



Mishkosimiziibing

BIG GRASSY RIVER FIRST NATION

Comprehensive Community Plan

May 2023

Final Version



ACKNOWLEDGEMENTS

We gratefully acknowledge all community members who provided their time and input to this process.

A special thanks to staff members and those individuals who were involved on a more day-to-day basis. These included the following.

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- NADF

Miigwech-thank you!

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Words from Our Chief

We are extremely appreciative and humbled by our members who actively engaged in the Comprehensive Community Planning engagement sessions.

These community driven sessions are vital to providing a road map of our journey towards building a healthy, thriving and safe place to live for all members, by ensuring we have access to protected and inclusive environments in areas of health, school, housing, justice and social wellbeing. That participation will guide us into a healthy today and tomorrow.



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Plan at a Glance

OUR COMMUNITY VISION

"To be a healthy, prosperous, connected community, focused on preserving our language, culture, history, lands, traditions and ensuring our youth's future and leadership over our lands."

Our Goals & Actions are to (in order of priority):



CULTURE AND LANGUAGE

Protect our culture, language, and keep our traditional way of life alive and strong for future generations.

- Increase Ojibway language programs
- Hold more cultural events and revitalize traditional protocols and ceremonies
- Create a small BGFN Museum and Archives
- Implement cultural programming for very young children and youth
- Add more land-based programs



HOUSING AND COMMUNITY INFRASTRUCTURE

Build new homes and ensure our existing housing and community buildings are well kept in order to have good living conditions and bring our people home.

- Develop new homes & complete a Housing Strategy
- Improve maintenance and health & safety for existing homes and community buildings
- Conduct a feasibility study for a new subdivision
- Build/retrofit new community facilities (in Capital Plan)
- Finalize the draft housing policy



ELDERS AND YOUTH

Empower and preserve the history, stories, language, ceremonies and traditional ways of our people by bringing our Elders and youth together.

- Build youth confidence and pride
- Create spaces and events for Elders to share stories with youth
- Production/music studio for youth
- Elders in residence for Elementary and High School



GOOD HEALTH AND A BETTER LIFE

Sustain our community vitality and cultivate individual spiritual and physical health, leading to a better everyday life for our people and community.

- Reduce substance abuse and increase mental health & addiction support for youth
- Improve access to local health care
- Improve support for young children and youth health programs and services
- Support Traditional health options
- Hire a health advocate for members
- Increase community food security
- Increase community security – Bear Clan Patrol
- Build Transitional Housing/Safe House
- Hire a recreational coordinator



INCLUSIVE AND ENGAGED COMMUNITY

Connect to, and engage our people, including those living off-reserve.

- Draft a member communications plan, starting with reinstating the community newsletter
- Better connect children living off-reserve to the community
- More community members working together as a team to get along



EDUCATION

Support increased education level attainment and meet the education needs of our youth.

- Provide additional support programs & alternative education
- Keep kids in school (pre-K to K-12)
- Provide incentives for high school graduation
- Improve access to post-secondary and funding opportunities



ECONOMIC

Create opportunities so we can sustain ourselves, build on our successes, and grow as a community.

- Support member's skill development and implement new training programs for members
- Support member entrepreneurs and local businesses
- Apply for funding/support relationship with Mishkosiminiziibing Development Corporation (MDC)
- Create a development plan and hotel for Assabaska Park Resort



LANDS AND WATERS

Protect and take jurisdiction over our lands and assert our Treaty Rights.

- Organize a beach clean-up – 2x each summer
- Draft a Land Use Plan
- Conserve and protect our lands and water
- Increase the size of First Nation lands

Our community vision and goals were drafted from all of the Member input gathered through the CCP planning process and reviewed by the CCP Coordinator and CCP Committee. Both the vision and goals were taken back to the community for review and prioritization. Edits were made based on community feedback resulting in a solid, community-driven, community-supported vision and goals.

Everything we do must be aligned with the intent, vision and goals of our Comprehensive Community Plan.

"Our community needs to get back to our historical culture of holding our women and children with utmost respect and care. We need to prioritize a culture in our community that promotes a healthy lifestyle for our women and children. Elders that have knowledge of the historical culture could be leaders in creating and teaching our youth in the different roles and responsibilities that men and women played in our history. We want to get back to that culture for the health and wellbeing of our community."

- Elder from Big Grassy River First Nation

What is a Comprehensive Community Plan (CCP)?

The Comprehensive Community Plan (CCP) is a high-level plan that includes our community vision and a set of goals, objectives and actions to guide us over the next 5 years.

It asks us questions like: *what are our values? What are our lives like, and how can we make them better? What do we love about our community, and what needs to change?*

Our CCP looks at everything that is important to BGRFN, including our culture, lands, health, education, housing, economic development, and more. A CCP is a process where the community comes together and decides on a vision for the future. It builds on the

other plans we have made and puts them all together for Chief and Council to work on.

It can be thought of as a roadmap for BGRFN to help guide our community's ongoing development and help ensure that this work is done according to our values.

Council and staff will use this document to track progress on implementing our priority actions: *Did we successfully implement the actions? Did the actions achieve the outcomes we hoped they would?*



The Big Grassy River First Nation CCP Process

The CCP process was designed into a circular five-phase approach broken up into five guiding questions:

1. WHERE HAVE WE BEEN?

What is our history? What stories matter to us about who we are? What information is important to understand about our past?

2. WHERE ARE WE NOW?

What is the current situation? What is happening on our reserve lands and with our people (wherever they may live)? Are there issues that need to be addressed? Are there opportunities we need to build on?

3. WHERE DO WE WANT TO GO?

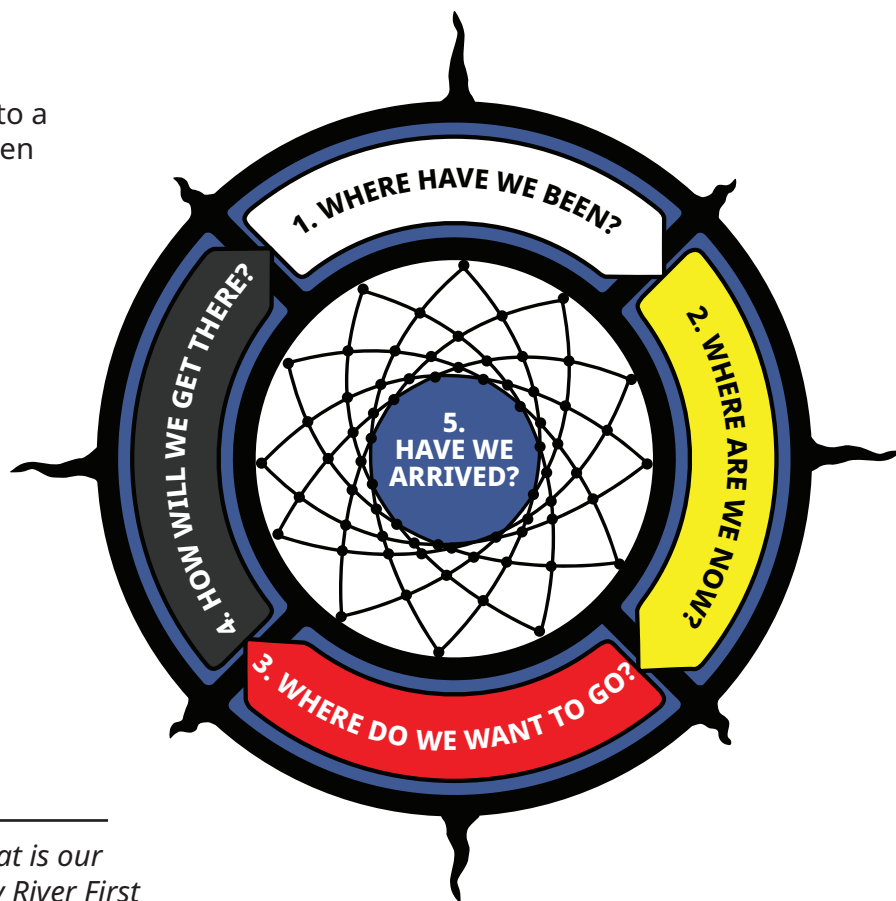
What are our hopes and goals? What is our vision? What do we want Big Grassy River First Nation to look like in five, ten, and twenty years? What matters most to our community?

