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K'at'odeeche First Nation Wellness Plan 2018 -2023

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Acknowledgements

Many people participated in developing this plan.

The Wellness Committee has met several times through 2016 and 2017 to discuss wellness programming and to identify what is working well or which areas require improvement.

KFN Elders have also been meeting regularly through K'át'odeeche Ohnda in 2017 to talk about plans, the changes that Elders want to see and how Elders themselves can be a part of supporting that vision.

KFN's Community Plan Coordinators and Community Plan Representatives have been leading community planning processes now for over a year. They are working hard to ensure that KFN's Comprehensive Community Plan reflects as many community voices as possible and to create the community spaces and processes that help individuals to discover and share their own voices. KFN's Community Planners are: Denise Sabourin and Jeffrey Fabian. KFN's Community Planning Representatives are: Rosemary Buggins, Trinity Cayen, Brooklyn Cayen, Sheena Yakinneah, Jeanna Graham, and Joe Tambour.

Chief and Council has provided on-going guidance, trust and patience.

Many, many community members have dedicated tremendous time, energy and emotion to this and many other planning processes and to the many activities and programs that are already offered.

PlanIt North is a consulting company retained to help facilitate the development of this wellness plan and the Comprehensive Community Plan process. Christine Wenman strived to compile KFN's many voices, honouring community members' intentions while converting the spoken word to a written plan.

To all who have participated in developing this
plan and who are dedicated to its vision,
Mahsi Cho!



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Acronyms

CCP	Comprehensive Community Plan
CHR	Community Health Representative
ECE	Education, Culture and Employment (GNWT)
GNWT	Government of Northwest Territories
HSS	Health and Social Services (GNWT)
HQ	Headquarters (Yellowknife offices of GNWT)
KFN	K'átł'odeeche First Nation
MACA	Municipal and Community Affairs (GNWT)

Introduction and Background

About KFN

Our K'átł'odeeche First Nation is a local Indigenous Government responsible to protect the interests of its Members, serve the community of K'átł'odeeche and steward KFN's traditional lands.

About half of K'átł'odeeche First Nation's approximate 600 Members live in K'átł'odeeche. Many also live in the adjacent Town of Hay River. Some Members live in Yellowknife, other NWT communities or outside of the Territory. This plan is focused on supporting the wellness of our membership living in K'átł'odeeche or in Hay River.

Building on the past

From 2013 – 2018, KFN implemented our previous wellness plan. The Wellness Funds received annually from GNWT – Health and Social Services supported both staff and program expenses. KFN supported half of the wage of a School Counselor while Chief Sunrise School fundraised the other portion. This Counselor has been instrumental in providing after-school programming, counselor and library services to school students. Perhaps most notably, she has been a lead coordinator for the Sandy Creek program, which brings students to the outdoors every Thursday, where they learn traditional harvesting and other skills from knowledgeable community members.

Wellness funds have also supported a Recreation Director (since 2016) and Recreation Assistant (in 2017-2018). With this added capacity in the last two years, recreation programming, both for youth and community members more broadly, has grown. Under the direction of the Recreation Director, KFN coordinates evening and weekend programming as well as youth summer and spring break camps and youth summer employment.

The Wellness Funds and the Recreation Program are one component of wellness programming in K'átł'odeeche. KFN further employs a Justice and Youth Centre Coordinator, a Victims Services Officer, two part-time elders workers and two community health representatives. K'átł'odeeche is home to a Daycare, Aurora College Adult Education Centre, Chief Sunrise School, an extended care facility, a health centre and now, a recently re-opened Wellness Centre serving the region and territory. In addition, many facilities, programs, services and practitioners are located in proximity in the Town of Hay River. The full extent of what KFN can achieve must take all of these resources into account; making the scope of this plan broad. In this plan, we seek to illustrate the full picture of needs and the resources available through the many partners. It will

be important that all of these partners work together to understand, review and revise the plan, ensure its accuracy and collaborate in its implementation.

Although there are many calls to action in this plan, there are also calls to keep doing the initiatives that have been successful. There is a lot to celebrate and recognize in the many efforts of KFN leadership and staff and the many programs that are already in place to help Members achieve wellness. This plan highlights those programs that should continue and should be strengthened and also presents new ideas or recommendations to fill gaps.

About this wellness plan

Though wide in scope, this Wellness Plan has its limitations. This plan is focused on specific wellness programming and steers away from major capital projects that we know have direct and major effects on community wellness. For instance, housing is a critical issue in K'átl'odeeche. We know that there is hidden homelessness in our community and that the extent of it is likely underestimated. There are also other important infrastructure needs, like a new combined youth centre and community recreation facility. Similarly, meaningful employment is an important part of wellness and developing skills and confidence is important to everyone's sense of self and subsequent wellness. Although these issues are on KFN's radar, they are out of scope of this plan and will be pursued through other initiatives.

This plan articulates a *vision* and values that all partners should consider when working with KFN on wellness issues. We also have a series of goals and objectives that will guide our work over the next five years. Annual reviews of this plan and work planning will be important. This plan highlights specific actions that can be taken during the first one to two years, but subsequent work plans can add detail as we learn from and reflect on our on-going efforts.

Voices in this plan

Many voices of KFN Members and community have influenced this plan. For over a year, KFN has undertaken a comprehensive community planning (CCP) initiative with two KFN Members acting as Community Planners with the help of a planning consultant. More recently, four additional Community Planning Representatives have been hired on a part-time basis (two elders and two youth) to add more voices and energy to the planning process. As part of the CCP initiative, the planning team facilitated elders to form their own Society so that elders could have a vehicle to proactively help each other and their community. Elders have met several times over the past year and their discussions have been documented, informing this plan.

A KFN Wellness Committee was also recently formed to facilitate interagency collaboration and communication. KFN and other institutions representatives have met to discuss wellness initiatives and gaps, further informing the content in this plan.



In March, 2017, a two and half day wellness workshop was held in K'átl'odeeche involving KFN elders, staff and partner representatives. The meetings were open to the public and Members were encouraged to join for the evening meal so that they could review and comment on the work completed during the day¹.

The road to making this plan is not over, however. This first draft will need to be reviewed by KFN staff, Members of the Wellness Committee the planning committee and the Elders Group to ensure that it appropriately reflects and honours the KFN voices that were heard. We would also like to seek feedback from partner organizations to ensure that we have a clear understanding of the roles that they might play and the resources that they have available to help.

The plan will ultimately be presented to Chief and Council and passed by their resolution as a guiding document to inform KFN's work in wellness over the next five years.

¹ Please see appendix 2 for a full list of Wellness Workshop Participants

Vision

As K'átł'odeeche First Nation Members, we are strong in self, able to love ourselves and in turn, love our families and our community.

Values

Dene Nàhodhe

In Tune with Nature; connectedness in a spiritual sense

Eḻets'áts'eḏ

Help Each Other. We are a community and will work together as we always have as Dene people. Collaboration with others will help all of us achieve more.

Tsede Cha

Respect. Respect means providing opportunities for others to share their knowledge and valuing their contributions. KFN will always try to involve membership in decision-making and program delivery, particularly ensuring wisdom is sought from Elders. Respect also means honouring Dene customs, ceremony and tradition, respecting the land and animals.

