

Huu-ay-aht First Nations Strategic Plan 2016-2020



Message from Ḥawiiḥ

The Ḥawiiḥ Council is represented by the Hereditary Chiefs of seven houses. They provide the Huu-ay-aht government with advice and take care of cultural protocol in Huu-ay-aht events.
Our goal—as we the Huu-ay-aht—is Nation building. We wish to build capacity of our Ancient Spirit, always remembering ancestral teachings and looking for opportunities where our language, culture and history can be shared in the modern day!



Message from Chief and Council

As a strong and self-governing Nation, this Strategic Plan is an important tool that will guide us along our path for the coming four years and beyond. It helps us connect where we have come from, where we are now, and where we want to go.

This plan was created by Huu-ay-aht for Huu-ay-aht. It builds off of the previous 2014-2017 Strategic Plan, and reflects the input of citizens, Ḥawïiḥ, and committee members, who voiced their ideas in the creation of the preceding plan and through renewed consultation in the fall of 2015.

We are confident that this plan will serve our Nation well in the years ahead. We look forward to working with our staff and citizens to make our goals a reality for the future of Huu-ay-aht.

Huu-ay-aht First Nations

OUR VISION

The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. Iisaak will guide us as we work together to foster a safe, healthy and sustainable community; where our culture, language, spirituality and economy flourish for all.

Naaca maʔaɬ Huuʔeeʔatḥ ḥaaʔak ʔuukʷaqḥwitas ʔuuʔaaɬuk quuʔas minḥ ʔiisaakstaɬ ʔuusaḥqƛin čačimhi Hupukʷanim, ciqyak, ɬimʔaqsti, tanaqiɬ minḥukqin

OUR MISSION

As a leader among First Nations, the Huu-ay-aht will create certainty for its people and generate wealth for financial independence by providing economic opportunities, social, cultural and recreational programs for all Huu-ay-aht.

Five Posts for a Strong Huu-ay-aht

By 2033:
Our **people** will be free from the negative effects of colonization.

Our **children** will grow up safe, healthy and connected to our home and culture/values.

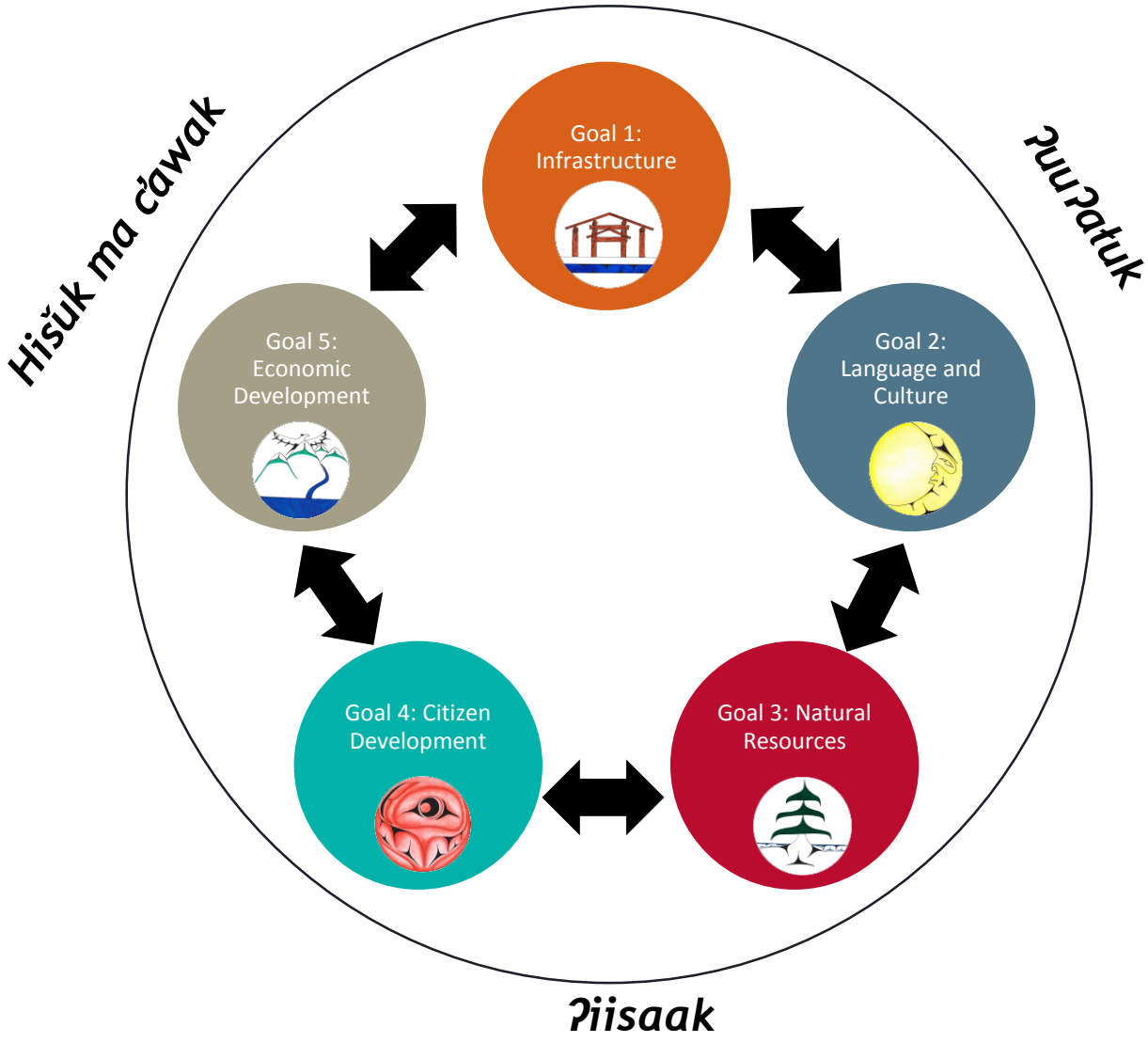
Our **home** will be safe, healthy, appealing place where half of our people choose to live.