4. HOW WILL WE GET THERE?

What actions will we take? What can we do to achieve our vision? What are our community development priorities?

5. HAVE WE ARRIVED?

What does success look like? Once we have our plan in place, how can we track it to make sure it's helping us achieve our objectives and meet our vision?



Why do we Plan?

Planning can benefit the entire community by creating positive change in a proactive way while also protecting the values of the community. Planning can improve the performance of the band administration and any related organizations, as well as enhance the community's governance tools and capacity.

Once in place, an effective community plan can:

- **Empower the community.** The community becomes more self-aware, creates its own future, and creates tools to respond to change in an effective manner.
- **Provides a framework.** To empower Chief and Council to make decisions based upon a coordinated plan to guide the orderly growth and development of the community.
- **Improve performance.** Having a plan leads to informed decision-making, combines fragmented efforts, decreases duplication, enables efficient use of resources, and identifies and solves organizational problems.
- **Build teamwork and expertise.** Planning improves communications within the First Nation's government, builds managerial and staff skills and supports capacity-building efforts.
- **Coordinate future development.** The planning process identifies the community's priorities for the use of its land base and territory, anticipates future infrastructure and development needs, and helps to prevent conflicting developments.
- **Protect resources.** The community is able to identify and protect vulnerable or valuable areas, traditions, or cultural values and practices.
- **Celebrate traditions and culture.** The cultural aspects of the community may be a focus of the planning process, such



FIGURE: Orange Shirt Day Walk participants from the community including Elders and people of all ages.

as seasonal feasts, other traditional ceremonies and language.

- **Promote healing and reconciliation.** Planning helps the community to work together to proactively address negative or painful issues by establishing a positive vision for the future and by taking the steps necessary to achieve that vision.
- **Create economic opportunities.** Examining and identifying sustainable economic opportunities is an essential part of creating a Comprehensive Community Plan. Having a plan in place will also help to attract investment and funding to create more jobs.

The main outcomes of the CCP process are:

- Formulation of goals and objectives through public participation, surveys, etc., which impact community revitalization and address local concerns.
- Establish priorities for implementation strategies.
- Identify specific courses of action with possible funding sources.
- Encourage cooperation, consideration, and collaboration among community groups and organizations.
- Support the creation of public/private partnerships and financial resources for shared community endeavours.
- Assemble the community to work collectively to reach common goals.
- Empower Chief and Council and other decision-makers to create public policy with the support of the community.
- Provide opportunities for the members of the community to create their vision for the community.



FIGURE: CCP Meeting held on August 5, 2021 with 6 Elders attending.

Community Engagement

All parts of the process were guided by engagement with our community, which shapes the answer to the preliminary question of, “Where have we been?”.

The CCP process involved the participation of members of all ages who live within and outside the community, staff, and leadership. This included the following key groups:

- CCP Committee
- Community-based working group
- Elders & Elders Advisory Council
- Chief and Council
- Staff
- Youth & Youth Advisory Council

Engagement opportunities were flexible and done through multiple options, including social media and emails, phone calls, mailing lists and workshops, and online surveys. Once we could gather together, we hosted community meetings and events to bring us all together in person.

The graphic below outlines the engagement events that took place from 2021 – 2023.

The CCP takes into consideration the many aspects of our community and creates a holistic plan for the future.



FIGURE: Community engagement events between 2021 and 2023

Where are we now?

OCTOBER 3, 1873 – The First Nation have reserved for themselves six reserves:

- **Big Grassy River 35G**, which serves as the main reserve, 3,615.10 hectares (8,933.1 acres)
- **Lake of the Woods 35J**, 1,408.70 hectares (3,481.0 acres)
- **Naongashing 35A**, 518 hectares (1,280 acres)
- **Obabikong 35B**, 712.30 hectares (1,760.1 acres)
- **Assabaska**, which is shared with Ojibways of Onigaming First Nation, 1,098 hectares (2,710 acres)
- **Agency 30**, which is shared with 12 other First Nations, 379 hectares (940 acres)



1887 – Rollerway Dam built near Kenora, Ontario at the north side of Lake of the Woods, flooded the whole lake with devastating effects on the lands and lives of Big Grassy River First Nation (formerly Assabaska Reserve) people and other First Nation reserves on Lake of the Woods. Farmland crops, docks, wildrice fields, and homes were destroyed.

1892 – Chiefs from all reserves located on Lake of the Woods complained and submitted a formal petition to the Canadian government, but nothing was done to compensate the First Nations people.

1933 – Highway 621 built up to Big Grassy River from Sleeman, the bridge was built soon after.

EARLY 1950'S – Members started moving to Big Grassy River Reserve 3G from other reserves mentioned above.

1926 – The Norman Dam replaced the Rollerway Dam, still nothing was done to compensate the First Nations people who lived on Lake of the Woods.





1960 - Martha Tuesday, First Female Chief of Big Grassy River First Nation elected.

1964 - Assabaska Reserve split into two Reserves: Big Grassy River and Sabaskong.

1976 - Fishhouse (fish processing building) completed.

LATE 1980'S - Community Hall completed.

1999 - Community Landfill completed.

1997 - The Water Plant was completed, creating the first running water system for Big Grassy River First Nation.

EARLY 1950'S - Indian and Northern Affairs built about 8 or 9 houses, before that people lived in log homes, tents or wigwams made of birch bark.

1999 - Pegamigaabo School opened for children from Junior Kindergarten to Grade 8, previously, there was a two classroom school building.

OUR PEOPLE

Mishkosiminiziibing, also known as Big Grassy River First Nation (BGRFN), is an Ojibway First Nation community in Northwestern Ontario, located on the southeast shores of the beautiful Lake of the Woods, 50 km north of the Canada-U.S.A border and 450 km west of Thunder Bay, Ontario. The previous name for Big Grassy River was Assabaska Reserve, but the name was changed to Big Grassy River when we split into two First Nations in 1964. The other nation was called Onegaming and located near Nestor Falls, about 40 km eastwards of Big Grassy River.

Our registered population is 827 members, with 273 members living on the BGRFN reserve (I.R. No. 35G). The remaining community members either live in other reserve areas or off-reserve. Big Grassy River First Nation is part of the Grand Council Treaty #3 Territory. The First Nation is affiliated with the Anishinaabeg of Kabapikotawangag Resource Council, along with other First Nations located in the Lake of the Woods area.

HISTORY

Our Elders have taught us about the history of our lands and peoples through sharing stories and teachings. Their stories have been woven throughout our CCP and are documented so we can remember them and pass them on to our children. We have included their teachings within this CCP because it teaches us about where we come from and who we are. It shapes how we see ourselves and our place in the world.

In the 1800s, our lands were flooded by dams built at Fort Frances and Kenora. The floods had devastating impacts on the vegetation, our crops and wild rice fields which we depended upon. It made big changes to the wildlife, homes, docks, and landscape. The area used to be full of trees, and many have been replanted, and some trees have been cut by loggers to be sold or used by us for our housing needs.

Our Elders continue to share stories as we work to uncover our true history



FIGURE: Big Grassy River Family Picture from 1940.

as a community. Our community of Mishkosiminiziibing was historically governed by collective decision-making through the Grand Council of Anishinabe Chiefs during the 18th and 19th centuries.

Big Grassy River First Nation signed Treaty 3 in 1873. After signing Treaty 3, Canada enforced changes over our community through the Indian Act regime, the prohibition of Grand Councils, and the appropriation of reserve land for non-Indigenous settlement and use. Outbreaks of diseases and sicknesses also profoundly affected our community. Canada's actions profoundly harmed our people's ways of life and connection to the land. In addition, the impacts of colonization caused significant damage to our natural resources, such as sturgeon and wild rice.