Empowerment

All of us who are part of K'átł'odeeche community, have a role to play in realizing the vision in this plan. KFN and other partners' job is to provide supports to help individuals realize their potential.

Eḻeqẖoṉts'eṯ

Love Each Other. Wellness is about giving and taking love. We need to love and support one another where we are and not make our love contingent on particular expectations.

Pride

We are proud as KFN Members and Dene people. Our families have thrived on our traditional lands and will continue to do so.

Transparency and Accountability

We are a community and must work together. We will ensure that Plans are easy to see and understand and that everyone has a chance to participate in developing them, reviewing them and revising them.

Summary of Goals and Objectives

Goal 1: Our Members are recognizing and recovering from trauma

- ☐ Our Members have regular access to on-reserve counselling.
- ☐ KFN offenders increasingly access culturally appropriate and community driven sanctions as alternatives to imprisonment and as more effective ways of addressing underlying causes of offending.
- ☐ More KFN Members lead sober and drug-free lives.
- ☐ KFN Members, band staff and partner institution staff are increasingly educated about the causes and effects of trauma, able to do their jobs in sensitive ways and to practice self-care.
- ☐ KFN and its partners have plans in place to respond collaboratively to traumatic events.

Goal 2: K'át'odeeche First Nation members are strong in self

- ☐ KFN Members feel confident to make a difference in their communities.
- ☐ KFN Members have strong, positive identities and feel a sense of belonging and connection within the KFN community.
- ☐ Strengthen positive relationships, respect, and mutual understanding between Hay River community members living on and off reserve and between Indigenous and non-Indigenous community members.
- ☐ KFN Members have strong intergenerational ties, with increasing levels of comfort speaking Dene Yati.

Goal 3: KFN youth are engaged, active and confident

- ☐ KFN has an engaged and self-directed Youth Council to support and build youth leadership skills.
- ☐ Parents with school-aged children are engaged in their children's education.
- ☐ KFN youth are active and have diverse sources of education and mentorship.

Goal 4: KFN Members are healthy and children have healthy starts in life

- ☐ KFN expecting and new parents are strongly supported before and during pregnancy and during the first years of motherhood.
- ☐ Our Members are active and fit.
- ☐ Our Members eat nutritiously and increased amounts of traditional food are eaten and shared.
- ☐ Increase youth, elder and general membership participation in programs and services offered in town.
- ☐ Sickness is reduced through prevention activities.

Goal 5: KFN governance surrounding wellness is efficient and transparent

- ☐ Those working in Wellness work together to ensure transparency, collaboration and efficiency.
- ☐ Wellness Committee treats the Wellness Plan as a living document, reviewed annually.
- ☐ Wellness Committee communicates the Wellness Plan and related initiatives effectively.
- ☐ Wellness staff are supported in continued professional development.



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Our Members are Recognizing and Recovering from Trauma

Background

Trauma and inter-generational trauma are becoming better understood by Canadian communities and governments. Increasingly, the effects of Canada's colonial history are being recognized. Trauma and Post-Traumatic Stress Disorder are frequently correlated with addictions, may be direct or indirect causes of behavioral issues, and may perpetuate violence and other crimes. Our Members understand that addictions must be treated as an illness and that the underlying causes must be treated too. Diverse and targeted efforts need to be made to address cycles of trauma, violence and substance abuse. We want to ensure that our Members who are seeking help for addictions are supported throughout their journey, especially upon returning from a treatment program and during the early years of sobriety.

Our Members believe that diverse approaches are needed to help Members identify and overcome trauma in their lives. The knowledge, love and support of one another is crucial and should be encouraged. Professional services are also essential. To date, counselling services have not been available on-reserve and many Members are unsure of how to access counseling services. There are apparently overlapping responsibilities between the Dehcho Health Authority, Fort Simpson Health Authority and Justice / Victim Services programming. There is an opportunity and an urgent need for representatives from each of these jurisdictions to work collaboratively with KFN staff to better assess needs, develop and implement an effective program and efficiently share resources. School Counselling must be maintained and strengthened.

We know that Indigenous peoples are over-represented in Canada's criminal system, yet another symptom of widespread traumas that were and are being experienced by Indigenous

people. Canada's Truth and Reconciliation Commission's calls to action include a call to government to *"provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to underlying causes of offending."* KFN has a Justice Committee to which offenders may be referred for interventions, but it needs to be strengthened and better advertised. Government officials must commit to utilizing Justice Committees more frequently and KFN must work collaboratively with the Town of Hay River's Justice Committee as many KFN Members are also referred to it.

Traumas aren't just historical but are happening today. In recent times, KFN Members have experienced fire (with loss of life), loss of life from natural causes, homicide, and suicide among family and fellow Band Members. We know that many of our Members are affected by assaults including domestic violence and sexual assault. It is important that KFN Members know where to turn in times of need – victim service programs can be better communicated and the Wellness Committee, Chief and Council can all work together to ensure that there is a plan in place for the whole community to support one another when a particularly traumatic event affects the community or a family.

We know that self-awareness of causal factors of trauma, or *emotional literacy* can help in an individual's healing process. Individuals working with highly traumatized individuals or groups will be more effective if they too develop an understanding of trauma's causes, effects and treatments. This sort of education and training is important and we will prioritize it.

**"In five years, we will all understand that
addiction is an illness, not a crime."**

- youth workshop participant

Objectives and Actions

1.1 Our Members have regular access to on-reserve counselling

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Wellness Committee (with Victim Services as lead) will convene a planning workshop so that KFN and partner institutions better understand counselling services and resources that are available	Dehcho Health Authority, Hay River Health Authority, HSS Representatives from HQ, Justice Representatives from HQ,	Wellness, Victim Service Funds and Community Plan Funds	Year 1
Wellness Committee (with Victim Services as lead) will develop a communications plan to ensure KFN Members understand and can better access available services	Committee emerging from the workshop above	Victim Service Funds and Community Plan Funds	Year 1
Wellness Committee will work with partners to ensure that counselling is consistently available on-reserve	Committee emerging from the workshop above	Plan emerging from the workshop above, Wellness Committee funding resources to be identified from Health Authorities, Health Canada, NIB and Justice / Victim Services	Year 1 & on-going
KFN and partner institutions will integrate counselling opportunities within employment programs	Band Manager, Chief and Council, other institutions are encouraged to adopt approach	Funding identified from workshop and planning work above	Year 1 & on-going
KFN will maintain funding from wellness funds for School Counselor Position	Band Manager, finance officer, Chief and Council, Chief Sunrise School Principal,	Wellness Funds – see resources section and proposed budget	Throughout plan implementation