Our **land** will provide sustainable wealth that respects Huu-ay-aht values of conservation.

Our **economy** will operate sustainably, is the major employer in the region and the major source of revenue for the Nation.



Our Strategic Goals and Sacred Principles



Through consultation, five goal areas were identified by citizens:

- Infrastructure creation and renewal
- Revival of language and culture
- Conservation of natural resources in our ḥahuuƚi (hahoulthee)
- Citizen development through empowerment and support
- Building a strong economy

These goals are informed by our sacred principles of *ʔiisaak*, *Hišuk ma c̓awak* and *ʔuuʔałuk*, which guide what we do and how we do it.



Infrastructure



Infrastructure

Infrastructure includes roads, running water, government buildings and community facilities. Together, these make up the building blocks of a livable ḥahuuɬi. Ensuring these structures are in place and well maintained will help our local economy to grow and our community to thrive.

GOAL

Huu-ay-aht will build and maintain physical and organizational structures for a safe, healthy, and connected **ḥahuułi**

OBJECTIVES

- Improve telecommunications
- Decrease and manage solid waste going to landfill
- Develop the subdivision
- Improve Anacla road and trail infrastructure
- Ensure potable water in Anacla
- Build and improve sanitary sewer system for Anacla
- Focus on community emergency services in Anacla
- Expand cemetery space on Treaty Settlement Land
- Repair and maintenance of governance infrastructure
- Enable citizen land acquisition

EXAMPLE INITIATIVES

- Carry out consultation, planning and construction of subdivision in Upper Anacla (Phase 1 of project)
- Create walking trail in Anacla/Bamfield
- Maintain and improve existing roads on Treaty Settlement Land including Anacla
- Ensure water quality in Anacla consistently meets Canadian drinking water standards
- Investigate and improve remote water system
- Maintain and improve Anacla citizens' septic systems and sewer systems on TSL
- Design and build Bamfield sewage treatment plant and outfall for Upper Anacla (Phase 2 of project)
- Develop emergency plan and emergency infrastructure in Anacla
- Improve existing cemeteries on TSL
- Maintain Huu-ay-aht-owned buildings, vehicles and boats in Port Alberni and Anacla



Natural Resources



Demonstrating *ʔiisaak* (respect for) our ḥahuuƚi means making careful decisions with regard to the sustainable use of our resources in a way that meets the needs of our people and families. Our lands and waters have fed, clothed, and sustained our people since time immemorial and our conservation of these resources will ensure that this continues for generations to come.

Natural Resources

GOAL

Huu-ay-aht will conserve our natural resources to ensure self-sufficiency and sustainability within the ḥahuuli.

