



## Nak'azdli Whut'en | 10 YEAR HEALTH PLAN











LAND IS THE TEACHER AND THE HEALER.  
LHA'UT'EN - HELP EACH OTHER

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## INTRODUCTION

### OVERVIEW OF THE COMMUNITY

Nak'azdli Whut'en is a community of the Dakelh Peoples who are the "People Who Go Around By Boat." Today, there are approximately 2000 members registered, of which 700 live in the community and the majority live in areas such as Fort St James, Prince George and beyond. Altogether, Nak'azdli Whut'en has 18 reserves that span over a 1,458 kilometre radius that is occupied with family trap lines and utilized for hunting, trapping, fishing, gathering and general use.

Nak'azdli is a member of the Carrier Nation of the Dene. Our Society is based on the Clan System. We have four clans: Lhts'umusyoo (Beaver); Lusilyoo (Frog); Kwun Ba Whut'en (Caribou); Lohjabou (Bear). We also have the Balhats (Potlatch) system in place. The Clan System and Balhats are fundamental to the health and wellness of the Nak'azdli Whut'en peoples.

#### Band Statistics as of December 2022

Registered Males On-Reserve	361
Registered Females On-Reserve	340
Registered Males on Other Reserves	34
Registered Females on Other Reserves	23
Registered Males on Own Crown Land	0
Registered Females on Own Crown Land	0
Registered Males on Other Band Crown Land	1
Registered Females on Other Band Crown Land	0
Registered Males Off-Reserve	601
Registered Females Off-Reserve	646
TOTAL Population	2,007

*A person's inner spirit is intertwined, and the land cannot be understood apart from them.*

### MAIN HEALTH AND WELLNESS GOALS

- Culture and Heritage: Nak'azdli Whut'en culture is the foundation of our health and wellness.
- Mental Health and Wellness: Nak'azdli Whut'en uses holistic approaches to support individual and collective mental health and wellness.
- Crisis Response: Nak'azdli Whut'en is prepared to respond to health-related crises.
- Safety and Privacy: Nak'azdli Whut'en members feel safe and secure when accessing community-based health care services.
- Accessibility: Nak'azdli Whut'en Health Centre provides accessible services and honours the diverse groups of people it serves.
- Infrastructure: Nak'azdli Whut'en Health Centre accommodates all age groups with its comprehensive infrastructure.
- Away from Home Members: Nak'azdli Whut'en supports the health and wellness of all members living in or away from community.
- Advocacy and Partnerships: Nak'azdli Whut'en operates an innovative Health Centre that seeks opportunities for growth and quality community-based care
- Intergenerational Healing: Nak'azdli Whut'en Health Centre operates within a nested system that unites all generations to heal and thrive together.
- Capacity Building: Nak'azdli Whut'en Health Centre invests in its members and employees through education, training, and meaningful employment opportunities.



## HOW THE PLAN WAS DEVELOPED

The plan was developed in 2 phases. The first was focussed on Community Engagement, taking time to understand the values, needs and vision of community members. The second used the findings from these engagement sessions to develop a 10-year plan that is both aspirational but grounded in specific achievable goals tied to budgets. Detailed operational and work plans are being developed. These help in determining timelines and developing ways of monitoring progress towards our goals.

Nak'azdli Whut'en engaged Alderhill Planning Inc. to support the Health Centre, engage members and carry out community surveys and planning sessions. Alderhill Planning Inc. is an Indigenous owned planning firm of diverse facilitators, planners, artists, and systems thinkers who utilize planning as a tool for self-determination.

Throughout 2021-2022, engagement occurred through:

- Community Planning Sessions (x3)
- Health Centre Administration survey
- Chief and Council Engagement Session
- Community Survey
- Administrative Survey
- Prince George Cultural Week Booth
- Nak'azdli Whut'en Health Fair Booth
- Open House



## OVERVIEW OF COMMUNITY ENGAGEMENT

Throughout the various engagement methods, both in-person and virtual, the voices of Nak'azdli Whut'en members spoke strongly to what their dreams are for young people, Elders, 2SLGBTQIAA+, families, and all members collectively to receive adequate care, services, and importantly, sufficient space, to support healing and overall health and wellness. Though there is no specified order for the ten goals identified from community voices, the Clan System was prominent throughout the data collected as a foundational component to uphold in community. The Clan System encompasses decision-making processes, honouring and ceremony, wellness, and an overall nested system that showcases the interconnectedness of being out on the land, helping one another, communication, and recognizing both Western and Naka'zdli Whut'en knowledges and practices as pillars of health and wellness for all generations. The plan is made up of:

- Goals: What the community envisions for health and wellness
- Objectives: How each goal will be achieved
- Strategies: Specific methods that will be implemented

Throughout the plan, you will also see direct quotes from community members highlighting how their voices were captured to develop each goal. In other words, showcasing a self-determined approach to planning that keeps voices whole to ensure a community-driven plan is guiding the health and wellness priorities.