1.2 KFN offenders increasingly access culturally appropriate and community driven sanctions as alternatives to imprisonment and as more effective ways of addressing underlying causes of offending.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Justice Committee will formalize a terms of reference, including an application process, number of seats, commitments of membership and general responsibilities and fill seats on the Justice Committee	Recreation Director & Justice Coordinator with Justice Committee; Community Plan Committee, Justice Representatives from HQ	Justice Funds	Year 1
Justice Committee will work with partners at Justice to develop a Justice Committee training plan and budget; implement this and review annually	Recreation Director & Justice Coordinator with Justice Committee; Community Plan Committee, Justice Representatives from HQ	Justice Funds	Year 1
KFN will engage the Hay River Justice Committee in planning and communication processes to ensure that its approach is culturally relevant and effective for KFN Members and that KFN Members are represented on the Committee	Recreation Director & Justice Coordinator with Justice Committee; Community Plan Committee, Justice Representatives from HQ	Justice Funds	Year 2
Justice Committee will develop and implement a communications plan to increase KFN awareness about the Committee and to ensure that those authorized to make referrals are doing so whenever possible.	Recreation Director & Justice Coordinator with Justice Committee; Community Plan Committee, Justice Representatives from HQ	Justice Funds	Year 2

1.3 More KFN Members lead sober and drug-free lives

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Leveraging the new Wellness Centre on-reserve, KFN hosts consistent programming to support individuals and their families who are dealing with addictions	Recreation Coordinator, Wellness Centre Director; Elders Committee, Wellness Committee, Health partners	Wellness funds, Victim Services and Justice Funds	Planning in year 1, program implementation and review on-going
In collaboration with the Wellness Centre, KFN has a comprehensive plan in place to support Members returning from addiction treatment centres elsewhere	Recreation Coordinator, Wellness Centre Director; Elders Committee, Wellness Committee, Health partners	Wellness funds, Victim Services and Justice Funds	Planning in year 2, program implementation and review on-going
Youth in the schools receive addictions awareness education regularly, learning also from the positive and successful experiences of their elders and other KFN Members	School Councillor, Chief Sunrise School; Elders Committee, Wellness Committee, Health partners;	Wellness funds, Victim Services and Justice Funds	Planning in year 1, program implementation and review on-going
Sober KFN Members who have faced addictions are celebrated annually for their success, during Addictions Awareness Week	Community Health Representatives; Wellness Committee, Elders Committee	Wellness funds	Annually during National Addictions Awareness Week (November with planning to start in September
Addictions awareness is promoted through newsletter and communications programming, guided by a communications and education plan.	Community Health Representatives and Wellness CCP team in 2018-2019 with a transitioning mechanism to continue communications responsibility; Wellness Committee, Health Authorities, HSS – HQ	General internal KFN and partner funds	On-going

1.4 KFN Members, band staff and partner institution staff are increasingly educated about the causes and effects of trauma, able to do their jobs in sensitive ways and to practice self-care.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
KFN hosts internal twice annual on-going training program to raise awareness about trauma and how to do trauma-informed practice, mandatory for staff	Band Manager; Wellness Centre Director, Recreation Director, Wellness Committee, Health Authorities, HSS – HQ	Wellness funds, Victim Services Funds, Justice Funds, other KFN funds, ECE training funds	Annually and on-going
KFN Wellness staff have up-to-date professional development plans that include identifying an external opportunity annually to participate in on-going training related to trauma, trauma informed practice, self-care, addictions and healing	Band Manager; Wellness Centre Director, Recreation Director, Wellness Committee, Health Authorities, HSS – HQ	Wellness funds, Victim Services Funds, Justice Funds, other KFN funds, ECE training funds	Annually and on-going

1.5 KFN and its partners have plans in place to respond collaboratively to traumatic events

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Host a planning workshop to develop an Interagency traumatic event response plan, reviewed and revised each time it is used.	Wellness Committee & Recreation Director; Health Authorities, HSS – HQ	Wellness funds, Victim Services Funds, Justice Funds, other KFN funds	Year 2 with implementation in year 3-5



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K'at'odeeche First Nation Members are Strong in Self

Background

Our Members collectively hold tremendous skills and knowledge. Many Members are (at least) bilingual, speaking both Dene Yati and English. Our Members hold professional positions in K'at'odeeche, and elsewhere including in Yellowknife, Hay River and elsewhere in Canada. Our Members are musicians, story-tellers, harvesters, photographers, artists, fire-fighters and Counselors. The list is endless.

Colonial forces over time have created shame that has no justification. Today, we work to heal and restore our proud identifies as Dene people who for thousands of years have thrived and will continue to thrive on our traditional lands. This healing requires recognizing the many role models that we have in our community – too often we hear only the negative. It requires acknowledging and reinforcing the value of our Elders' knowledge and lifting them up as teachers and mentors. It requires working with others to confront and reject prejudice, racism and intolerance.

Language, on-the-land skills, traditional art forms and story-telling are all doors to helping young people to understand and take pride in their history. Our Elders hold the keys. Dehcho First Nation has recently received substantial resources for language revitalization programs and has established a mentorship program, linking individual Members with another who speaks the language. KFN can both participate and build on this program. A number of our Members have suggested working on projects that bring Members together to tell stories of the past and of Elders. Ideas include a portrait project – photographing Elders and documenting their stories. Our young people have expressed a great deal of interest in the audio-visual arts and with the new radio station, we have another wonderful opportunity to tell and share our stories.

Connection is also important to identity. We need to feel connected to our community. KFN celebrations and feasts (the General Assembly, Hand Games, holiday-specific gatherings) all help to foster a strong sense of togetherness and should continue to be supported into the future.

Communication fosters connection and is a great way to celebrate and recognize our Members' successes. In 2017, KFN began to compile a simple monthly newsletter as part of the Comprehensive Community Planning initiative. In 2018, as this plan is being completed, KFN is also completing the technical upgrades required to have an active community radio station. It will be important for KFN to identify the resources and roles to lead these communication activities and ensure that they not only continue over time, but are strengthened.

Colonial forces, prejudices and outright racism is not a thing of the past, however. Our Members experience racism regularly and speak of feeling judged and belittled when seeking services in the Town of Hay River. It is important that our community and our leadership faces up to these realities, calling racism for what it is, identifying how it plays out in systemic ways and advocating for tolerance and understanding.

We will know that our Members are building strength and pride in themselves as they take on leadership roles in the community, proactively helping others rather than pointing out what others *should* do. Such initiative and leadership does not grow out of nothing. Individuals need to feel that they are capable of making a difference, have something to offer and know where to start.

In 2017, KFN Elders registered a non-profit Society, with support from the Community Planners working on the Comprehensive Community Plan. This Society is called K'átł'odeeche Ohnda and has the mandate to facilitate Elders to support one another and their community². In 2018, the CCP team also started to facilitate lunch gatherings of women and men. Though the initiative is new, we recognize that adults between the ages of 30 and 55 represent a substantial portion of our Membership (32% of Members living on reserve³) and yet are often not directly targeted for programs and engagement because they do not fit into *youth* and *elder* categories. By supporting groups such as K'átł'odeeche Ohnda, the Youth Council (see youth section) and Women's and Men's Groups, we hope to be able to encourage more Members to realize the leadership potential that each of them has.

² The Constitution of K'átł'odeeche Ohnda is included in appendix 6.