OBJECTIVES

- Develop Integrated Resource Management Plan
- Implement the side agreements and final agreement of the Maanulth Treaty
- Practice good environmental stewardship
- Promote and regulate harvesting of aquatic and terrestrial resources
- Develop Kiixin as a premier cultural tourism destination while maintaining its cultural integrity
- Develop a strong environmental governance structure and practices

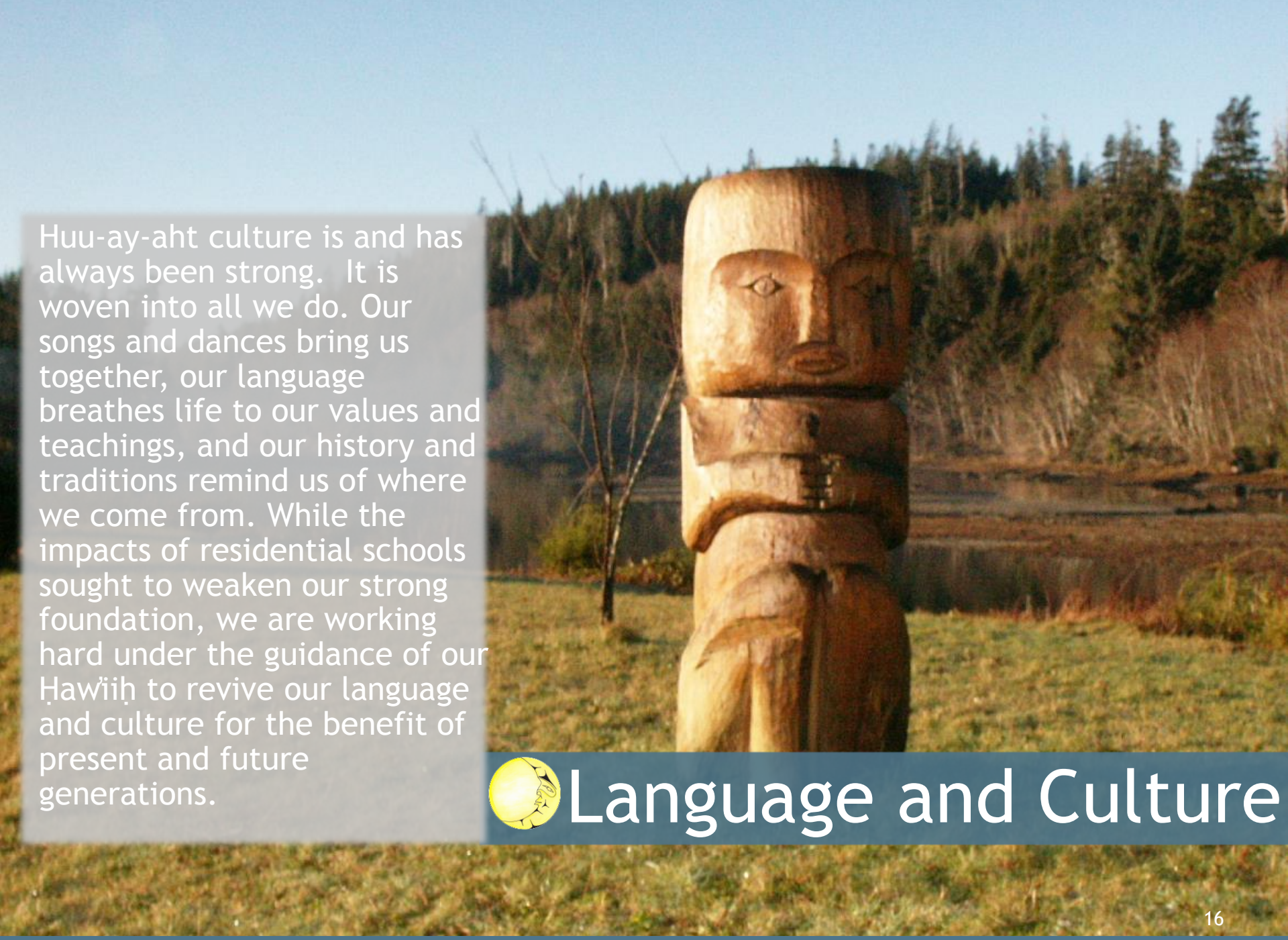


EXAMPLE INITIATIVES

- Develop traditional use sites protection policy
- Conduct timber supply analysis and mapping project of Huu-ay-aht lands
- Develop a written plan and digital map-based data tool to enable decision making and land use tracking
- Conduct fisheries, wildlife and environmental monitoring and enhancement
- Participate in consultation and stewardship opportunities on traditional territory outside of TSL
- Develop policy and programs regarding citizen access to timber resources for carving and firewood for public display and sale
- Clarify harvesting regulations, actively engage in resource access negotiations, and promote fish and wildlife harvest reporting
- Take measures to have our full treaty allocation fished each year
- Create and implement an enforcement strategy to uphold our lands and resources-related laws
- Develop trail system, infrastructure and tour guide permitting to increase Kiixin conservation and tourism development
- Create and implement a food fish program
- Create and implement a Free Use permit and program



Language and Culture



Huu-ay-aht culture is and has always been strong. It is woven into all we do. Our songs and dances bring us together, our language breathes life to our values and teachings, and our history and traditions remind us of where we come from. While the impacts of residential schools sought to weaken our strong foundation, we are working hard under the guidance of our Ḥawiiḥ to revive our language and culture for the benefit of present and future generations.