DEFINITIONS

TERM	MEANING
Away from Home	Members who do not live in Nak’azdli Whut’en territory
Balhats	Potlatch System
Decolonize	The right and ability of Indigenous peoples to practice self-determination over their land, cultures, and political and economic systems
Kwun Ba Whuten	Caribou Clan
Lhts’umusyoo	Beaver Clan
Lohjabou	Bear Clan
Lusilyoo	Frog Clan
Trauma-Informed	Practices that promote a culture of safety, empowerment and healing while recognizing individuals’ unique experiences
Wrap-Around	Strengths-based intervention to support individuals’ health and wellness

HEALTH AND WELLNESS MONITORING, EVALUATION  
AND SHARING OF RESULTS

The 2022-2032 Health Plan will remain community-driven throughout each phase of the planning cycle, including monitoring and evaluation. This will occur through ongoing engagement with the community each year to ensure the plan is progressing as envisioned by Nak’azdli Whut’en.

*“Four Things Our People Did:*

- 1. Planned - Seasonal Processes – Travelled with the animals Together*
- 2. Worked Hard in order to live and thrive. Our Ancestors never gave up, even after atrocities. We are here because of them*
- 3. Laid Down Prayers and Ceremonies for Us - we are all connected through living and spirit Each of us represents Past, Present and Future. How is it we start changing and shifting?*
- 4. Law - the law was and remains ‘Lha’ut’en’ -Help Each Other. This law is action orientated.”*

*–Wenecwtsin (Wayne Christian) Secwepemc Nation, First Nation Health Council- Deputy Chair*



## WHERE ARE WE NOW

Nak'azdli Health Center was built in 1996. Since then, we have experienced three renovations and expansions. We are excited to announce that we have begun the process of a feasibility study and design for a new Centre, as the present building does not meet staffing or community needs.

Eighteen positions are housed in the Nak'azdli Health Center; several vacancies exist currently. We are exploring the potential to increase staffing in specific departments to meet the needs of the community.

Departments include Administration with five employees, Patient Travel with one employee, Maternal Child Health with two employees - this includes the Children Oral Health Initiative & Pre/Post Natal, Mental Health with two contract Mental Health Clinicians, Wellness Program with two employees, Community Health Nurse with two employees, Home and Community Care with one Nurse and one Home support worker, and finally our Homemakers with two employees.

Over the years we have experienced many changes, some advancements, some challenges. In recent times, the biggest challenge is staff turnover, in particular the Health Manager Position. As the new Health Manager, I look forward to using my experience nursing in the community, to ensure that this 10 year plan is transformed into actions, building on our strong foundation of tradition, land and community.

Within this 10-year Plan you will be introduced to our 'Seasonal Model of Care'. This will be the foundation from which all our programs and efforts will be developed and delivered.

We are a family at the Nak'azdli Health Center, striving to deliver programs and care that will empower Nak'azdli Whuten community members to be self-determined in managing their health and wellness.

*"Be Hard on the  
Issues, and Gentle  
on the People."*

–Renada Walstrom







## STRENGTHS, CHALLENGES, OPPORTUNITIES, AND THREATS

As part of the planning approach, Strengths, Challenges, Opportunities, and Threats (SCOT) were identified, as outlined in the tables below. This exercise helps define 'where we are now'. The Strengths and Challenges are internal to the Health Centre, while opportunities and Threats are external. A reflection of these elements helps us plan for both the short and longer term by understanding our strengths, while acknowledging the challenges the Health Centre faces. We will strive to take advantage of the opportunities while mitigating against possible threats.



## INTERNAL CHARACTERISTICS

STRENGTHS	CHALLENGES
<p>Long-term employees</p> <p>Knowledgeable and resourceful employees</p> <p>Local and indigenous employees</p> <p>Flexible to community needs</p> <p>Reputation as trusted hub in the territory</p> <p>Cultural lens</p> <p>Strong safety practices</p> <p>Traditional practices</p> <p>Innovative</p> <p>Polices and accreditation</p> <p>Maintaining a sense of Humour throughout the department</p> <p>Strong team mentality</p> <p>Regular staff meetings</p> <p>Programming</p> <p>Traditional medicine making</p> <p>Our Land</p>	<p>Recruitment and retention</p> <p>Enough physical space to run programmes</p> <p>Specific staff / skill shortages</p> <p>Health centre building – difficult layout</p> <p>Maintaining a competitive salary grid</p> <p>Decreased program attendance and difficulty engaging members</p> <p>Staff's mental health and wellness</p> <p>Loss of Dakelh language</p> <p>Employee safety</p> <p>Time for education and other job training</p> <p>No full-time doctor</p> <p>Inter-department communication</p>