CULTURE AND LANGUAGE

We are resilient and strong, and despite challenges from outsiders and colonialism, we have kept our culture, traditions and language, which we pass down to our children. We used our Anishinabe names, which were given to us in important naming ceremonies called

Waawiindaasowin. Historically, ceremonies and powwows were hidden from Indian agents and the police because they were made illegal by the Canadian government. Great powwows and gatherings would bring our relatives from far away. Elders have said they would also meet at Naongashiing for Powwows. They were important to bring everyone together and celebrate life and see relatives. At the powwows, we would drum, dance and give gifts, and no money was involved. We would have canoe races and play kipagaasaawug, a game played by Elders using bones.

The Elders have taught us that traditional medicines like tobacco were significant because they were used for ceremonies and given when asking someone to perform a ceremony. Women would gather medicines, and men made a tobacco mixture called kinikinik from willow and two kinds of pipe tobacco. We were taught where to collect medicines, and they would be gathered for family members and wrapped in a cloth. They would be given to be used for sacred healing and ceremony.



FIGURE: Big Grassy River Powwow, September 6, 2021.

As Anishinaabe people of Treaty #3, we have an ancient relationship with manomin, or wild rice. Manito gitigaan is the ancient Ojibwe term for wild rice, which means the Great Spirit's Garden¹. The special relationship between the manomin and the Anishinaabe peoples can be traced back over 3,000 years.

Manomin is a member of the grass family that requires annual reseeding, which our people have done since time immemorial. Historically we would collect it using wooden canoes and manomin picking sticks built from cedar. We picked manomin at Obabikong Lake, Button Bay, Basil Channel, Big Island, Seemo Bay, Sabaskong Bay, Morton Bay and many more places. As caretakers and stewards of our lands, we Anishinaabe people have ceremonies and understandings of our responsibility to take care of the gifts from the Creator and ensure the continuing growth of manomin.

Our grandparents grew up speaking Ojibway and only learned English in Residential schools. Today, the majority of us speak English. Our language is important to us, and

we want our future generations to be fluent speakers. The Pegamigaabo School in our community offers Ojibwe language courses to our children and youth.

ECONOMY

Our economy traditionally did not include the use of money, both at powwows and in how we supported our families and community. We would grow and harvest manomin, hunt for deer meat, and smoke fish. We had a community garden and would can the fruits and vegetables. We would trade and barter for what we needed. Over time, we started to use money and would sell wood, manomin, and fish. We were hired as hunting and fishing guides, and we worked in commercial fishing operations. Cedar trees harvested from our lands were turned into logging to sell as fence posts and to make into pulp. Some of our grandmothers used to work cleaning cabins at local tourist camps, and others would drive cabs. Currently, our members work in many professions, but we keep our old ways alive by still living off the land and keeping our traditions alive.

¹ BGRFN Membership list. February 2023.



FIGURE: Collecting manomin. Source: Fred Morgan, *Canada's History*.

COMMUNITY

Our community of Mishkosiminiziibing is growing and changing. As we plan for the future of our community, it is helpful to know where we are now and where we want to go. In addition, learning more about our community members and the services we provide allows us to identify our strengths, challenges, and any opportunities for change.

In the 1940s, our houses were shacks that we had built using logs cut by buck and bow saws. We used moss to fill in the cracks and sod to seal them. We also used to live in tents. In the 1950s, Indian Affairs built 8 or 9 houses, most of which were built near the river. Later, in the 1970s, more adequate homes were built, and now our housing is greatly improved than it was before. In the 1980s, pump houses brought water into our community. We then brought a well system for each individual lot, and built a water distribution plant in 1997. We used canoes, rowboats, and horseback to transport ourselves within our lands and eventually bought motorboats and cars when they became available.

DEMOGRAPHICS

As of February 2023, the current registered population of Mishkosiminiziibing is 827 registered members². There are 273 members living on reserve and 537 members living off reserve, as well as 17 members living on different reserves. Approximately 65% of our members live off-reserve, and 2% live on other reserves. Our on-reserve population currently accounts for 33% of the total membership.

We have a young and growing community. In 2001, our registered membership population was 567, and in 2023, our membership was 827. Since 2001, we have grown to have 260 more people become members of BGRFN. Our population is continuing to grow, and we are expected to have 866 members by 2032 and 907 members by 2042.

FIGURE: Population Projections for BGRFN members until 2042.

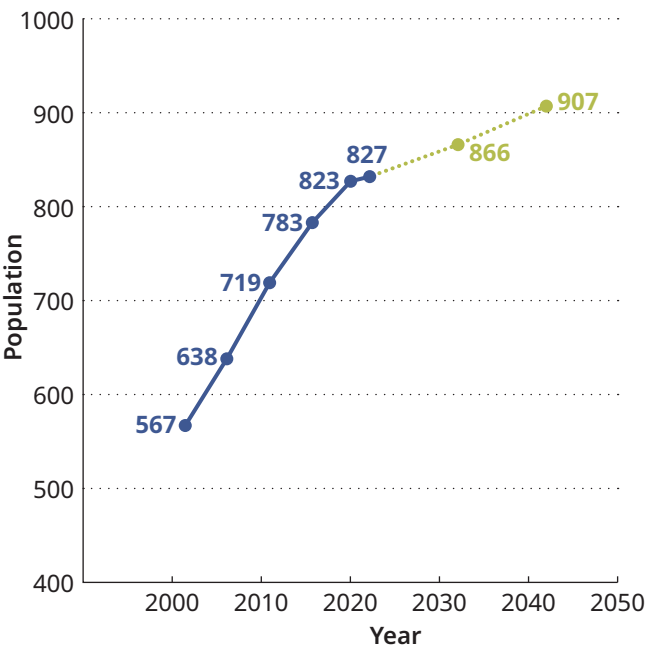


Table 1 below shows that our population is young, with the median age being 35 years old or younger. In comparison, the median age for the province of Ontario is 41 years old in 2022. This table excludes 95 community members who do not have their ages recorded within the membership list.

TABLE 1: BGRFN Population by gender and age, as of February 2023. Source: BGRFN Membership list.

AGE	MEMBERS	FEMALE	MALE
0 – 5	25	11	14
6 – 12	59	31	28
13 – 18	70	41	29
19 – 25	116	62	54
26 – 35	138	71	67
36 – 45	100	52	48
46 – 55	107	62	45
56 – 65	61	31	30
66 – 75	41	22	19
76 +	15	8	7
TOTAL	732	391	341

² BGRFN Membership list. February 2023.

HOUSING

We currently have 96 houses on our reserve, with two new apartment complexes with five units each. As our population grows and more of our members want to come home, it is important to plan for the future housing needs of our people. Building a variety of housing types allows us to meet the housing needs of our members. There are different housing needs that exist in our community for Elders, youth, and young families.

Many factors influence how many of our members live on reserve, such as the availability of housing, employment opportunities, education, and services. If the percentage of our community living on reserve remained the same at 33%, in 2032, there would be 286 members living on reserve and 299 members in 2042. This means that we would need an additional five housing units built every ten years to keep the same percentage of members living on-reserve, or a total of approximately 100 houses in 2032 and 105 in 2042.

EDUCATION

We have had members from our community who have been placed in the Residential School system and were spread out over five residential schools located in Ontario and Manitoba. Our people suffered traumas and abuses while attending the schools. However, some of their Elders still taught them about where we came from, who we are, our language and about the great spirit, passing down and cherishing the truth of our people.

Now, the Pegamigaabo School is responsible for supporting the educational needs of our community. The Pegamigaabo School seeks to provide holistic educational services rooted in respect and dignity that value each individual's capacity, skills, and needs. In addition, the Pegamigaabo School supports promoting and enhancing our Ojibway culture and language while recognizing the importance of all community members in creating a supportive learning environment.

The Pegamigaabo School was opened in August 1999 and is operated by the BGRFN council. It offers grades from pre-school, kindergarten to grade 8. The school offers a space for junior to senior kindergarten. It has four classrooms, a gymnasium, a computer lab, a hot lunch program, and the community library. The school building was built in 1999 and has two playgrounds, a baseball field, a soccer field, and an outdoor ice-skating rink that allows students to engage in various extracurricular activities and sports.

The Big Grassy River First Nation Post Secondary Student Support Program supports members in achieving their Post-Secondary goals. Funds from the Land Claims Bursary and Fred Copenace Negotiator Scholarship also add support through the academic year, both of which have to be applied to.