Language and Culture

GOAL

Huu-ay-aht will revive Huu-ay-aht language, culture, traditions, and history



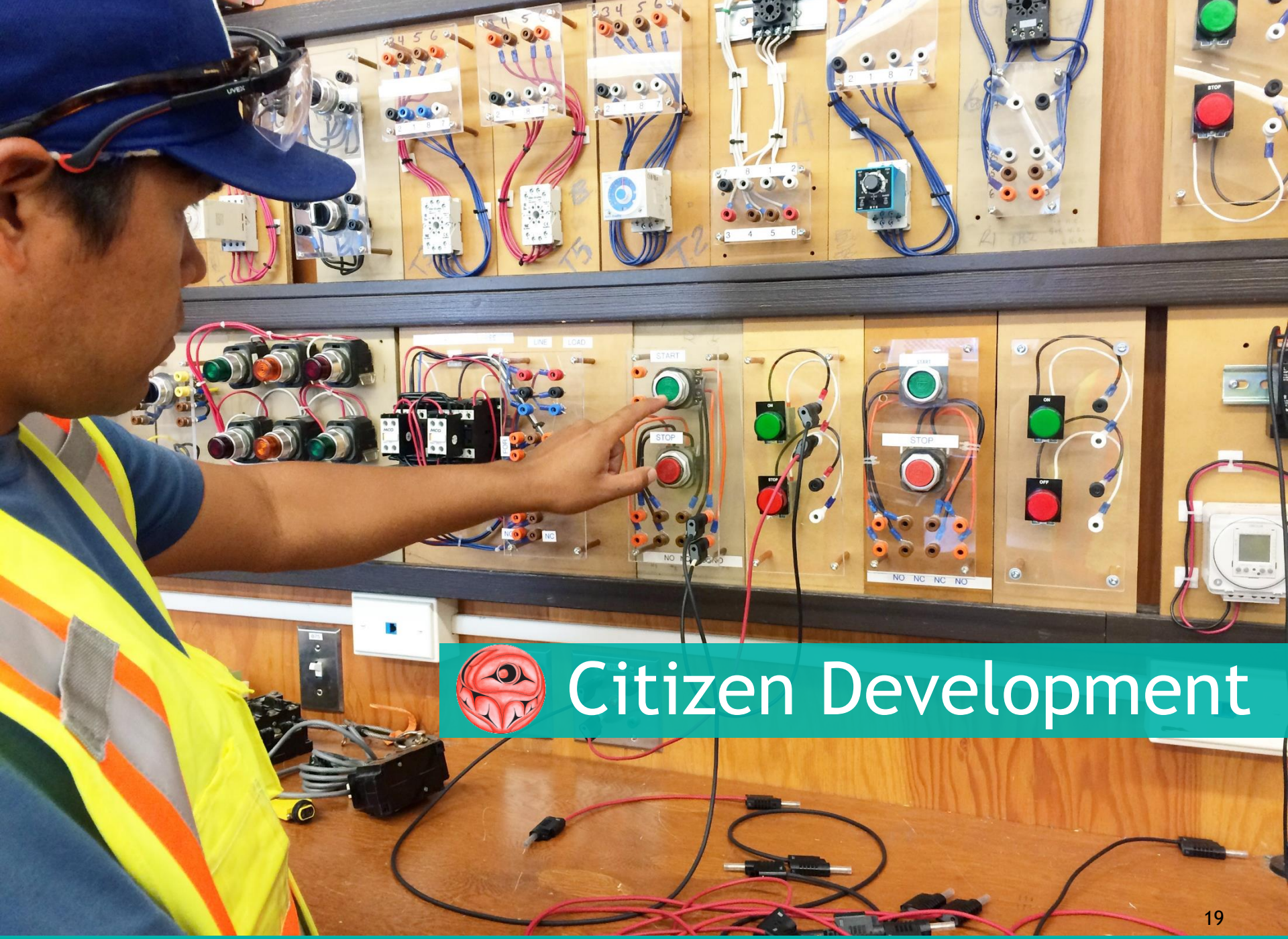
OBJECTIVES

- Identify, develop, and support Huu-ay-aht cultural practices
- Integrate culture into day-to-day business and governance
- Develop citizenship intake process and resources
- Teach children about Huu-ay-aht culture, values and expectations
- Increase the use of Huu-ay-aht language
- Promote Huu-ay-aht visual culture
- Deliver regular cultural programming
- Promote Huu-ay-aht culture within the businesses and government administration

EXAMPLE INITIATIVES

- Develop and share “Huu-ay-aht 101” educational materials with Huu-ay-aht citizens, administration, and partners
- Organize and deliver annual potlatch celebration to support citizens’ and Nation’s achievements and milestones
- Develop Ḥawiiḥ council mandate including roles and responsibilities
- Work collaboratively across administrative departments to ensure cohesive use of language, culture, and protocol
- Share information with new citizens about culture, history, and houses
- Create and implement an internal language program for place names and regularly used words and phrases
- Create monthly cultural programming to deliver in Anacla and Port Alberni
- Integrate cultural programming into community engagement sessions
- Delivery of Huu-ay-aht 101 materials to all existing and incoming staff
- Teach Huu-ay-aht staff a Huu-ay-aht song and dance





Citizen Development



Healthy, proud, and self-reliant citizens make up the fabric of a strong Huu-ay-aht First Nations. Citizens have voiced the desire for access to programs, services, and opportunities to participate actively in the Huu-ay-aht community. By embracing *ʔuuʔałuk*, and fostering growth and capacity building in our citizens, we will ensure the success of our people, families, and Nation for generations to come.