## EXTERNAL FACTORS

OPPORTUNITIES	THREATS
<p>Collaboration with organizations, such as FNHA, FSJHC and other communities</p> <p>Access to Professional Development</p> <p>Education for members</p> <p>Grant funding</p> <p>Engaging more outside professionals / students</p> <p>Support from Council</p> <p>New hospital</p> <p>New FNPCI Wellness Centre</p> <p>More use of the Land for healing</p> <p>Intergenerational collaboration</p> <p>Community Engagement</p>	<p>Limitations of FNHA guidelines</p> <p>Insufficient funding</p> <p>Staff poaching</p> <p>Barriers between Health and Band Administration to move initiatives forward</p> <p>Future pandemics</p> <p>Climate change</p> <p>Opioid crisis</p> <p>Natural disasters</p> <p>Lack of housing (for incoming staff)</p> <p>Increased cost of living not matched by salaries</p> <p>Lack of Health professionals locally</p>



## HEALTH AND WELLNESS VISION

Nak'azdli Whut'en is a holistic community that believes in maintaining and enhancing traditional values by learning, living, and teaching our culture and heritage. Nak'azdli Whut'en is vibrant and self determining; we are a community made up of diverse individuals and businesses working together to promote education, health, and economic progress.

## NAK'AZDLI WHUT'EN HEALTH MISSION STATEMENT

We will work towards individuals, and community wellness that is both proactive and rooted in our strong cultural identity as our elders have taught us. In pursuit of the Nak'azdli Whut'en Vision, the Nak'azdli Health Centre will:

**C**ollaborate with our members and fellow health care providers as we work toward improved health outcomes for our people.

**A**dvocate and lobby for the expressed needs of our members.

**R**ecognize that a person's health and well-being is ultimately an individual responsibility.

**E**ducation ourselves and others as we endeavor to improve the health and well-being of our membership.

## STRATEGIC PLANNING FRAMEWORK

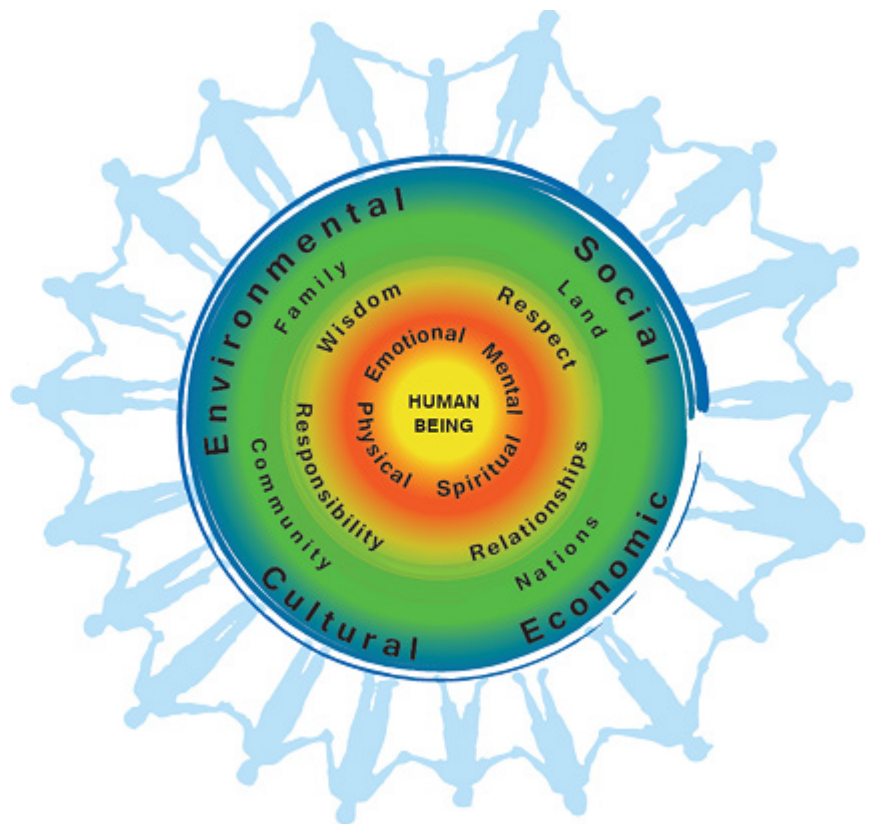
The **Centre Circle** represents individual human beings. Wellness starts with each of us as individuals taking responsibility for our own health and wellness.

The **Second Circle** illustrates the importance of mental, emotional, spiritual, and physical facets of a healthy, well and balanced life. It is critically important that there is balance between these aspects of wellness and that they are all nurtured together to create a holistic level of wellbeing in which all four areas are strong and healthy.