³ 2016 Census data

Objectives and Actions

2.1 KFN Members feel confident to make a difference in their communities

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Facilitate a Men's group that meets every two weeks, has a small preliminary operating budget and develops its own priorities and initiatives.	CCP team will lead in year 1, identifying a coordinator for transition	Wellness funds (CCP can defray in year 1)	On-going
Facilitate a Women's group that meets every two weeks, has a small preliminary operating budget and develops its own priorities and initiatives.	CCP team will lead in year 1, identifying a coordinator for transition	Wellness funds (CCP can defray in year 1)	On-going
K'átł'odeeche Ohnd'a K'e (Elders group) operates increasingly independently and proactively, with a small core operating budget and with a plan that identifies elders' prioritized initiatives.	CCP team will continue to facilitate during year 1, but K'átł'odeeche Ohnd'a K'e will retain a part-time facilitator	Part wellness funds and part funds raised by K'átł'odeeche Ohnd'a K'e	On-going
Individuals or groups within KFN have a portion of the wellness funds to which they can apply for independently driven initiatives. (see attached draft template in appendix 3)	Wellness Committee to clarify and advertise process	Wellness Funds	On-going

2.2 KFN Members have strong, positive identities and feel a sense of belonging and connection within the KFN community.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Continue to develop the KFN radio station, creating, among other programming, a youth radio club.	Part-time position to be identified. CCP will help to facilitate program development in year 1.	Broadcasting funds of 10k available annually. Top-up funds from wellness or to be identified	On-going
Celebrate KFN Members who have personal successes and who serve as role models, through the radio, newsletters, visits to schools, community feasts and other avenues.	All Wellness Committee members, KFN staff and Partner institutions.	Transition resources for newsletter need to be identified. Wellness funds for celebrations.	On-going
Continue to host frequent community celebrations, in particular bringing the community together during key festivities such as New Years, Easter, Thanksgiving, etc.)	Recreation Department with collaboration of Wellness Committee.	Wellness Funds	On-going

2.3 Strengthen positive relationships, respect, and mutual understanding between Hay River community members living on and off reserve and between Indigenous and non-Indigenous community members.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Work with partners to encourage and co-host annual Hay River fun days in which all schools come together	KFN, Chief Sunrise School with Education Boards, Hay River Schools	Approach MACA for funding; increasingly federal funds are targeting reconciliation initiatives	Annually; aim for first in 2018-2019
Work together to understand and document sources of racism (including from institutional sources) and develop a communications and advocacy plan to reduce these experiences for KFN Members and to educate others	KFN; Wellness Committee; CCP facilitation in year 1	Academic Partner may be helpful and may help to identify resources (ex. SSHRC)	CCP to try to initiate a project in year 1 for implementation in years 2 and 3
Invite students from the schools in Town to occasionally join activities at Sandy Creek with Chief Sunrise Students	Recreation Program, Chief Sunrise School	Existing Resources	On-going
Proactively foster productive and trusting relationships between KFN and the RCMP	KFN with RCMP	Existing Resources	On-going
Open KFN youth programming to interested youth from Town, where space and resources permit	Recreation Program	Existing Resources	On-going

2.4 KFN Members have strong intergenerational ties, with increasing levels of comfort speaking Dene Yati

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Develop a youth and elder mentorship program, working in collaboration with Dehcho First Nations	To be discussed. Role responsible for language outside of school appears to be a gap	DFN funds; language and literacy funds	On-going
Support elders in sharing their knowledge about spirituality and sharing traditional ceremony	All Partners	Integrated with all resources	On-going
Routinely include Elders as educators and mentors in youth focused activities (School, continued Sandy Creek Program, youth centre etc) sharing language, friendship knowledge and traditional skills	All Partners	Integrated with all resources	On-going
Host informal communal outdoor cooking during summer evenings at the Youth Centre	Youth Centre Director in partnership with K'átł'odeeche Ohnda	Justice Funds	Pilot Year 1 and ongoing
Support Dene Yati speakers in delivering radio programming in Dene Yati	See above – role is gap.	Literacy and language funds.	On-going
Foster healthy Elders and youth communications through workshops that address challenges head-on, helping elders and youth to practice communicating respectfully and constructively.	Recreation Director with Wellness Committee; explore possible role of Wellness Centre and Wellness Centre Director; in partnership with K'átł'odeeche Ohnda	Wellness Funds	Pilot year 1 and consider one or two targeted programs each year.
Increase books accessible to youth and new speakers in Dene Yati	Chief Sunrise School with K'átł'odeeche Ohnda (note gap in language role)	Literacy and language funds; academic partner may be helpful	Identify one project per year
Create projects through which youth and elders tell and document stories together using written and audio-visual media	Chief Sunrise School with K'átł'odeeche Ohnda (note gap in language role)	Literacy and language funds; academic partner may be helpful	Identify one project per year



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KFN Youth are Engaged, Active and Confident

Background

No matter the topic, ask Elders, Chief or Council or KFN Administration how to approach an initiative and they are always going to prioritize youth involvement.

Today, our Chief and Council are all Elders. While their wisdom leads us well, they would like to prioritize youth as the leaders of tomorrow. Youth too are enthusiastic about demonstrating increased leadership. Programs at Chief Sunrise School are helping youth to develop the confidence, knowledge and skills that they will need to be leaders. The resiliency program provides youth opportunities to connect with students elsewhere, traveling in Canada and elsewhere to broaden their understanding of the world and their role within it. University visits encourage students to think beyond the walls of the high school and envision their next steps.

Every Thursday, School staff, with the support of George Buggins, take classes to spend the whole day learning and being outdoors at Sandy Creek. Immersed in cultural practice, students are supported in learning cultural practices and the program's success is more than evident by the calm and leadership skills that the students exhibit while they are out there.

At the same time, the recreation program provides consistent programming to youth, not only through after school activities but through summer and spring camps and through summer employment opportunities, which all help to develop leadership skills.

A welcome next step is to support youth in linking their leadership skills to Band administration and to support them in thinking about, planning and leading some of the programming that effects them the most. Our Members envision an active Youth Council, with some administrative support so that young people can plan their own activities and think about the

changes that they want to see and enact in their communities. A youth position on Council, youth mentorship programs with Council Members and annual youth retreats will all help youth to grow and apply their leadership skills and understand the roles and opportunities that await them after school years.

Strengthened families will mean strengthened youth. Yet, engaging families broadly in their children's' education remains a substantial challenge for staff at Chief Sunrise School. Past attempts at a Parent Committee have stalled and strong parent engagement with School activities is currently lacking.

Perhaps most importantly, the existing programs need to be supported and not taken for granted. Both KFN and the Chief Sunrise School work creatively to piece together funding for the existing programs. Through close communications and collaboration, all partners need to ensure that these programs continue and are strengthened.

