<i>Gather data from departments</i>	Once scope is determined, survey other department managers and determine what skills are needed, what skills current employees have, and what gaps exist. Integrate department feedback into database.	✓	



TASKS	SUMMARY	DELIVERABLE	ENGAGEMENT
<i>Connect with other agencies</i>	Connect with Public Works, Rebuild Team, and contractors involved in rebuild activities to determine what skill sets and training are in-demand, and where gaps are. Integrate external feedback into database.		
<i>Setup and launch database</i>	Determine the best platform (i.e., Excel, Google Sheets, or another program) for the database to 'live'. The database should be able to be updated regularly as needed and should include instruction or tips for use for those that will be accessing it.	✓	
<i>Promote database to members</i>	Share database with members and encourage members to self-report on training and education skills to be included in the database.		
<i>Monitor and maintain database</i>	Update the database as needed to reflect changes in skills and education levels of community members and job opportunities.	✓	

#### TIMELINE

TASK	MONTH					
	1	2	3	4	5	6
<i>Identify database scope</i>						
<i>Gather data from departments</i>						
<i>Connect with other organizations</i>						
<i>Setup and launch database</i>						
<i>Monitor and maintain database</i>						

#### BUDGET (ANNUAL)

ITEM	COST
<i>Human Resources (staffing)</i>	\$10,000 - \$20,000
<i>Overhead</i>	\$4,000 - \$8,000
<i>Incidentals and Supplies</i>	\$1,000 - \$5,000
<b>TOTAL</b>	<b>\$15,000 - \$33,000</b>

# Quick Start 4 – Emergency Management Department

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## **WHAT IS IT?**

A new Emergency Management department that would take over the work of the Emergency Operations Centre and improve, consolidate, and coordinate emergency response and management in the future.

An Emergency Management Coordinator was hired in May 2023. They will be involved in the establishment of the Emergency Management Department.

## **WHY DO IT?**

From the wildfires of 2021 and 2022, the atmospheric river events of 2021, and the COVID-19 pandemic that started in March 2020, Lytton First Nation has endured incredible emergency response, management, and recovery activities over the past three years. Recognizing the growing hazards and risks generated by climate change, we also understand that we will likely face further, growing challenges in the future. In the face of these likely challenges, a standing Emergency Management Department will not only improve our response efforts, but also support community activities to reduce our community's exposure to hazards and improve our community's climate resilience.

## **WHAT COMMUNITY GOALS DOES IT ADDRESS?**

- Health and Wellness
- Housing and Infrastructure
- Climate Resilience

## **WHO WILL WORK ON IT?**

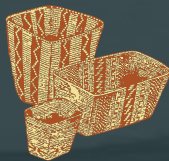
The Emergency Management Department will be led by an Emergency Management Coordinator. A Coordinator was hired in May 2023. The work will also be supported by Council.

## **HOW WILL WE DO IT?**

The Emergency Management Coordinator salary will be funded through funds from the fire response, security, and fuel mitigation work done in 2022.

A Work Plan for the new Coordinator is still being developed. Preliminary tasks identified include:

- Review and update emergency response plan, including:
  - Developing a training regime for staff
  - Conducting evacuation route planning
- Establish muster points in the community and equip those muster points
- Identify a helipad location
- Provide coordination support for ferry closure
- Inventory and equip the Emergency Operations Centre containers with emergency supplies
- Establish a First Nations initial attack fire crew
- Plan for a structural fire department and fire hall
- Support community climate resilience programs and initiatives, including this CCP's Foundation Action - Climate Resilience Plan



**Lytton  
First  
Nation**



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