The **Third Circle** represents the overarching values that support and uphold wellness: respect, wisdom, responsibility, and relationships. All other values are in some way essential to these four.

The **Fourth Circle** depicts the people who surround us and the places from which we come: Nations, family, community, and land are all critical components of our healthy experiences as human beings.

The **Fifth Circle** depicts the social, cultural, economic, and environmental determinants of our health and well-being.





## WHERE DO WE WANT TO GO AND HOW DO WE GET THERE: HEALTH AND WELLNESS GOALS, OBJECTIVES AND STRATEGIES

As a living document, this plan will serve as a guide that will evolve throughout the next 10 years as the community supports one another in achieving the ten goals that are outlined from engagement.

### SEASONAL MODEL OF CARE

The Seasonal Model of Care guides how we deliver the programming throughout the year. It allows us to recognize where the community is at as we transition through the seasons. Appreciating everyone as a whole creation, encompassing Spirit, Mind, Heart and Body.

#### North - Mind - Meaning

Elder- Knowledge & Wisdom

Mental Wellness involving the Mind creates **Meaning**

Meaning: Rational & Intuitive. Knowledge Creates Understanding

#### East - Spirit - Hope

Infancy- New Beginnings

Spiritual Wellness involving the Spirit Creates **Hope**

Hope: Identity, Belief, Values

#### South - Heart - Belonging

Youth- Growing, Awareness, Curiosity

Emotional Wellness involving the Heart Creates **Belonging**

Belonging: Relationship, Family, Community and attitude towards living on and with the Land

#### West - Body - Purpose

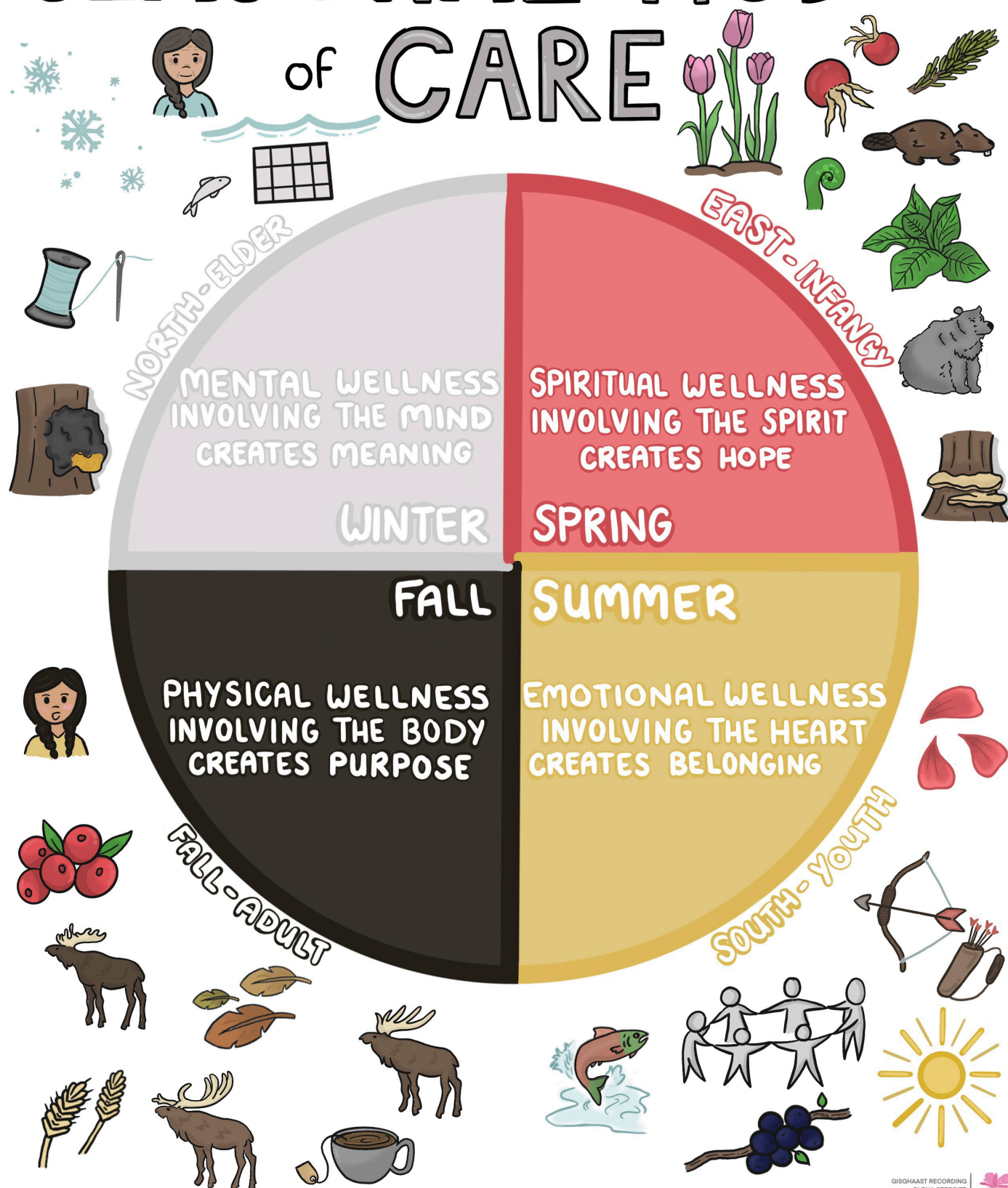
Adult- Deep Thoughts, Learning Awareness of Spirit & Nature