HEALTH AND WELLNESS

Over the years accessing health and wellness services has improved for our members living on-reserve. Before the 1980s, people would have to go to the Rainy River Hospital or Clinic, and in the 1980s, we had a medical trailer installed and the start of ambulance service. On Treaty Days during the summer, we would have access to a dentist and x-ray technician as well as immunization and tuberculosis shots available. We would be born on the reserve in the hands of capable midwives and helpers from our community, then taken to the hospital later.

We used traditional medicines and healing practices, which are still used by our people today. Traditional healers would treat people's pain and sicknesses and used strong healing ceremonies. For example, red willow was useful in stopping toothache pain. We would use birchbark leaf instead of band-aids, a chewed poultice of red willow for cuts, and rawhide was used as a string to tie knots around wounds.

Today, the Esiniwab Health Centre, built on reserve, also offers services to promote the physical and mental health of our

Mishkosiminiziibing community members. The health centre supports our members by coordinating health care services with visiting health professionals such as home care and community health nurses, nurse practitioners, foot care nurses and diabetes educators. The health centre also provides health awareness, education and prevention workshops, peer counselling and referrals for professional counselling. In addition, it coordinates with clinics for immunization, sexual health, and infectious diseases. The health centre also supports our community members by advocating for individuals to health professionals, coordinating prenatal care with community health nurses, providing home visits to our Elders and persons with health care needs, and assisting in coordinating travel arrangements for medical appointments. Our health centre is committed to assisting with culturally informed services that are rooted in traditional healing and wellness principles that support our community's needs.

We have a First Response Team made up of 10 volunteers that help with medical emergencies. With a rotating schedule of 7 days on – 4 – 1 week shifts during the month.

GOVERNANCE

Governance influences the way decisions are made in our community. As we plan for the future of Mishkosiminiziibing, we can look at the past for directions to show us the way forward to govern our community for the present and future generations.

Traditional leadership

Traditionally our community was governed by collective decision-making at all levels, from local communities to the Grand Council of Anishinabe Chiefs. People of our community were involved in the way things were run, and our Chief and helpers were chosen by their own people, with respect and through ceremony. Our leadership for the Anishinaabe of Lake of the Woods and Rainy Lake were divided into different types of leaders and



FIGURE: *Esiniwab Health Centre.*

ranks (i.e. Grand Chief, civil chiefs, war chiefs). The Grand Council of Anishinabe Chiefs governed the territory in Treaty #3 during the 18th and 19th centuries. Our traditional Clan System played an essential role in the governance of our community.

Today, our leadership seeks to nurture and respect our traditional Clan system. There are eleven clans of the Big Grassy River First Nation. These are listed here in the original Ojibway names and with their English translation:

- Awasii (*Bullhead*)
- Numay (*Sturgeon*)
- Anini-shib (*Mallard*)
- Makwa (*Bear*)
- Moose (*Moose*)
- Moosh-ko-o-si (*Blue Heron*)
- Pi-zhew (*Lynx*)
- Migisi (*Eagle*)
- Atik (*Caribou*)
- Miki-nok (*Snapping Turtle*)
- Ajijaak (*Crane*)

Current Leadership

Since becoming a signatory to Treaty 3 in 1873 and gaining legal band status in 1964, Canada's influence on our governance and social, spiritual, and political life has deeply affected our Big Grassy River First Nation community.

Today, our community is governed by one chief and five councillors with a two-year term under the Indian Act. Our community is developing its own Custom Election Code to opt out of Section 74 of the Indian Act. The Chief and Council have identified key priority areas: economic development, health, social services, education, community leadership, housing, band administration, recreation, and culture and tradition. To support our elected leadership, our nation also has an Elders Advisory Council/Na-We-ii Youth Advisory Council and committees:

- **Elders Advisory Council:** Our Elders advisory council provides guidance and

insights to leadership in governance, traditions, cultural undertakings, language, and sharing teachings. The Elders council can also act as a judicial body in cases where restorative justice is the preferred avenue of resolution.

- **Na-We-ii Youth Advisory Council:** Our youth advisory council is a 2-year youth mobilization pilot project in partnership with Naongashiing First Nation and Onegaming First Nation. Meetings are held twice a month at the Esiniwab Health Center board room.

Our community is also a member of other regional political services and organizations, including:

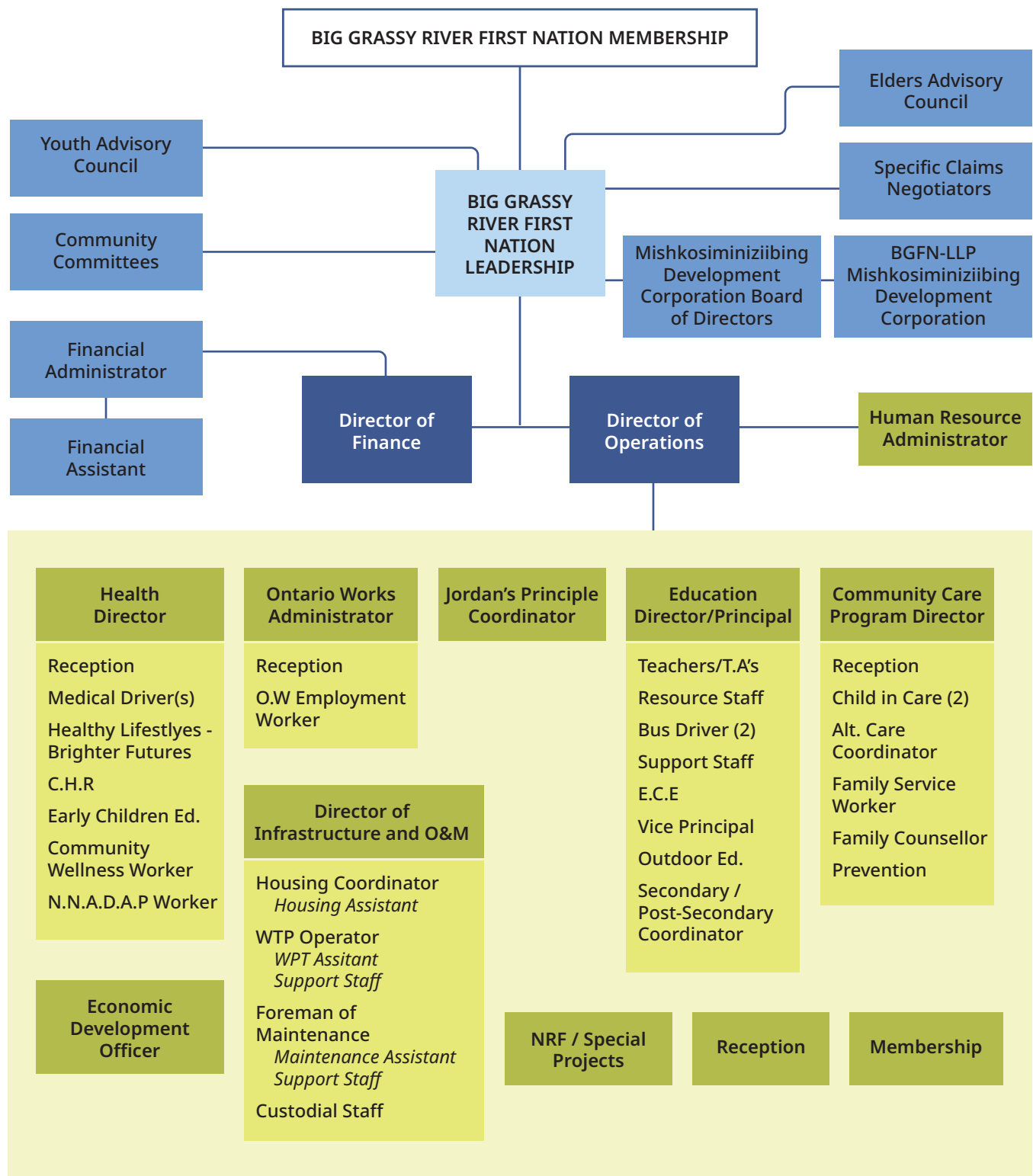
- **Anishinaabeg of Kabapikotawangag Resource Council (AKRC):** We are one of 5 First Nations members of the Anishinaabeg of Kabapikotawangag Resource Council. The objective of this council is to advocate and protect the interests of its membership in areas including but not limited to health, education, infrastructure, technical, and resource management services.
- **Grand Council Treaty Three:** We are one of 28 First Nations members of the Treaty Three Anishinaabe Nation. The Grand Council of Treaty 3 protects, preserves, and enhances Treaty and Aboriginal rights by exercising inherent jurisdiction, sovereignty, nation-building, and traditional governance.