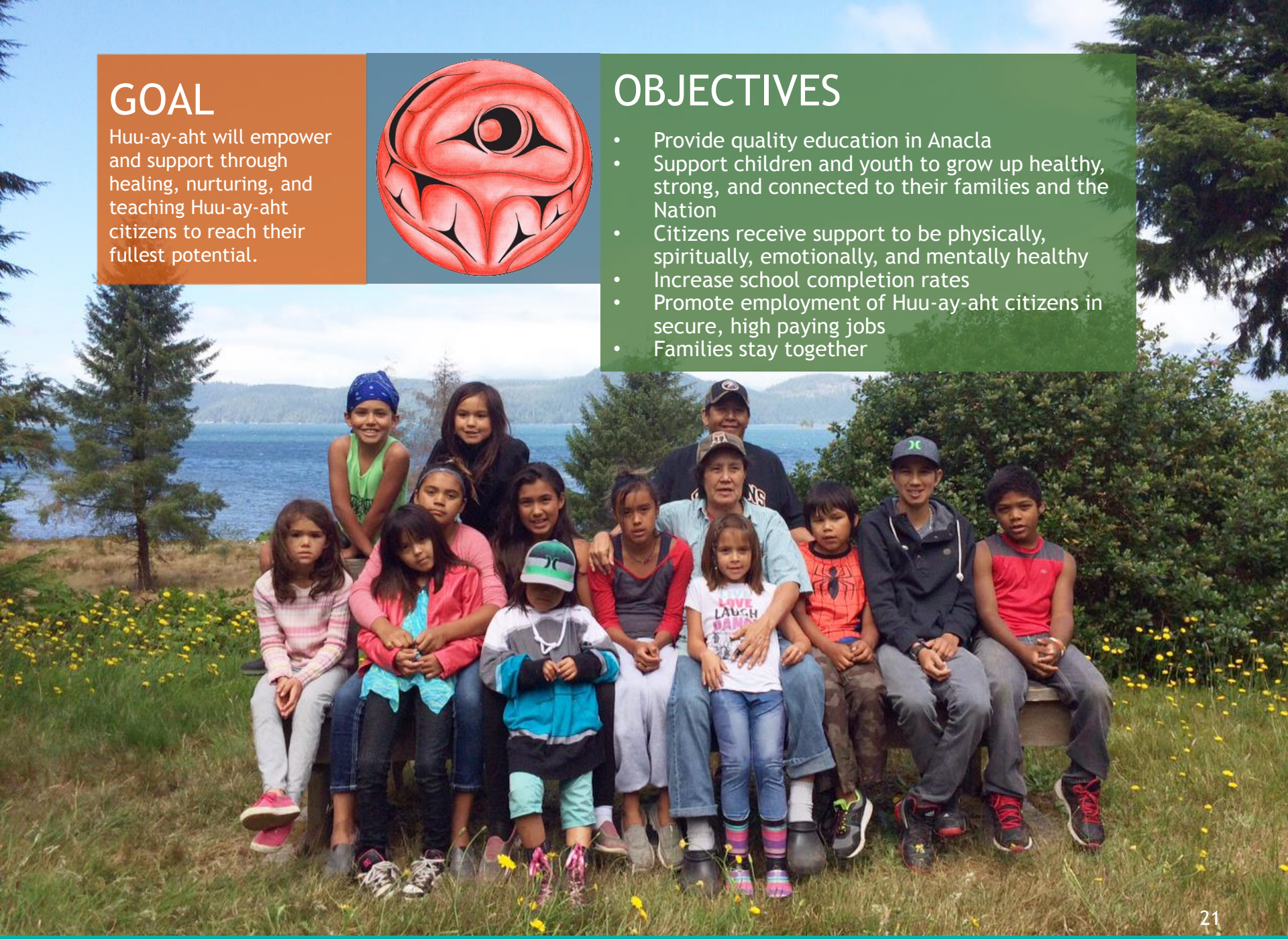
Citizen Development

GOAL

Huu-ay-aht will empower and support through healing, nurturing, and teaching Huu-ay-aht citizens to reach their fullest potential.

OBJECTIVES

- Provide quality education in Anacla
- Support children and youth to grow up healthy, strong, and connected to their families and the Nation
- Citizens receive support to be physically, spiritually, emotionally, and mentally healthy
- Increase school completion rates
- Promote employment of Huu-ay-aht citizens in secure, high paying jobs
- Families stay together



EXAMPLE INITIATIVES-Employment and Training

- Provide early intervention through Early Childhood Education offered at Pawaats in Port Alberni and Anacla
- Create a youth program to provide guidance and support for youth to make positive choices
- Promote employment through all levels of Huu-ay-aht government and business through co-op, trainee, or internship opportunities
- Liaise with Barkley Sound and Alberni Valley employers to mazimize employment opportunities for Huu-ay-aht citizens
- Provide opportunity for life skills development and certification in pre-employment skills
- Develop and deliver culturally relevant training and education programs
- Equip citizens with market-based skills, education and training through partnerships with local education and training providers
- Provide support for completion of Adult Basic Education, upgrading, and assessments
- Provide financial support for post-secondary education and tutoring services
- Create system to ensure Huu-ay-aht has a number of access points with youth



EXAMPLE INITIATIVES-Social Services

- Provide early intervention through Early Childhood Education offered at Pawaats in Port Alberni and Anacla
- Develop drug and alcohol support programming and materials
- Deliver patient travel assistance service
- Increase citizen access to quality health and dental services
- Create a youth program to provide guidance and support for youth to make positive choices
- Deliver men's and women's group in Port Alberni and Anacla
- Develop integrated health and traditional foods program
- Increase citizen access to mental health and alternative health supports
- Identify and support children who are at risk of child protection services involvement
- Develop and deliver resources for children in foster care



Economic Development



Building a strong economy within the Huu-ay-aht ḥahuułi will drive business growth and tax revenue for our Nation, generating income for Huu-ay-aht programs and services. A thriving local economy will also fuel job creation, entrepreneurship, and opportunity for our people, enhancing the livability of our home.