Physical Wellness involving the Body Creates **Purpose**

Purpose: Ways of Being, Way of Doing Wholeness



# SEASONAL MODEL of CARE



GISQHAAST RECORDING  
ELENA STERRITT







*“There is a garden to access free healthy fruit and vegetables. There is a daycare for kids to hangout in safe culturally immersive spaces while the parents (for whatever reason) need a break or some healing time of their own. There is cultural art on all walls, spaces, and areas. An abundance of love can be felt as you are welcomed inside each time, because everyone will be working from heart centered places of wellness for their people. Not only are the programs and services offered good for the people, but also the people working the services and programs. That these are community members we’ve trained up and brought back home to watch them thrive with their communities. Gone are the days where the kids grow up and leave the communities and not come back because they want better. It starts with this vision of building a better foundation before we try and build up and out on top of it all...we need a solid foundation of supports for our people.”*

–Nak’azdli Whut’en Member

## GOAL 1. CULTURE AND HERITAGE:

NAK’AZDLI WHUT’EN CULTURE IS THE FOUNDATION OF OUR HEALTH AND WELLNESS.

**Objective 1: Promote traditional wellness throughout the community for individuals, families, and collective**

*“Healing starts on the land, and that’s where it will begin.”*

–Nak’azdli Whut’en Member

Strategies:

- Conduct honouring ceremonies throughout each season including baby welcoming ceremonies, naming ceremonies, and potlatch.
- Decolonize health care including language, perceptions of what health means, and service delivery.
- Expand land-based healing activities and programs through the development of a Coordinator position that will organize fishing, hunting, gathering, sweat lodges, communal preservation, and gatherings.
- Include Cultural Support in health staff job descriptions to allow for staff to support families in times of illness, death, funerals, etc.

**Objective 2: Increase community-based healing supports for all members**

Strategies:

- Develop ongoing healing and traditional healing groups to engage and support members in their healing journey



## GOAL 2. MENTAL HEALTH AND WELLNESS:

NAK'AZDLI WHUT'EN USES HOLISTIC APPROACHES TO SUPPORT INDIVIDUAL AND COLLECTIVE MENTAL HEALTH AND WELLNESS.

### Objective 1: Promote joy and connection through health care service provision

#### Strategies:

- Establish a Nak'azdli Whut'en strategy to address and resolve lateral violence in the health care Centre and throughout the community
- Increase the amount of Nak'azdli Whut'en culture embedded in health service provision
- Emphasize a holistic model of care that treats the whole person, not just the immediate issue.

### Objective 2: Transform the narrative of mental health and wellness

#### Strategies:

- Identify community members who can provide alternate support such as listening, visiting, and holding safe space for one another.
- Provide annual workshops specific to mental health and wellness including suicide prevention, grief and loss, and family supports.
- Change the language associated with mental health and wellness and teach wellness from the Dakelh language and way of knowing.
- Provide innovative programs and services for mental health that are designed by community members to engage more participation.

### Objective 3: Focus addiction and recovery efforts on the root causes of trauma of individuals

#### Strategies:

- Initiate ongoing open dialogue and sharing of the impacts of Colonialism, Residential School, and the removal of children.
- Develop educational programs and gatherings focused on addictions and trauma.
- Provide land-based healing initiatives for individuals as a method of recovery to support emotions and maintain recovery tools.



**Objective 4: Establish community-based detox, treatment, and recovery services for immediate access**

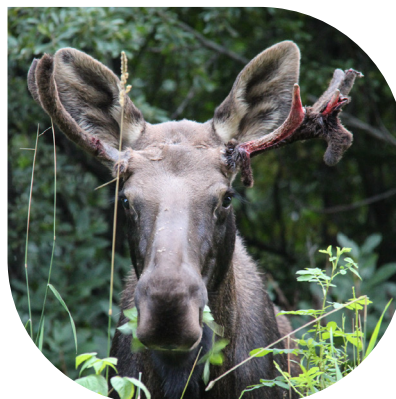
Strategies:

- Train community members to develop intervention teams, harm reduction services, and crisis support.
- Build a detox space in the community that will be available to any Indigenous person requiring care.
- Prioritize individual planning that will include pre and post detox, treatment, and long-term recovery and when needed, in collaboration with the place of service.
- Decolonize detox, treatment, and recovery methods in consultation with Elders.
- Develop a mentorship program with recovering people to share their experiences and knowledge.