Our community's day-to-day administration and delivery of programs depend on several departments, staff, and committees, all under the supervision of the Chief and Council and the First Nation Director of Operations.

TABLE 2: BGRFN Administration Staff Positions As of February 2023. Source: BGRFN website.

SUPERVISOR	STAFF
First Nation Manager	
Human Resources Administrator	
Director of Operations	<i>Secretary</i>
Director of Finance	<i>Finance Administrator, Finance Assistant</i>
Economic Development Officer	
Membership Administrator	
Comprehensive Community Plan Coordinator	
Director of Infrastructure, Operations and Maintenance	<i>Foreman Maintenance & Infrastructure, Maintenance Assistant, Custodians</i>
Housing Coordinator	<i>Housing Coordinator Assistant</i>
Energy Champion	
Water Plant Operator	<i>Water Plant Assistants</i>
Special Projects Facilitator	
Land Claims Negotiator	<i>Land Claims Assistant</i>
Ontario Works Administrator	<i>Employment Support Worker, Elders Support Worker, Secretary</i>
Fire Chief	<i>Deputy Fire Chief</i>
Education Director	<i>Secondary & Post Secondary Coordinator, Principal, Jk-Sk Teacher, Grade 1-2 Teacher, Grade 3-4 Teacher, Grade 5-6 Teacher, Grade 7-8 Teacher, Ojibway Language Teacher, Gym Teacher, Special Education Resource Teacher, Education Assistants, Librarian</i>
Health Director	<i>Administrative Assistant, Registered Nurse, Family Well-being Worker, Community Health Representative, Early Childhood Worker, NNADAP Worker, Healthy Lifestyles Worker, Community Wellness Worker, Medical Driver</i>
Community Care Program Director	<i>Family Counsellor, Alternative Care Coordinator, 2 Child In Care Workers, Addictions Worker, Cultural Coordinator, Youth Worker, Family Service Worker, Program Secretary, Family Preservation Worker</i>

FIGURE: BGRFN Organizational Chart, November 2019.



COMMUNICATIONS

Improving our communications and staying connected as a community is one of our goals. As technology has changed, so has the way that we communicate with each other. Teachings are passed down through ceremony and by our Elders, which connects us to our past and who we are. Our Elders remember when we used to use smoke signals to communicate important messages to each other from large distances. We had our first phone line (a party line) installed in the early 1960s. That meant we would share the line among many community members and use different ringtones to see who was using it.

Our reserve lands are connected to the internet and mobile services. Many of us own and use cell phones and computers for communication. On our reserve lands, we have decent cell reception across all major networks. We have broadband internet access available provided through a partnership with the Kuhkenah Network, or K-Net, which is a First Nation-owned and operated internet and mobile network³ and Starlink in collaboration with FSET. We use our website to communicate about our services and share about events and community gatherings. We have a webpage dedicated to eResources and online database links for our members to use when needed. Our on-reserve library has free wireless internet available for those who need it. We also have community Facebook pages where we share about events directly with our membership, and our members stay connected with one another.

FIGURE: Our nation website and community Facebook pages help members stay connected.

OTHER BGRFN POLICIES, PLANS, AND STUDIES

To create our new comprehensive community plan, our community members, leadership, and administrative staff were all engaged to provide input for our new plan. Other plans and studies were previously completed or are in the process of being completed to support our community with planning for our future.

These other plans and studies include:

- Leadership Governance Code, 2007
- Leadership Selection Code, 2008
- BGRFN Knowledge and Use Study Report for New Gold Inc. Rainy River Gold Project, 2014
- Organizational Chart, 2019
- Emergency Response Plan, 2019
- Flood Vulnerability Study, 2019
- Strategic Plan, in Progress
- Big Grassy River Housing Policy



³ <https://knet.ca/kuh-ke-nah-networks/>

Where do we want to go?

OUR VISION

"To be a healthy, prosperous, connected community, focused on preserving our language, culture, history, lands, traditions and ensuring our youth's future and leadership over our lands."

GOALS

Our goals represent the areas we need to act on as we move toward our Vision. They are strongly interconnected, and all the goals are considered important by our members.

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

We will continue to ask community members about these goals. We know they may change over time as we work to address them. We also recognize that they may shift due to future events and new developments.



CULTURE AND LANGUAGE
Protect our culture, language, and keep our traditional way of life alive and strong for future generations.



HOUSING AND COMMUNITY INFRASTRUCTURE
Build new homes and ensure our existing housing and community buildings are well kept in order to have good living conditions and bring our people home.



ELDERS AND YOUTH
Empower and preserve the history, stories, language, ceremonies and traditional ways of our people by bringing our Elders and youth together.



GOOD HEALTH AND A BETTER LIFE
Sustain our community vitality and cultivate individual spiritual and physical health, leading to a better everyday life for our people and community.



INCLUSIVE AND ENGAGED COMMUNITY
Connect to, and engage our people, including those living off-reserve.



EDUCATION
Support increased education level attainment and meet the education needs of our youth.



ECONOMIC
Create opportunities so we can sustain ourselves, build on our successes, and grow as a community.



LANDS AND WATERS
Protect and take jurisdiction over our lands and assert our Treaty Rights.

These goals represent our commitment to provide better living conditions for Big Grassy River First Nation's members while operating in accordance with clear business principles and remaining fiscally responsible and accountable to the membership.

How do we get there?

This section identifies the actions we will need to undertake to reach our Vision and Community Goals. Actions are the concrete steps (i.e., plans, projects, strategies, and programs) that need to be taken to help us achieve our Goals and Vision. These actions will guide our work over the next several years.



How we came up with our Actions

Ideas for actions came from:

1. **Ideas from members:** members shared ideas through CCP Community Meetings and individually at community events, meetings, workshops, and a survey.
2. **Ideas from Elders and Youth:** Elders and Youth shared ideas through the CCP Community Meetings. We held Elders and Youth meetings throughout the CCP process.
3. **Ideas from staff:** the CCP Coordinator worked with staff who are familiar with day-to-day challenges and opportunities in the community
4. **Ideas from Leadership:** the CCP Coordinator worked with Chief and Council at each step in the process to gather ideas and determine directions.

The input developed a preliminary set of actions. Actions were evaluated and ranked by priority. Each action was identified as either “priority,” “ongoing,” or “future.” Priority actions are those that are the most urgent but not already underway, ongoing actions are those that are already underway, and future actions are those that are not currently underway and not as urgent as the priority actions.

Detailed Actions

The following section outlines the actions and potential ideas and tasks for each action that were shared by members, staff, and leadership throughout the CCP Update process.

These actions are a high-level overview of what needs to get done and are not a detailed work plan. Some ideas shared throughout the process may not be feasible, but all on-topic ideas are reported here to ensure they are not excluded without being considered. The next steps will be for staff to create implementation plans for the actions, which can include the ideas shared throughout the update process.