Economic Development

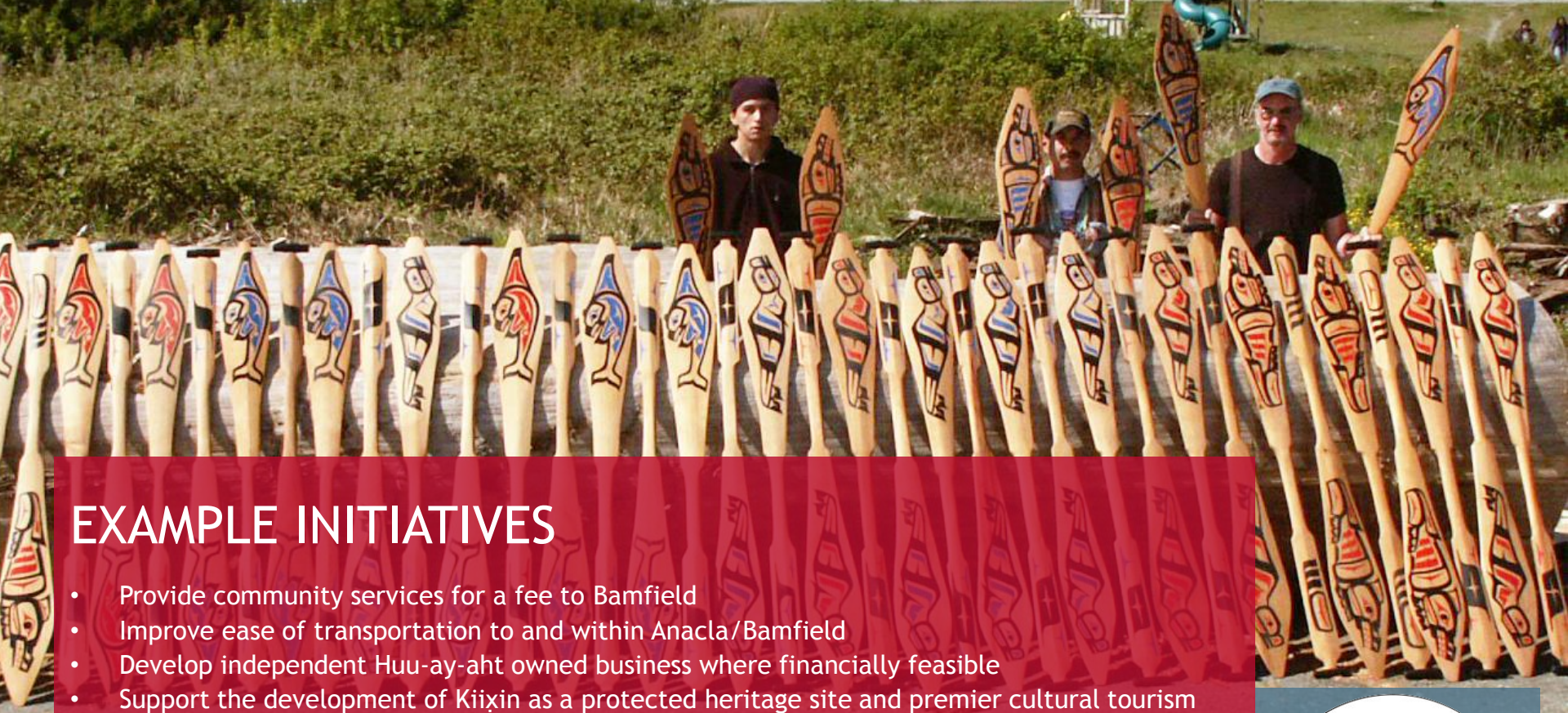


GOAL

Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the ḥahuuƚi.

OBJECTIVES

- Grow and diversify new and existing businesses in Huu-ay-aht traditional territory
- Expand the economic potential of tourism within the Huu-ay-aht traditional territory (ḥahuuƚi)
- Support citizen entrepreneurship
- Develop business partnerships and joint venture agreements
- Promote employment of Huu-ay-aht citizens in secure, high paying jobs
- Explore economic potential in natural resource research and development



EXAMPLE INITIATIVES

- Provide community services for a fee to Bamfield
- Improve ease of transportation to and within Anacla/Bamfield
- Develop independent Huu-ay-aht owned business where financially feasible
- Support the development of Kiixin as a protected heritage site and premier cultural tourism destination
- Provide funding and support for business start-ups
- Continue exploring large scale capital projects on Huu-ay-aht territory
- Formalize relationship with HDC (business development, training opportunities)
- Promote Huu-ay-aht employment at all levels of Huu-ay-aht organization through co-op, trainee, or internship opportunities
- Develop businesses to utilize non-timber forest products from TSL
- Explore aquaculture business opportunities including access to export markets
- Explore possibility of renewable energy projects and agricultural business opportunities within TSL
- Establish an implementation and reporting system to determine the financial viability of existing businesses