**Objective 5: Build longevity in mental health and wellness support through innovative and holistic approaches**

Strategies:

- Identify methods to address retaining clinical support in the community.
- Develop funding opportunities for individuals to easily access for use toward activities that they determine support their mental health and wellness.
- Build traditional wellness based practitioner positions and treatments.





## GOAL 3. CRISIS RESPONSE:

**Objective 1: Increase suicide prevention initiatives throughout the Health Centre**

Strategies:

- Develop a community Suicide Prevention Plan with community.
- Engage youth in determining suicide prevention supports and methods of service delivery.

## GOAL 4. SAFETY AND PRIVACY:

**NAK'AZDLI WHUT'EN MEMBERS FEEL SAFE AND SECURE WHEN ACCESSING COMMUNITY-BASED HEALTH CARE SERVICES**

**Objective 1: Respect the safety and privacy of people receiving health care and services at all Nak'azdli Health Service Centres**

Strategies:

- Establish community-driven service delivery protocols in addition to health care standards, the Privacy Act, and other service provisions to ensure members feel safe and self-determining when accessing care at the Health Centre
- Train employees in anti-racism, anti-bullying, and anti-discrimination practices
- Increase the number of Nak'azdli Whut'en members in Health Centre positions





## GOAL 5. ACCESSIBILITY:

### NAKA'ZDLI WHUT'EN HEALTH CENTRE PROVIDES ACCESSIBLE SERVICES AND HONOURS THE DIVERSE GROUPS OF PEOPLE IT SERVES

#### Objective 1: Evaluate and identify solutions to physical and service related barriers

##### Strategies:

- Evaluate current community-based locations where health services are offered to ensure they are physically accessible to all
- Assist members with travel for medical appointments; increase frequency of travel services to Prince George and other urban centers
- Assist members with a service that helps connect them to medical services not available in community, including access to doctors, dentists, medical equipment, mental health supports, physiotherapy, land-based healing, pediatrician, dietician
- Promote accessibility of services by expanding hours to evenings and weekends
- Establish or connect members with a 24/7 health helpline and virtual services for counseling, group programs, and culture specific classes

#### Objective 2: Enhance culturally safe services as defined by the members

##### Strategies:

- Expand culturally specific medical service offerings such as Traditional Healers and spiritual practices
- Establish a plan to serve 2SLGBTQIAA+ people in ways they feel safe
- Implement a safety strategy for members who do not feel comfortable entering Health Centre
- Develop a community Harvesting Traditional Medicine Calendar that is based on seasonal rounds and use

#### Objective 3: Support those living with disabilities to access and participate in Health Centre services and programs

##### Strategies:

- Provide activities and services for those who have mobility or other disabilities

**Objective 4: Nak'azdli Health Centre and Health Services Communications Satisfy Members' Needs**

Strategies:

- Ensure that Nak'azdli members receive timely and accessible communications about Health Centre Services;
- Ensure strong communication with neighbouring municipalities, First Nations, and health service organizations to leverage partnerships and fill gaps in service provision.
- Develop online and recorded information sessions to support members, and specific age groups, understanding of Health Centre services and programs

## GOAL 6. INFRASTRUCTURE:

### NAK'AZDLI WHUT'EN HEALTH CENTRE ACCOMMODATES ALL AGE GROUPS WITH ITS COMPREHENSIVE INFRASTRUCTURE.

**Objective 1: Build a new, enhanced Health Centre that integrates medical and cultural health care services and programs**

Strategies:

- Advocate and seek funding to build a holistic Health Centre that will include hot tubs, saunas, sweatlodge, spiritual and cultural spaces, designed from the four clans
- Include a Cultural Centre, Day-Care, and Elders home in the design of a new Health Centre where language, culture, and community event programming can be hosted, strengthening the relationship between wellness and culture
- Build a safe space for 2SLGBTQIAA+ people to seek life and medical advice
- Provide books and opportunities for people to learn their culture and traditions

**Objective 2: Advocate for funding to develop community-based buildings identified by members**

Strategies:

- Secure funding to establish:
  - Safe house for Nak'azdli Whut'en women, children, and 2SLGBTQIAA+ people
  - Healing/detox centre for Nak'azdli Whut'en members as outlined in Goal 2
  - Elders care home for Nak'azdli Whut'en Elders that includes community industrial kitchen to enhance intergenerational gathering