GOAL AREA:

Culture and Language

Action	Tasks and Ideas	Who will do this?	Time Frame
Increase Ojibway language programs	<ul style="list-style-type: none"> Native language classroom (pre-K room) Hire an Ojibway teacher at Pegamigaabo School Ojibway language program for young adults Implement an Ojibway curriculum – <i>the drum spoke, said we got put to sleep and now we're starting to wake up, the drum doesn't understand English, to go ahead and put the language in written form</i> 	Knowledge keepers and Elders	Ongoing
Hold more cultural events and revitalize traditional protocols and ceremonies that have been lost due to residential schools	<ul style="list-style-type: none"> Drum practice and teaching Teach about clan systems Hold ceremonies before rice picking, hunting, picking blueberries, duck hunting Ceremony for young men – vision quests Healing sweats, personal growth Hold a traditional Powwow in spring Always have an Elder for opening prayers Hold workshops to teach traditional protocols and practices Offer a \$200 grant (from BGRFN) to families for a Naming Ceremony Educate members on graveyards, where graves are and mark them 	Knowledge keepers and Elders Bi-weekly Professional Learning Committee (PLC) have general meetings about what's going on at the school, needs, events, volunteers invited from community to attend the meetings to help out. <i>Support: Early Childhood Worker (naming ceremony)</i>	Priority
Create a small museum and archives for BGRFN	<ul style="list-style-type: none"> Record the language and history of Big Grassy River 	Knowledge keepers and Elders	Priority
Implement cultural programming for very young children and youth	<ul style="list-style-type: none"> Fall Harvest activities at Pegamigaabo School (i.e. fishing and moose) Puppet shows (traditional stories and language) Beading, arts and crafts Include education on residential schools within the curriculum Gather stories from Elders and put them into written form for children 	Knowledge keepers and Elders <i>Support: Family Service Worker and Gym Teacher can help with cultural activities at the school</i>	Future
Add more land-based programs for community members	<ul style="list-style-type: none"> Cultural camp at Assabaska Park, with Elders Workshops on traditional harvesting (fishing, hunting, trapping/skinning animals, rice picking, picking blueberries) and medicine gathering An Elders retreat (in August) Ice fishing and ski-doo safety Pontoon boat trips to get to know the land 	Community Care Program, Pegamigaabo School Staff, Community Wellness Worker, Healthy Lifestyles Worker, Family Wellbeing Worker. Elders, Chief & Council, Knowledgeable Community Members	Ongoing



GOAL AREA:

Housing and Infrastructure

Action	Tasks and Ideas	Who will do this?	Time Frame
Develop new homes & complete a Housing Strategy	<ul style="list-style-type: none"> • Complete a Housing Strategy • Allow/build "tiny homes" • Build cabins on the lake • Homeownership programs (CMHC) or \$5000 to get started • Bank home loan opportunities • Rents - \$100/month and gradually increase • Bigger houses for larger families • Single apartments • Work out a solution for those members who are not paying rent 	Housing Coordinator, Housing Committee	Ongoing to Future
Improve maintenance and health & safety for existing homes and community buildings	<ul style="list-style-type: none"> • Address existing mould issues • Offer home maintenance training programs • Secure contracts with qualified professionals for regular maintenance • Repair docks (that were damaged in flooding) • Train a BGRFN member to fix appliances in homes • Offer grants for generators and solar panels • Retrofit community buildings with solar panels • Review and ensure home safety – fire extinguishers, smoke detectors, carbon monoxide detectors. Inspect every 6 months. • Retrofit/build accessible suites 	Housing Coordinator, Housing Committee	Ongoing
Conduct a Feasibility Study for a new subdivision	<ul style="list-style-type: none"> • Hire a contractor to complete the feasibility study 	Housing Coordinator and Housing Committee	Future
Build/ retrofit new community facilities (*bolded items are already in the Capital Plan)	<ul style="list-style-type: none"> • Band Office (future) • 20-30 Unit Housing Project (future) • Elders Facility (future) • Youth Facility • Day Care Centre • Skate park • New classroom addition to the school • Build fire pits for each office building Convert Pegamigaabo School into a high school • Seven Generations Education Institute to get a blueprint for a new rink and outdoor classroom • Community laundromat • Basketball and tennis courts, volleyball, badminton, • Seating for spectators in the gym and outside of Pegamigaabo School • Rec Centre – Pool, public gym, track • Fix the roundhouse • Garbage/recycling (more frequent pick up) • Cultural Centre 	C&C to solicit the province	Ongoing to Future
Finalize the Draft Housing Policy	<ul style="list-style-type: none"> • Complete and ratify by members • Consult with Elders before building on reserve • Develop an approved housing contractors list 	Housing Committee	Ongoing



GOAL AREA:

Elders and Youth

Action	Tasks and Ideas	Who will do this?	Time Frame
Build youth confidence and pride	<ul style="list-style-type: none"> • Pegamigaabo Eagles – jerseys, jackets with logos • Provide information on options for how to join Treaty 3 to play for Team Ontario 	Director of Education, Gym Teacher, Indigenous Student Counselor	Priority
Create spaces and events for Elders to share their stories with youth	<ul style="list-style-type: none"> • Get Elders to bring pictures and tell the stories, eventually adding them to a book of Big Grassy's history. 	Elders Advisory Council Facilitator/Coordinator	Priority
Production/music studio for youth	<ul style="list-style-type: none"> • Funding for musical instruments 	Special Projects Facilitator, Director of Operations, Director of Education	Priority
Elder (in residence) for Elementary and High School children (Ojibway Curriculum)	<ul style="list-style-type: none"> • Elders to offer advising, mentorship, guidance 	Education Coordinator and Elders Group	Ongoing



GOAL AREA:

Good Health and a Better Life

Action	Tasks and Ideas	Who will do this?	Time Frame
Reduce substance abuse and increase mental health and addiction support for youth	<ul style="list-style-type: none"> • Education – DARE program • Cut down on drugs coming to the area • Have members call crime stoppers on drug dealers • Support from family members • Get the NNADAP Worker to provide the family with support and treatment options, provide Health education literature • AA and Alanon Meetings • Narcotics Anonymous • Get the Elders Advisory Council involved by giving advice and guidance • Get the youth involved in sports, hobbies and other activities so they won't go down that road • First Response training for members • Need counsellors, youth support workers, crisis team • Mental health/counselling programs for young people (under 18) 	Health Director, NNADAP Worker, Community Wellness Worker, Community Health Representative, Family Wellbeing Worker, Healthy Lifestyles Worker <i>Support: Health Director, Elders Advisory Council, Teachers and Coaches, Director of Operations, Treaty 3 Police Community Relations Dept.</i>	Priority and Ongoing
Improve access to local health care, information and education	<ul style="list-style-type: none"> • Expand virtual healthcare • Local dialysis machine (pay for it with Flood Claim money) • Distribute pamphlets or hold weekly education sessions for diabetes, nutrition and healthy habits. • Blood pressure machine at Zigs, Pegamigaabo School, Community Hall, Band Office, Early Childhood Worker Office • Eye exams/screening for kids 8 and under • Full-time RN at Esiniwab Health Centre (right now, they're just M-W) • Social Services Administrator, to explain what services are available for Elders from the SS program (scooters, beds, etc.) • Continue Elders with Emergency Alert necklaces via the Ah-shoo-gun and Kiitakiinaan Trust funds or through Mishkosiiminisiibiing Development Corporation (12 have been distributed to date) • Transport community members, in particular for Elders (groceries, medical appointments, etc.) and youth 	Health Director, Director of Operations, Community Health Representative, Family Well-being Worker, Healthy Lifestyles Worker, Community Wellness Worker, Elders Advisory Council Facilitator,	Priority
Improve support for young children and youth health programs and services	<ul style="list-style-type: none"> • Open more spaces for Healthy Babies and Headstart program and expand on outreach and program components • Increase community safety for youth • Daycare with priority/subsidized for young mothers and single-parent families 	Early Childhood Worker, Treaty 3 Police Service, Community Care Program Staff, Pegamigaabo School Administration	Ongoing

Continued...