Objectives and Actions

3.1 KFN has an engaged and self-directed Youth Council to support and build youth leadership skills

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Host an initial Youth retreat and facilitate youth to formally convene the Council	CCP in year 1 in Partnership with Recreation, Justice and Chief Sunrise School; identify transition responsibility	CCP and Wellness Funds, may be topped up with Justice & Victim Service Funds (proposal-based)	Year 1
Fund a part-time Youth Council facilitator	KFN with School	Funds to be identified through proposals	Year 1
Formalize a Youth Council role on the Chief and Council	Chief and Council with Youth Council	Wellness Funds or KFN Core sources	With new Council (spring 2018) and on-going)
Bring youth delegates to co-represent KFN at meetings and conferences (where appropriate and not interfering with school)	Chief and Council and KFN administration	Diverse funding	On-going
Host twice annual youth leadership retreats with on-the-land components	Recreation in partnership with Chief Sunrise School; Youth Council	Wellness Funds; NIB, MACA, federal funds if identified	Twice annually
Work with youth to develop on-going programming that educates about healthy relationships, sexual boundaries, consent, respect and related boundaries	Victim Services, Chief Sunrise School, Wellness Committee, Community Health Representatives in collaboration	Victim Services and Justice Funds (proposal based)	Host planning workshop in year 1; implement year 2 and on-going

3.2 Parents with school-aged children are engaged in their children's education

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Engage Mens' and Womens' Groups in discussions about a Parent School Committee	CCP to help facilitate	CCP	Year 1
Establish a Parent Committee	Parents, CCP with Chief Sunrise School	Wellness funds or funds TBD	Year 1 pilot and on-going

3.3 KFN youth are active and have diverse sources of education and mentorship

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Facilitate a thriving community garden, led by youth and elders	Recreation and Chief Sunrise Partnership; Northern Training Institute Support	Wellness Funds (can be integrated with school curriculum and summer camps, summer employment programs)	Immediately and on-going
Continue to offer well-programmed and supported youth summer and spring-break camps	Recreation Department with Wellness Committee Supporting	Wellness	On-going
Continue to provide after-school programming	Recreation Department with Wellness Committee Supporting	Wellness	On-going
Continue to maintain the youth centre as a safe place for young people	Youth Centre and Justice Director	Justice Funds	On-going
Encourage more elders, community members and others to volunteer or deliver formal activities at the youth centre in support of the Youth Centre Coordinator	Youth Centre and Justice Director in collaboration with Wellness Committee members, Women's Group, Men's Group and K'átł'odeeche Ohnda	Justice Funds	On-going
Support the school in maintaining an annual resiliency program for youth	Chief Sunrise School; Wellness Committee or KFN Support as needed	To be discussed	Annually
Continue to encourage youth involvement in Hay River activities and program (see related shuttle objective within goal 4)	Recreation Director	Wellness Funds	On-going



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KFN Members are Healthy and Children have Healthy Starts in Life

Background

During implementation of the 2013-2018 KFN Wellness Plan, on-reserve recreation programming expanded substantially, particularly for youth. Programs became most robust in the final two years, after KFN hired a Recreation Director. In 2017-2018, programming was expanded even further with the additional role of a Recreation Assistant. Currently, youth are well-served with the Chief Sunrise School, the Youth Centre and the recreation program providing nearly seamless programming every day of the week for all ages of youth. Chief Sunrise provides after school library and gym programming. Later in the evening (approximately 7pm) the youth Centre opens; routinely 20-30 youth of nearly all ages access the Centre. When the Youth Centre Coordinator programs special, popular activities such as film nights, up to fifty youth may be in attendance. The Youth Centre is closed Sunday and Monday evenings.

The Recreation Director and Recreation Coordinator are nonetheless stretched thin. Planning activities takes substantial effort and with very high attendance numbers, one person to lead the actual activity is often not enough. It will be important to maintain both the Recreation Director and Assistant Positions, and to expand capacity with the addition of a second part-time assistant, pending available resources.

In spite of the impressive youth and recreation programs, KFN Wellness Partners have emphasized that infants and toddlers are not yet as well-served. Past pre-natal and early childhood education programs are no longer running and new and expecting parents are not accessing programming in the Town of Hay River as much as they would access activities offered on-reserve. Hay River is one of the few communities in NWT with an active midwifery program and KFN's Community Health Representatives, the Daycare staff and the midwives themselves,

are enthusiastic to explore and establish consistent meetings and workshops on-reserve. With planning and additional funding to staff overtime hours, the Daycare can open in the evenings to provide a comfortable meeting place, and, when needed, provide childcare.

KFN's Recreation Programs also serve adults and the Community Health Representatives coordinate active living opportunities for elders, including yoga. Nevertheless, there is no doubt that middle-aged individuals are less engaged than youth; the men's and women's group may be able to explore opportunities for increased adult involvement in recreation programming.

Our Members also prioritize nutritious eating as a fundamental pillar of health. Healthy traditional diets have increasingly been replaced by western *fast foods* and families with limited incomes are often challenged to provide consistently nutritious meals. Our Members have emphasize that returning to our roots will be an effective way to address this challenge, like so many others. Developing consistent on-the-land programming, teaching harvesting practices to new generations, reviving practices of food sharing, teaching about traditional medicines and plants – all of this will go a long way to help our Members lead healthy lives, in turn reducing rates of Diabetes and other illnesses.

Healthy foods aren't the only costly aspect of healthy living. Basic hygiene materials can be expensive and some of our Members struggle to afford these. A program to provide such supplies to those most in need would help individuals and families to maintain important personal hygiene.

KFN Members who participated in the wellness planning activities widely agreed that one of the most effective means of increasing participation in health, recreation and general wellness opportunities would be to develop a shuttle service between Hay River and K'átł'odeeche, particularly in the summer when the winter road is not in place. Although there are certainly cases when programming in K'átł'odeeche is most appropriate, not everything needs to be duplicated and K'átł'odeeche is well-served by the Town of Hay River. Many individuals and families, however, do not have vehicles to drive the 30 minutes to town. KFN Members feel that the service should be free for Elders but should have a cost for others, with "tickets" purchased at the Band Office.

Objectives and Actions

4.1 Expecting and new parents are strongly supported before and during pregnancy and during the first years of motherhood.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Initiate weekly meetings of new and expecting mothers and families, drawing from the knowledge of elders and professionals.	CHRs, Midwifery Program in Hay River, Hay River Health Authority	Wellness funds, explore other fund availability through Health Authorities	On-going
Host a planning workshop in collaboration with social and child protection services to explore how stronger partnerships and prevention can keep families together	CHRs, Hay River Health Authority	Explore funding options	On-going
Integrate gardening, food preparation and food preservation workshops and supports in early childhood and pre-natal support groups	CHRs, Midwifery Program in Hay River, Hay River Health Authority	Wellness funds, explore other fund availability through Health Authorities	On-going

4.2 Our Members are active and fit

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Continue to offer elders yoga, expanding program to host additional classes	Community Health Representatives	Existing resources	On-going
Men's and Women's Councils will explore needs and opportunities with respect to adult active living	CCP Community Planners to facilitate meetings	CCP first year, Wellness and other funding opportunities	Planning meeting year 1; On-going

4.3 Our Members eat nutritiously and increased amounts of traditional food are eaten and shared.

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Recreation and Youth Centre Coordinator will coordinate cooking classes to youth through the youth centre activities and after-school programming	Recreation	Wellness	On-going
Recreation Coordinators will integrate harvesting and food sharing activities with youth and elder programming and mentorships described above	Recreation with K'átł'odeeche Ohnda	Wellness	On-going
KFN will continue to support local harvesters by buying locally harvested food for events, when possible	All	Existing	On-going
KFN will support breakfast and snack programming at the school when and if needed.	Chief Sunrise; KFN support as needed	Existing, wellness funds if needed	On-going