**Objective 3: Collaborate with neighbouring communities to establish a holistic Indigenous Health Centre in Prince George**

Strategies:

- Provide all necessary health care services, including advocacy and supports, through this health care centre



## GOAL 7. AWAY FROM HOME MEMBERS:

NAK'AZDLI WHUT'EN SUPPORTS THE HEALTH AND WELLNESS OF ALL MEMBERS LIVING IN OR AWAY FROM COMMUNITY

**Objective 1: Ensure adequate services are available to all Nak'azdli Whuten members, regardless of geography**

Strategies:

- Advocate for the removal of jurisdictional barriers to provide services to those living off-reserve including Home Care services within Fort St James
- Develop Health Care resources that will support away from home members in navigating mental health, counselling, and other health and wellness services
- Allocate funding for away from home members to return home to community to support their health and wellness

## GOAL 8. ADVOCACY AND PARTNERSHIPS:

NAK'AZDLI WHUT'EN OPERATES AN INNOVATIVE HEALTH CENTRE THAT SEEKS OPPORTUNITIES FOR GROWTH AND QUALITY COMMUNITY BASED CARE

**Objective 1: Increase Partnerships within Nak'azdli Whut'en and with neighbouring Nations, organizations, and municipalities**

Strategies:

- Increase collaboration and information sharing between Nak'azdli Whuten band departments;
- Expand events with neighboring Nations through cost-sharing and implementation planning practices
- Collaborate with local municipalities and governments to enhance health services and program that will be available to all Indigenous and non-Indigenous people in the territory
- Provide prescription services from the Health Centre in partnership with Doctors and Nurse Practitioners

**Objective 2: Develop advocacy tools for Chief and Council to lobby for members' medical needs**

Strategies:

- Advocate to higher levels of government for changes to make medical services supports easier to access for First Nations people; and
- Secure comprehensive medical services for members including doctors and nurse practitioners

## GOAL 9. INTERGENERATIONAL HEALING:

NAK'AZDLI WHUT'EN HEALTH CENTRE OPERATES WITHIN A NESTED SYSTEM THAT UNITES ALL GENERATIONS TO HEAL AND THRIVE TOGETHER

*“The elders long ago, they did their fish and moose meat, laughing and telling stories from morning to night. There was no anger or sadness, just happiness throughout the day. It was so good just to listen to them. Maybe there’s one or two smokehouses today. If only we could get back into it. All the happy energy they had. The stories are just so awesome that they told us.”*

–Participant, October Session 1

**Objective 1: Practice a trauma-informed approach to promote the healing of individuals, families, the community, and the land**

Strategies:

- Acknowledge the intergenerational trauma of colonialism in service delivery;
- Promote strengths-based approaches to individual and community health care.
- Provide wrap-around care for children including advocates and support workers
- Develop Men’s Health and Wellness programs that are trauma-informed and holistic
- Support staff understandings and approaches for trauma-informed care that promote collaboration between departments to increase capacity

**Objective 2: Support elders to live well as pillars of the community**

Strategies:

- Expand home-care visits and check-in services for Elders, including meal-provision and in-home medical check-ins;
- Support Elders to provide education about holistic health and wellbeing to youth and other community members;
- Promote the establishment of Elders groups to advocate for and protect the health and wellbeing of Nak’azdli Whut’en members according to Nak’azdli Whut’en customs;
- Increase programming for Elders; Involve elders in community events; bring Elders together with youth;
- Support Elders to participate in land-based healing, both as leaders and participants.



### Objective 3: Support youth in holistic wellness rooted in Nak'azdli culture

#### Strategies:

- Support youth with language and culture programs, including land-based healing
- Seek funding and programs to support youth engagement in sports and cultural activities;
- Educate youth about life skills including drug and alcohol prevention, understanding trauma and mental health, and sex education.

### Objective 4: Strengthen relationships in the community

#### Strategies:

- Train community members in cultivating safe spaces;
- Educate community members on how to better support 2SLGBTQIAA+ youth;
- Host more community events where people can come together in a safe space; Include comedy and the sharing of success stories to promote joy and positivity at community events.
- Develop program and health service supports for homeless people living in the territory including meal programs and outreach

*“We started a program for young folks and Elders. Folks were so happy that it was going. We just did lunch and dinner and people would take stuff home from them. Make a meat pie and show them how. 10 people or so. One thing they said was that someone - these two women - had never talked to each other. They'd just walk by and never say hi. During that course, they were talking. They were saying, wow, this is a really good thing.”*