Glossary

NUU-CHAH-NULTH LANGUAGE

Ḥawiiḥ – Hereditary chiefs
Ḥahuułi – (hahouthlee) Traditional lands and territory
ʔiisaak - *Respect for…*
Hišuk ma c̓awak - *Everything is one, everything is connected*
ʔuuʔałuk - *Taking care of…*
Kiix̣in - Huu-ay-aht's original village, now a National Historic Site
Nananiiqsu – Grandparents

PHOTOS

Front cover – Sarita Lake
Page 2 – Elected Chief and Council at AGO
Page 4 – Pachena Beach
Page 7 – House of Huu-ay-aht
Page 8 – Outside view of AGO
Page 9 – Huu-ay-aht First Nations Water Pump Station and Chlorination Building in Anacla
Page 10 – Village Road in Anacla
Page 11 - Sarita River
Page 12 – Sarita and Santa Maria Island
Page 13 – Corner Posts at Kiix̣in
Page 14 – Salmon Spawning in Sarita River
Page 15 – Huu-ay-aht dancers at the 2015 People's Assembly
Page 16 - Anacla and Pachena River
Page 17 – Children playing along Pachena River
Page 18 - Pachena River
Page 19 – James Williams tests out electrical circuits at the Trades Discovery Program
Page 20 - Dineekah Willier at Port Alberni Paawats
Page 21 – Youth and community leaders in the Culture Camp in 2014 at Nuumaqamis Bay
Page 22 – Huu-ay-aht's 2015 graduates
Page 23 –Angela Wesley and Jeff Cook at Spencer Sort
Page 24 - Larry Johnson and kids from cultural camp
Page 25 – Andrew Philip Clappis helps plant cedar in Sarita.
Page 26 - Edward Johnson Sr., Patrick Nookemus, Darryl Nookemus, Anacla NTC Graduation Gifts

Glossary

Goals: Goals describe the highest level aim that the Nation is striving to achieve.

Objectives: These give greater definition to the Goals. Objectives answer the question "what are we doing?" For example, in order to support the goal of conserving our natural resources, one objective that will allow us to achieve this is regulating use of resources.

Example Initiatives: Initiatives are specific examples of how we will be achieving the objectives. For example, in order to support the objective of regulating the use of resources, one initiative that has been identified is the creation of an enforcement strategy. Note that only select initiatives are included in this plan—the lists contained are not exhaustive.



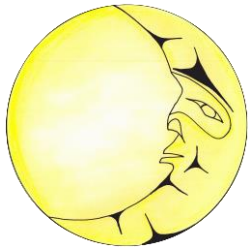
Council Portfolios

The Huu-ay-aht executive council members each hold a portfolio of responsibilities to ensure that the objectives set out in the strategic plan are met. These responsibility areas are outlined below.

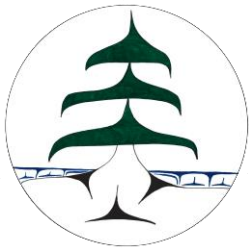
Councillor	Portfolio	Associated Goal Area in Strategic Plan
Tliishin (Derek Peters) Tayii Ḥaẇiih	Language and Culture	Language and Culture 
Robert Dennis Sr. Elected Chief Councillor	Natural Resources	Natural Resources 
Connie Waddell Executive Council Member	Finance and Infrastructure	Infrastructure 
John Jack Executive Council Member	Treaty Implementation LNG Alberni Clayoquot Regional District	Economic Development 
Trevor Cootes Executive Council Member	Economic and Business Development	Economic Development 
Sheila Charles, Executive Council Member	Social Services Parks Canada Cooperative Management Board	Citizen Development 
Ben Clappis, Executive Council Member	Employment and Training Intergovernmental Affairs	Citizen Development 



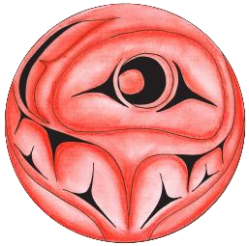
Infrastructure



Culture and Language



Natural Resources



Citizen Development



Economic Development

huu ay aht

ANCIENT SPIRIT, MODERN MIND