4.4 Increase youth, elder and general membership participation in programs and services offered in town

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
KFN will offer at least twice daily return bus service between K'átł'odeeche and Town	Chief and Council, Band Manager, CEO to delegate	To be discussed	Dependent on funding (but critical need)
Wellness Committee will identify clear roles and lines of communications for sharing information about sports, recreation and health programming available in town.	Wellness Committee	Existing, wellness funds	On-going

4.5 Sickness is reduced through prevention activities

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
<i>Need to interview / discuss with nurses and doctors at health centre (gap)</i>	TBD	TBD	TBD
KFN homeowners are encouraged and / or supported to clean their water tanks annually and KFN provides a service to clean elders' tanks annually.	KFN Chief and Council, Band Manager and CEO to delegate; communications with KFN Municipal Works Director about appropriate approaches	To be determined; wellness funds may be appropriate	Year 2/3 implementation; on-going
Elders are supported in sharing knowledge about traditional medicines with other community members	All Wellness Committee partners with K'át'odeeche Ohnda	Wellness Funds, Elders funds (fundraised)	On-going
The health centre and youth centre create and maintain 'supply closet' programs to facilitate access to critical hygiene items for those in need	Community Health Representatives and Youth Centre Coordinator	Wellness Funds	Year 1 and on-going
Wellness Committee and partners collaboratively implement a marijuana education plan	Wellness Committee, Chief Sunrise School, Health Authorities and Yellowknife HQ (HSS); RCMP; Probation Officers	Wellness Funds, Justice Funds (application-based)	Year 1



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KFN Governance Surrounding Wellness are Efficient and Transparent

Background

K'átł'odeeche First Nation provides an impressive array of programs and services to our Members. Although the wish list will always be long, new programs, new facilities and new employees are all expensive and often not realistic given available resources. Instead, a focus on building partnerships, strengthening communication and fostering collaboration can mean that more can be done with less.

The 2013-2018 KFN Wellness Plan made reference to a Wellness Committee that would jointly implement the plan; this Committee was established with a formal terms of reference in 2017 and met several times during the final year of the plan implementation. With representatives from KFN and partner agencies, who all have roles in delivering Wellness Programming, the Committee serves to reduce duplication and foster support. Coordinating programming can be challenging and each individual Committee representative's workload would be lightened overall if the *whole* Committee helped to deliver specific programming, even when that individual is not the lead. This Committee is not yet functioning to its potential. With more consistent meetings, improved commitment by its members and additional structure, the Committee can serve as a mechanism to collaboratively implement, review and revise this plan as needed.

Good communication among staff is important, and so too is strong communication with KFN membership more broadly. Our Members who participated in the planning workshop called for continued involvement in the process. An annual public meeting to review the progress on implementing this plan will ensure transparency, accurate feedback and can inform the future work of the wellness Committee, including annual reports on the plan implementation and on-

going revisions to the Plan as needed. Too often plans are considered a fixed document, but this plan belongs to the KFN Members. It is important that it is reviewed annually and *changed* as needed. We need to adapt to what is working well and what needs to be adjusted.

KFN can find efficiencies, not only by working better *together*, but by working more strategically with *others* also. Partnerships with GNWT representatives and non-profits such as the Northern Farm Training Institute, the Hay River Friendship Centre, Dene Cultural Institute and Ecology North have helped us to develop many of our current programs. We can continue to harness the expertise housed within other institutions, inviting more partnerships with GNWT staff working within the Dehcho and Fort Simpson Healthy Authorities and program coordinators working in Yellowknife. It is important that we call on these partners to see themselves in this plan and identify how they can support us to reach our goals. They also have an important role to play in bringing together knowledge regionally and territorially about effective practices and helping our staff in continued professional development.

Objectives and Actions

5.1 Those working in Wellness work together to ensure transparency, collaboration and efficiency

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Wellness Committee reviews its terms of reference, reflecting on its first year of operations and revised based on feedback; membership may be expanded (to include the Government Services Officer and the Director of the Wellness Centre)	Wellness Committee	Existing	Year 1
KFN distributes a portion of the wellness funds to individuals or groups through an accessible, transparent, proposal based process ⁴ .	Wellness Committee, Chief and Council	Wellness Funds	On-going
KFN communicates the importance of participating in the Wellness Committee to its Wellness staff	CEO, Band Manager	Existing	Year 1 and on-going
KFN and School update the School Counselor job description to include regular updates to Chief and Council	CEO, Band Manager, communication with Chief Sunrise	Existing	On-going

5.2. The Wellness Plan is a living document, reviewed annually

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Wellness Committee will track indicators at appropriate intervals	Recreation Director, with Wellness Committee	Wellness Funds	On-going
Wellness Committee will contribute to an annual review and report.	Recreation Director, with Wellness Committee	Wellness Funds	On-going
Wellness Committee will coordinate a Wellness Plan day at the end of each fiscal year that is open to KFN members, government and other partners to inform the Wellness Committee's Plan review	Recreation Director, with Wellness Committee	Wellness Funds	On-going

⁴ It is important that there be opportunities for individuals or groups to verbally propose ideas as opposed to solely requiring written applications. Notes on a proposal template is included in appendix 3.

5.3 Wellness Plan and related initiatives are well communicated

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Wellness Committee will continue to work with the newsletter editor and facebook administrators to share information	KFN, Wellness Committee, all partners	Newsletter editor will be gap after CCP	On-going
Wellness Committee will increasingly use Hay River media (newspaper, radio partner organizations, posters) will be used to engage KFN Members living in town about KFN wellness initiatives	Wellness Committee	Wellness Funds	On-going
Wellness Committee members will continue to work with GNWT and Territorial partners to ensure successful implementation of the plan	All partners	Existing	On-going
KFN will encourage GNWT and federal partners to focus on collecting and sharing information regarding successful practices in wellness.	KFN, particularly Band Manager, all partners	Existing	On-going

5.4 Wellness staff are supported in continued professional development

ACTION	LEAD / PARTNERS	RESOURCES	TIMEFRAME
Band Manager supports wellness staff to maintain up to date professional development plans	KFN (Band Manager), ECE, Dehcho ASETS, Aurora College,	Existing KFN resources, ECE, Dehcho ASETS	On-going
KFN accesses partner resources to fund professional development opportunities	All partners	To be identified / determined	On-going

Appendices

Appendices to the K'átł'odeeche First Nation Wellness Plan: 2018-2023

Appendix 1 – Wellness Workshop Agenda

Appendix 2 – Wellness Workshop Participants

Appendix 3 – DRAFT Wellness Funds Application Process and Template

Appendix 4 – Wellness Committee Terms of Reference

Appendix 5 – K'átł'odeeche Ohn Dah' Constitution

K'átł'odeeche First Nation Wellness Planning Week



March 6-8, 2018 – Tuesday morning, Wednesday and Thursday

Tuesday at Elders Centre, Wed and Thurs at KFN Community Complex

Meeting Objective - To plan together for community wellness

These meetings are planned to bring KFN Members together for discussion so that their experiences inform a clear, goal-based, five-year wellness plan.

For service providers and visitors to the reserve, please come prepared to speak about your programming. All discussions will be informal, in small groups and in full session dialogue. There will be no powerpoints or formal presentations, but everyone is welcome to bring pamphlets, posters or other resources to share information and we hope everyone will share their knowledge in discussions.