GOAL AREA:

Good Health and a Better Life *(continued)*

Action	Tasks and Ideas	Who will do this?	Time Frame
Support Traditional health options	<ul style="list-style-type: none"> • Provide \$300 from Family Well Being to seek Traditional Healing off-reserve • Use of traditional medicines (workshops), and for those who can't get out • Community sweat lodge • Traditional medicines 	Family Well-being Worker, Healthy Lifestyles Worker, Community Wellness Worker, NNADAP Worker	Ongoing
Hire a health advocate for members	<ul style="list-style-type: none"> • Post information for writing letters of complaint • Cultural training for local non-indigenous health professionals • Training for medical driver/escort/advocate to be an advocate for the patients regarding issues like not getting proper care, etc., to have more of a role, not just the driver • Medicines can be picked up at the Drug stores by the medical driver(s). 	Health Director, Medical Driver, Community Health Representative	Priority
Increase community food security	<ul style="list-style-type: none"> • Food share from fishing, hunting and gathering • Bartering for food • Fishing net put down at the river to smoke it and can the fish. Get deer meat, make a community garden, keep and can the vegetables and fruit. • Meals on Wheels program for Elders – request New Gold for funds • Community gardens 	Special Projects Facilitator, Economic Development Officer, Family Well-being Worker, Healthy Lifestyles Worker, Community Wellness Worker, Community Volunteers	Ongoing
Improve community safety – Bear Clan Patrol	<ul style="list-style-type: none"> • Community security, Bear Clan Patrol 	Treaty 3 Police Service, Elders Advisory Council, Community members	Ongoing
Build Transitional Housing/Safe House	<ul style="list-style-type: none"> • Safehouse (men, women, youth) with mental health issues 		Priority
Hire a local recreational coordinator and trainer	<ul style="list-style-type: none"> • Sports program (open gym) – basketball, volleyball, hockey, soccer • Fitness machines for the gym • Encourage community exercise and land-based activity involvement • Walking club for Elders 		Priority



GOAL AREA:

Inclusive and Connected Community

Action	Tasks and Ideas	Who will do this?	Time Frame
Draft a member communications plan, starting with reinstating the community newsletter	<ul style="list-style-type: none"> • Newsletter - for what's going on in the community • Elders' Council – everyone is welcome • Better consultation with the community • Learning together • Meetings with leadership • C/C informs community of future activities • Elders and meeting protocol • Meetings with youth (once a month) • Community newsletter • Mishkoseminiziibing Development Corporation communication with staff and the community • Better communication in the community and incentives to bring people out • Stronger leadership – listening to the members • Youth access/meetings with the Band Manager and Chief/Council • Staff consistency and retention 	Website Administrator, Elders Advisory Facilitator/Coordinator, Director of Operations, Chief and Council, Human Resources Officer, MDC CEO	Priority
Better connect with children living off-reserve to the community	<ul style="list-style-type: none"> • Develop a program about our culture for caregivers/ kids in care • Invitation/RSVP parents for activities available to kids living off-reserve • Kids-in-care opportunities to get tickets, vouchers, etc., as on-reserve kids get • Support single parents (rides, gas money, child care, accommodations) who live off-reserve and want to take courses on-reserve or bring kids to the classroom if they don't have anywhere to take them. 	Friendship Centres, Social Services, Community Care Program Staff	Priority
More community members working together as a team to get along	<ul style="list-style-type: none"> • Practice more of our sweat lodges, traditional activities • Feast our school, students, honour our future leaders • Get the Youth involved at a young age to be community-minded • There is a good start already with things like fish derby and community events, community dinners and stuff • Indoor or outdoor Movie nights, have a big screen, popcorn and snacks, • More merchandise bingo fundraising nights, invite the youth to participate • Floor, road hockey tournaments 	Family Wellbeing Worker, Healthy Lifestyles Worker, Community Wellness Worker, Social Service Workers, Community members can volunteer <i>Support: Chief & Council, Director of Operations, Anybody that's willing to get involved</i>	Ongoing



GOAL AREA:

Education

Action	Tasks and Ideas	Who will do this?	Time Frame
Provide additional school support programs & alternative education opportunities for youth	<ul style="list-style-type: none"> Alternative education (1hr/week) Seven Generations Educational Institute Create a Co-op program that qualifies for credit PLAR programs for young adults who haven't finished high school Financial literacy program for young people Outdoor/land-based programs – purchase ski-doo's, side by side and training to use them Fundraise to help families with expenses for a variety of sports activities (bingos, bake sale, get volunteers) Self-defence classes Utilize passenger vans (MDC and Pegamigaabo School) to take kids to activities (by request) 	Post-Secondary Coordinator, Director of Education	Priority
Keep kids in school (pre-K and K-12)	<ul style="list-style-type: none"> Provide transportation to get to school and a bus pass program for off-reserve students Implement breakfast/lunch programs for High School Access to tutoring/peer tutoring matching programs Laptop loans for high school students who need them Identify social needs for Pre-K Seven Generation Education Institute -a distance learning option for High School students Van for after school activities pick-ups, as needed (buses drive students from Rainy River High School, Bergland School and Pegamigaabo School) 	Parents, Post-Secondary Coordinator, Director of Education	Ongoing
Provide incentives for high school graduation	<ul style="list-style-type: none"> Pay students \$300/month based on attendance record/grades (from BG Trust Funds) Provide a larger monthly allowance for on-reserve students Provide a bonus for completing a whole year of school Graduates get laptops (from BG Trust Funds) Offer bursaries Tours for kids to universities and colleges (paid for) Programs/supports for parents on keeping their child(ren) in high school and to be successful. 	Post-Secondary Coordinator, Director of Education	Ongoing to Future
Improve access to post-secondary and funding opportunities	<ul style="list-style-type: none"> Improve access and communication with post-secondary coordinator for students and families (info brochure to grad families, scheduled meetings with post-secondary coordinator, etc.) Post-secondary education funding, can also apply to the Ah-shoo-gun Trust and Kiitakiinaan Trust for funding Programs for parents on getting their child ready for post high school in Gr. 10/11 Review the Post-Secondary Education Policy to meet our plan objectives 	Post-Secondary Coordinator, Director of Education	Ongoing



GOAL AREA:

Economic

Action	Tasks and Ideas	Who will do this?	Time Frame
Support member's skill development / Implement new training programs	<ul style="list-style-type: none"> Commercial fishing and lake navigation Fishing guides (to work at tourist camps) Skills inventory of FN Members Guiding at tourist camps nearby 	Economic Development Officer, Employment Support Worker	Ongoing
Support and encourage Member entrepreneurs/local business	<ul style="list-style-type: none"> Food services, food truck (chip truck) Coffee house Barbers, hairdressers, garage mechanic, grocery store, laundromat Day fishing service, landing, launch area, take people out for the day Marina with a gas station, larger, more docks Taxi service Local vendors – wild rice Arts and crafts to sell at the local store Berry picking to sell at local camps 	Economic Development Officer, Special Projects Facilitator, MDC	Ongoing
Apply for funding from/ Support relationship with Mishkosiminiziibing Development Corporation(MDC)	<ul style="list-style-type: none"> Purchase land to generate revenue for the Nation – for example, trailer park, sports complex Develop a Big Grassy River store Apply for funding and build a sportsplex with ball fields and other sport venues to do year-round activities with vendors to attract families for economic benefits from guests 	MDC, Director of Operations	Ongoing
Draft a Development Plan for Assabaska Park Resort and Hotel	<ul style="list-style-type: none"> Decide on a hotel location (on-reserve or off-reserve - advantages, disadvantages) Secure funding Decide what kind of business (partnership or solely owned) Develop a business plan- E.D.O. Conceptual plans have been developed Join a hotel chain Advertise on hotel sites Employ members Hotel and restaurant, sports centre, baseball diamonds RV parking Working with Onegaming for park development Ojibway ponies for the theme park (utilized by youth/Elders) Bike trails Golf course Kayak and paddle board rental shop in Assabaska Park 	Economic Development Officer, Director of Operations, Assabaska Park Manager <i>Support: Chief & Council, Community members</i>	Future



GOAL AREA:

Land and Waters

Action	Tasks and Ideas	Who will do this?	Time Frame
Annual land/beach clean up	<ul style="list-style-type: none"> Clean beach, garbage dump, maintenance twice each summer 	Community members, Maintenance Staff, Maintenance Driver	Priority
Draft a Land Use Plan for BGRFN lands	<ul style="list-style-type: none"> For Miles Island 35J, Big Grassy River 35G, 35B Obabikong Cultural mapping 	Chief & Council, Lands Manager, Director of Operations	Future
Conservation and Protection of Lands & Water	<ul style="list-style-type: none"> Hold public information sessions (pollution prevention) 	Lands Manager, Housing Coordinator	Ongoing
Increase the size of the First Nation lands	<ul style="list-style-type: none"> Buy land Identify additional resources Community meetings to consult with the membership Buying land near Toronto for economic development, solar project (note: by-laws are a hindrance to this idea) Borrow money from the First Nations Financial Authority (Financial Mgmt. Board) Big Grassy River is part of the FMB. 	Chief & Council, Whoever is appointed, Finance Director, Director of Operations, FNLM Committee <i>Support: Chief & Council, Community members, Federal government</i>	Future

What's Next?