Invited Participants

All KFN community members are very welcome. Program providers (for example, from KFN, Chief Sunrise School, Judith Fabian, Health Centre, Daycare, Dehcho Health and Social Services Authority, Hay River Health and Social Services Authority and other GNWT departments) are also invited to share knowledge and consider program accessibility and resourcing opportunities.

Day 1 Nutrition, recreation, public health, pre-natal & early childhood

Tuesday March 6th 9:30am – noon (morning only, Elders Centre)

- refreshments will be served. Location: Elders Centre

9:00- 9:30	Morning refreshments served
9:30 – 10:00	Opening and introductions
9:00 – 10:15 with break	In four small groups, facilitated discussions will explore the strengths and gaps of current KFN programming in four topic areas. <ol style="list-style-type: none">1. Nutrition2. Recreation (youth, adults and elders)3. Public Health / clinical services4. Pre-natal and early childhood services
10:15 – 10:30	Break
10:30 – 11:30	In rotating small groups (same topics as above) participants will explore and detail goals.
11:30 - noon	Brief summaries and close

Day 2 Being Dene, Building strong identities, confidence and community connectedness

Wednesday March 7th 9am – 5pm (day) 5pm - 7:30 pm (evening)

- Day – lunch and refreshments will be served
- Evening – dinner will be served
- Location: KFN Complex

8:00- 8:30	Morning refreshments served
8:30 – 9:00	Opening and introductions
9:00 – noon	In four small groups, facilitated discussions will explore the strengths and

with break	gaps of current KFN programming in four topic areas. <ol style="list-style-type: none"> 1. Sharing and learning Dene Zhatie 2. Elders and youth, strengthening relationships 3. On-the-land – Dene skills programming 4. Leadership, resilience, spirituality
Noon – 1pm	Lunch, provided
1pm – 4pm	In rotating small groups (same topics as above) participants will explore and detail goals.
4pm – 5pm	Group discussion and close
5pm – 7:30	Dinner and informal drop-in; no formal agenda*

Day 3 Building strong futures, healing from and preventing trauma

Thursday March 8th 9am – 5pm (day)

5pm – 7:30 pm (evening)

- Day – lunch and refreshments will be served
- Evening – dinner will be served
- Location: KFN Complex

8:00- 8:30	Morning refreshments served
8:30 – 9:00	Opening and introductions
9:00 – noon with break	In four small groups, facilitated discussions will explore the strengths and gaps of current KFN programming in four topic areas and detail goals moving forward. <ol style="list-style-type: none"> 1. Counselling services 2. Awareness and prevention, family violence and assault 3. Justice programming 4. Bullying, youth safety
Noon – 1pm	Lunch, provided
1pm – 2:30pm	In rotating small groups (same topics as above) participants will explore and detail goals.
2:30 – 2:45	Break
2:45 – 4:00	Planning to action – Four working groups will detail plans / proposals in the

following topics:

1. Reviewing the Wellness Committee terms of Reference and community call for proposals approach
2. Reviewing a YouthCorps proposal for a Youth Council
3. Creating a pre-natal / early childhood program
4. K'átł'odeeche Ohn Dah' Plans for Wellness
5. Other – TBD based on early discussion outcomes

4pm – 5pm Group discussion and close

5pm – 7:30 Dinner and informal drop-in; no formal agenda*

Evening Sessions*

Evening sessions (held from 5pm on Wednesday and Thursday) are informal drop-ins only. Those who participated during the day may stay to enjoy each other's company. Those who can't make the day session can join for dinner, review and contribute to the discussions that took place during the day in an informal manner, by writing ideas onto the display boards or by speaking one-on-one with a workshop facilitator. All are welcome!

Wellness Workshop Participants

The following individuals participated in part of, or all of the two and a half-day wellness workshop on March 6, 7 and 8, 2018:

Lennie Tambour, KFN, Justice and Youth Centre Coordinator
 Sharon Pekok, KFN, Recreation Director
 Rosemary Buggins, KFN, Recreation Assistant
 Violet Fabian, KFN, Community Health Representative
 Rita Plunkett, KFN, Elder Support Worker
 Jeffrey Fabian, KFN, Community Plan Coordinator, Co-facilitator
 Denise Sabourin, KFN, Community Plan Coordinator, Co-facilitator
 Shawna Coleman, Principal, Chief Sunrise School
 Catherine Heron, KFN, Band Manager,
 Peter Groenen, KFN CEO
 Ken Norn, Naegha Zhia Manager
 Les Norn, KFN, Public Works Manager, Elder
 Fred Martel, KFN Band Councillor, Elder
 Pat Martel, KFN Band Councillor, Elder
 Robert Lamalice, KFN Band Councillor, Elder
 Jeanna Graham, KFN Band Councillor, Elder, Co-facilitator
 Elaine Lamalice, KFN Elder, Co-facilitator
 Angie Sabourin, KFN Elder
 Georgina Fabian, KFN Elder
 Ernest Martel, KFN Elder
 Joe Tambour, KFN Elder and Co-facilitator
 Alex Tambour, KFN Elder
 Herbert Buggins, KFN Elder
 Freddie Martel Jr, KFN Elder
 Raymond Sonfrere, KFN Elder and Director of Dene Cultural Institute
 Trinity Cayen, KFN Youth and Community Plan Representative
 Brooklyn Cayen, KFN Youth and Community Plan Representative
 Sheena Yakinneah, KFN Youth and Community Plan Representative
 Danielle Sachs, Daycare Worker, Manager in-training
 Debra Buggins, Social Worker, Hay River Health and Social Services Authority
 Emilie Roberts, Community Mental Health and Addictions Counselor, Dehcho Health and Social Services Authority
 Melissa Hardisty- Beaverho, Community Health Representative, Dehcho Health and Social Services Authority
 Heather Heinrichs, Midwife, Hay River Health and Social Services Authority
 Emilie Lemonde-Hinse, Midwife, Hay River Health and Social Services Authority
 Noella Cayen, Family Support Worker, Hay River Health and Social Services Authority
 Liz Pope, Aurora College Adult Educator
 Carol Heron-Colosimo, Director, Social Programs, Hay River Health and Social Services Authority
 Christine Wenman, PlanIt North, Co-Facilitator

Appendix 3

DRAFT Wellness Funds Applications Process and Template Notes

Goal #2 of the KFN Wellness Plan envisions a future in which “K’átł’odeeche First Nation Members are Strong in Self.” One approach to getting there is described in the goal’s first objectives, ensuring that “KFN Members feel confident to make a difference in their communities.” Confidence is important, but so too is supporting initiative and energy with resources. Ensuring that some of the Wellness Funds remain accessible and flexible is an important part of encouraging all community members to be proactive and share their ideas and energy in working towards community wellness.

Although the Wellness Committee previously identified that Wellness Funds are open to community members by application, there is not yet a clear application process in place. The following presents draft notes on a process by which applications could be regularly accepted, and encouraged. This should be discussed and clarified by the Wellness Committee.