HOW WILL YOU USE THE CCP?

Chief and Council

Chief and Council are the primary decision-makers for Big Grassy River First Nation, but their decisions must take into consideration the recommendations from staff and community input. The CCP will help guide Chief and Council in their decision-making to ensure decisions about the community, our culture, our health and wellness, the lands and our growth and development meet the needs of the community as a whole. The Plan will also serve as a means of clearly communicating our priorities and values with other government agencies and third parties.

Staff

Staff are responsible for implementing the actions within the CCP as they pertain to each department and ensuring any recommendations to council meet the overarching vision and goals of the CCP. Annual work plans and budgets shall reflect the CCP, and each department will be responsible for reporting to Council and the community on CCP progress annually.

Community Members

Community members have an important role to play in holding Chief and Council and staff accountable to the CCP. All Members should continue to participate in future CCP reviews to ensure the Plan continues to reflect the needs of Members.

WORKPLAN AND IMPLEMENTATION

This CCP document provides an overview of community goals that we wish to achieve. The next steps will be for BGRFN Council and staff to develop department work plans and undertake annual planning to support the work needed to achieve the actions.

All departmental plans and policies shall take direction from the Comprehensive Community Plan to ensure we are all on the same shared road to continued success. For example, if the Health Plan is updated, the new plan would align with the elements of the CCP that relate to health and wellness and other elements of the CCP, including the vision.

COORDINATION WITH OTHER PLANS

The CCP is the overarching plan that helps support and promote the implementation of other plans. It provides context and outlines the community priorities which come from our members.

MONITORING AND EVALUATION

As we work towards putting our Plan into place, we will need a way to check in and keep track of our progress. Each department should ensure they are keeping up with the Actions they are responsible for. At our staff meetings, band meetings, and community meetings, we will check in with staff on the projects they are working on and report back to the community on our CCP progress.

The appendix includes tools for us to keep track of progress.



IMMEDIATE NEXT STEPS

- ☐ Present the CCP back to community
- ☐ Present to Chief & Council and get a Band Council Resolution to adopt the CCP
- ☐ Task the Director of Operations or CCP Coordinator with implementing the CCP
- ☐ Distribute the 'Plan at a Glance' section to each department, including Esiniwab Health Centre, Education, Housing & Maintenance, Administration, Community Departments like Fire, Housing, Economic Development
- ☐ Host workshops with staff from each department to discuss the relevant goal area and create workplans for the next year to five years
- ☐ Annually: Revisit the CCP, fill out the monitoring and implementation worksheets to track progress, check in with departments and revisit workplans to update on progress

Appendix

This monitoring tool tracks how we are doing with each action we have put into place.

We also need to evaluate how well we are working towards our vision and if we are achieving our goals. Our goals support our Vision, so looking at the changes that are happening in the 8 goal areas will help us know if we are being successful. For each of our goals, we have identified ways to measure changes. These are called “indicators” and they should be tracked and reported on at the same time we are checking in on our Actions.

APPENDIX A: MONITORING TOOL

Actions	Timing	Progress	Notes on progress	What changes (if any) need to be made? (i.e., timing, staff resources, etc.)
CULTURE AND LANGUAGE				
Increase Ojibway language programs				
Hold more cultural events and revitalize traditional protocols and ceremonies that have been lost due to residential schools				
Create a small museum and archives for BGRFN				
Implement cultural programming for very young children and youth				
Add more land-based programs for community members				
HOUSING AND COMMUNITY INFRASTRUCTURE				
Develop new homes & complete a Housing Strategy				
Improve maintenance and health & safety for existing homes and community buildings				

Actions	Timing	Progress	Notes on progress	What changes (if any) need to be made? (i.e., timing, staff resources, etc.)
Conduct a Feasibility Study for a new subdivision				
Build/retrofit new community facilities				
Finalize the Draft Housing Policy				
ELDERS AND YOUTH				
Build youth confidence and pride				
Create spaces and events for Elders to share their stories with youth				
Production/music studio for youth				
Elder (in residence) for Elementary and High School children (Ojibway Curriculum)				
GOOD HEALTH AND A BETTER LIFE				
Reduce substance abuse and increase mental health and addiction support for youth				
Improve access to local health care, information and education				
Improve support for young children and youth health programs and services				
Support Traditional health options				
Hire a health advocate for members				

Actions	Timing	Progress	Notes on progress	What changes (if any) need to be made? (i.e., timing, staff resources, etc.)
Increase community food security				
Improve community safety – Bear Clan Patrol				
Build Transitional Housing/Safe House				
Hire a local recreational coordinator and trainer				
INCLUSIVE AND CONNECTED COMMUNITY				
Draft a member communications plan, starting with reinstating the community newsletter				
Better connect with children living off-reserve to the community				
More community members working together as a team to get along				
EDUCATION				
Provide additional school support programs & alternative education opportunities for youth				
Keep kids in school (pre-K and K-12)				
Provide incentives for high school graduation				
Improve access to post-secondary and funding opportunities				

Actions	Timing	Progress	Notes on progress	What changes (if any) need to be made? (i.e., timing, staff resources, etc.)
ECONOMIC				
Support member's skill development / Implement new training programs				
Support and encourage Member entrepreneurs/local business				
Apply for funding from/ Support relationship with Mishkosiminiziibing Development Corporation(MDC)				
Draft a Development Plan for Assabaska Park Resort and Hotel				
LANDS AND WATERS				
Annual land/beach clean up				
Draft a Land Use Plan for BGRFN lands				
Conservation and Protection of Lands & Water				
Increase the size of the First Nation lands				

APPENDIX B: EVALUATION TOOL

Our Indicators <i>(how we should measure change)</i>	What is Happening? <i>(getting better, getting worse, staying the same?)</i>	Other Notes
CULTURE AND LANGUAGE Protect our culture, language, and keep our traditional way of life alive and strong for future generations.		
Participation in cultural and recreation activities and workshops		
Number of members who feel they can speak and understand Ojibway-Cree		
HOUSING AND COMMUNITY INFRASTRUCTURE Build new homes and ensure our existing housing and community buildings are well kept in order to have good living conditions and bring our people home.		
Diversity of housing types (apartments, duplexes, tiny homes, single family units, etc.)		
Total housing inventory (# of units)		
Housing waitlist		
Overcrowding rates		
Proportion of houses that require major repair or demolition		
Number of new housing units		
ELDERS AND YOUTH Empower and preserve the history, stories, language, ceremonies and traditional ways of our people by bringing our Elders and youth together.		
Number of classes that have an Elder presence		
Number of Elders cared for in the community, versus away		
Number of community events that have both Elder and youth participants		
GOOD HEALTH AND A BETTER LIFE Sustain our community vitality and cultivate individual spiritual and physical health, leading to a better everyday life for our people and community.		
Number of community members starting and completing suboxone and detox programs		

Our Indicators <i>(how we should measure change)</i>	What is Happening? <i>(getting better, getting worse, staying the same?)</i>	Other Notes
Participation in cultural healing programs and events, health workshops, rec. programs, etc.		
Statistics from healthcare and family support workers regarding health and social issues		
INCLUSIVE AND ENGAGED COMMUNITY Connect to, and engage our people, including those living off-reserve.		
Frequency of Band communications, website updates		
Number of all-community meetings regarding Band business		
EDUCATION Support increased education level attainment and meet the education needs of our youth.		
Protect our culture, language, and keep our traditional way of life alive and strong for future generations.		
Number of High School and post-secondary graduates		
ECONOMIC Create Opportunities so we can sustain ourselves, build on our successes, and grow as a community.		
Number of member-owned businesses and entrepreneurs		
Number of new training programs/workshops offered		
Employment rates versus OW, etc.		
LANDS AND WATERS Protect and take jurisdiction over our lands and assert our Treaty Rights.		
Land Use Plan completed		
Participation in the bi-annual beach cleanup		



Mishkosiminiziibing
BIG GRASSY RIVER FIRST NATION
Comprehensive Community Plan

Document prepared
with the assistance of:



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