Process Examples

Wellness Committee will advertise that applications are accepted on a quarterly basis (ex. 1 May, 1 Aug, 1 Nov, 1 Feb)

Or

Applications may be accepted on a rolling basis. Applications will be reviewed at the next Wellness Committee meeting, once submitted.

Application Process

Opportunities for verbal proposal should be provided for those community members wishing to initiate a project who are not comfortable with a written proposal process. Through an oral presentation to the Committee, the Committee could then complete the written template on the applicant’s behalf, ensuring that the agreement and funding expectations are clear.

Wellness Committee Members have agreed that the written template should be brief and simple.

Example Guidelines

Wellness fund applications should benefit the health and well-being of KFN Community members living on-reserve and/or in the Town of Hay River.

Funding amounts should be appropriate to the project. First-time individual applicants should request small amounts. Larger amounts can then be requested once an applicant has demonstrated their ability to lead a project and account for expenses.

Example Template

Applications should be one to two pages long – brief but clear.

The applications should describe the following:

- Who is the primary contact who is taking responsibility for spending the funds as outlined by this proposal? What is their contact information?
- What is the project?
- Who will the project benefit? Who will participate?
- What are the activities?
- When will the activities take place?
- Where will the activities take place?
- How will the activities be communicated / advertised?
- Who is involved in coordinating the project?
- Budget – amount requested and itemized list of how funds will be spent.

Project agreement

A simple agreement can be signed by a successful applicant. The proposal can be attached to an agreement that reads:

I agree that I am responsible to spend the funds in the amount of \$_____ for the purposes described in the attached proposal.

I agree that I am responsible to show a receipt for each expense as a proof of purchase and that I will be responsible to pay back any funds not spent in support of the project and any funds for which I do not have a valid receipt.

I agree that I will be responsible to submit a short report (1 -2 pages) that describes the activities completed and who participated.

I agree that the funds are to be spent by _____ and that the report is to be submitted by _____.

Appendix 4

Wellness Committee Terms of Reference



Kát'odeeche Wellness Committee Terms of Reference

– Last edited 31 March, 2018

Members:

Sharon Pekok (Recreation)	Alvina Sibbeston (Judith Fabian Group Home)
Vivian LaFleur (Victim's Services)	Karen Buggins (Home Care)
Lennie Fabian (Youth, Justice)	Elders Council Representative
Clara Sabourin (Health Centre, Elder Support)	Misty Pynten (School Counsellor)
Violet Fabian (Health Representative)	Elaine Tambour (Day Care)
Peter Groenen, KFN CEO	Catherine Heron, KFN Band Manager

Goals:

The Wellness Committee was convened in response to the need for consistent communication and coordination between the various people and departments that are involved in health and wellness programs and services in Kát'odeeche.

The Wellness Committee was convened to collectively administer KFN wellness funds to ensure optimal service provision and efficiency. KFN wellness funds include annual funds provided by GNWT but may also in the future include core KFN contributions as well as additional funds applied for and obtained by the Committee.

The goals of the Wellness Committee are:

1. To coordinate programming, resources, reporting and budgets amongst various departments to ensure effective implementation of the vision and goals of the Kát'odeeche First Nation's Wellness Plan and the relevant sections of the KFN Comprehensive Community Plan.
2. To act as an Advisory Committee to the Comprehensive Community Plan (CCP) Project Team for the year of 2017/18 and to work together to implement the relevant Health and Wellness components of the CCP throughout the proceeding five years.
3. To achieve more by supporting one another and working as a team towards shared goals.
4. To provide a mechanism through which individuals or organizations can apply for funding to support wellness initiatives, thereby supporting active community engagement by all members and residents.

Principles:

Meetings and members will abide by the following guidelines:

1. **Commitment:** We will be committed, engaged and present in meetings and share initiatives.
2. **Team work:** We have a shared responsibility for team process and the work of the committee.
3. **Respect:** We will respect the opinions of all members, treating one another with respect keeping an open mind to new and different ideas.
4. **Initiative:** We will actively contribute to the discussions with open and honest communications.
5. **One Voice:** We will respect the decisions of the committee, maintaining a positive attitude and speaking positively to others of the committees work, even if a decision made collectively is not our individual first choice.

Structure

- Committee meetings will be called by the Wellness Director, or Committee members may request that a meeting be called, when required.
- Kát'odeeche First Nation's Wellness Director will Chair the committee and be responsible for:
 - Creating the meeting agenda,
 - Facilitating the discussion,
 - Ensuring minutes are recorded during the meeting and distributed to members after each meeting (task may be delegated).
 - Communicating the time and date for the next meeting by email.

- A quorum of the Committee requires a minimum attendance of 50%.
- When making decisions, the Committee will strive for consensus. Consensus is defined as being able to live with, accept, and support a decision when members are not in total agreement. When consensus is not reached, a simple majority vote of the Committee members present will determine the decision.
- When sensitive issues require discussion, the Committee may choose to go In-Camera and not record minutes for that discussion. All members will respect the confidentiality of In-Camera discussions.

Annual Timeline

- The Wellness Committee will have a full day Planning Retreat at the beginning of each fiscal year in order to:
 - Complete prior fiscal year reporting
 - Review the Wellness Fund budget for the year,
 - Share goals and vision for each member's own department's wellness projects and identify opportunities for collaboration ,
 - Collaboratively create a workplan for Wellness programs on the reserve for the coming year,
 - Coordinate responsibilities for annual events (eg. Thanksgiving, Christmas, New Years, Mother's Day, Father's Day, Easter etc.).
 - Review applications for spring wellness funding and allocate funding resources.
- After the initial Planning Workshop, the Wellness Committee will meet for shorter meetings once a month or as required.
- At a mid-term retreat, Committee members will ensure interim reporting is completed, assess the implementation of the work plan and revise the work plan and budget for the remainder of the year. If a second call for proposals is issued, proposals will be reviewed and funding allocations will be confirmed.

Reporting Responsibilities

- The Wellness Director is responsible for bi-annual and annual reporting to Health and Social Services, including complete accounting of the use of the Wellness Fund. Therefore, any Wellness Committee member who plans and administers programs using Wellness Fund dollars will be responsible for providing the Wellness Director with a proposal, budget, and full reporting on the expenditures at the end of the program.
- The Wellness Director will report to the CEO on the activities of the Wellness Committee.

Appendix 5

K'átł'odeeche Ohn Dah' Constitution

We hereby declare that we desire to have a society incorporated under the *Societies Act* of the Northwest Territories, and that

- 1) The name of the Society is Kátł'odeeche Ohn dah'
- 2) The objects (objectives) of the Society are:
 - A) To honour, celebrate, respect, protect and care for our environment, people, economy, and traditional culture.
 - B) To advocate for and care for Kátł'odeeche First Nation Elders.

To achieve our objectives, Kátł'odeeche Ohn dah' may undertake activities that:

- I. Strengthen the relationship between Kátł'odeeche First Nation Elders and younger generations.
 - II. Support one another and connect Elders to services, resources and opportunities that improve their well-being.
 - III. Create opportunities to speak, teach and learn Dene Yati.
 - IV. Promote volunteerism.
 - V. Represent elders' perspectives in local, regional, territorial and national initiatives.
- 3) The primary municipality of operations will be in Kátł'odeeche First Nation Reserve, Hay River, NWT