– Participant, Staff Planning Session

### Objective 5: Support families throughout the prenatal period and in raising children according to Nak'azdli values

#### Strategies:

- Strengthen family planning supports for new and future families;
- Allocate funding for community-based Midwives, lactation experts, and training for family for effective lactation supports
- Support families with tools and knowledge of Nak'azdli Whut'en ways of child rearing and educate their children in Nak'azdli customs and attachment/connection from birth
- Advocate for labour and delivery services within territory

## GOAL 10. CAPACITY BUILDING:

NAK’AZDLI WHUT’EN HEALTH CENTRE INVESTS IN ITS MEMBERS AND EMPLOYEES THROUGH EDUCATION, TRAINING, AND MEANINGFUL EMPLOYMENT OPPORTUNITIES

**Objective 1: Increase education and retention of community members**

Strategies:

- Identify succession planning processes for members to undergo education and training for community-based employment opportunities

**Objective 2: Increase recruitment and retention of health centre staff**

Strategies:

- Establish a health services recruitment and retention plan
- Seek funding for increased wages, training, and supports for health centre staff

**Objective 3: Provide education and training programs and workshops for members**

Strategies:

- Increase member capacity to support those with mental health and addiction challenges
- Support life-skills training for members including: pre/post natal education, preventative care like sex education, substance use prevention, healthy food and exercise programs and workshops

*“Revitalize Dakelh birthwork and graduate more Dakelh Healthcare providers; nurses, doctors, midwives, tech supports...”*

–Nak’azdli Whut’en Member





## ROLES AND RESPONSIBILITIES – NAK'AZDLI WHUTEN HEALTH PROGRAMS AND SERVICES 2022

ROLES	RESPONSIBILITIES
Health Administration	<ul style="list-style-type: none"> <li>• Health Manager</li> <li>• Administrative Assistant/Accreditation</li> <li>• Coordinator/Mustimuhw Lead</li> <li>• Office Assistant</li> <li>• Reception and Medical Office Assistant</li> <li>• Patient Travel</li> <li>• Building Maintenance and Janitorial Services</li> </ul>
Health Promotion	<ul style="list-style-type: none"> <li>• Jordan's Principle</li> <li>• N.W.H G.R.I.T Fund</li> <li>• N.W.H Benevolent Fund</li> <li>• Quality Improvements</li> <li>• Program Activities and Events</li> </ul>
Visiting Health Professionals	<ul style="list-style-type: none"> <li>• Visiting Physician</li> <li>• Mental Health Services</li> <li>• Optometry</li> <li>• Mammography Screening Program of BC</li> <li>• LPN for clients with footcare needs</li> <li>• Crisis Intervention</li> <li>• Northern Health Occupational Therapist</li> </ul>
Community-Based Programs and Services	<ul style="list-style-type: none"> <li>• Community Wellness</li> <li>• Land-Based Healing</li> <li>• Community Health Nursing Services</li> <li>• Mental Health Services</li> <li>• Meals on Wheels Program</li> <li>• Maternal Child Health</li> <li>• Pre and Postnatal Health</li> <li>• Maternal Child Health Program</li> <li>• S'yaz Yas (My Darling Little One) Program</li> <li>• U'loo K'hoh (Mother Goose) Program</li> <li>• Canadian Prenatal Nutrition Program</li> <li>• Brighter Futures Program</li> <li>• Childrens Oral Health Initiative</li> <li>• Home Care Services</li> </ul>

Operational Activity / Planned steps	Who - owner of plan and each step	When	Previously budgeted	Revenue incl. in 10yr	Expense incl. in 10yr	Notes
<b>Goals 1 &amp; 2</b>						
Seasonal wheel education from TKK (ensure Tkk is sustainable)	TKK, all staff	Aug 2022	See Attached FNHA Core Program Budget	40,000	40,000	use Regional Env funding - 4 different streams (Health Action) - lag of 1 year Land based healing (2 yr project)
Secure LBH funding (annually)	Health Manager	2yr				Mental Health and Wellness grant (2-3 yr funding)
Recruit Cultural coordinator	Health Manager	yr 3				Mental Health and Wellness grant (2-3 yr funding)
Provide Cultural Support for palliative care (attach to Homecare)	Home Care	yr 2		200,000		FNHA funding (hopefully)
Advocate for Community wellness position to be inclusive of a clinical social worker	Health Manager	yr 2		60,000		NADAPP (310) / other grant
Annual staff retreat	Health Manager	yr 2		40,000		NO extra funding - only yr 1 inc - yr 2 on
Create a list of MH / Wellness workshops the community needs	Community Wellness, Mental Health					Mental Health and Wellness grant (2-3 yr funding)
See 'Suicide Prevention plan'	Mental Health					Mental Health and Wellness grant (2-3 yr funding)
Trauma informed training for staff and community	Mental Health, Health Manager	yr 1				yr 2 ongoing inc in MH & wellness grant
<b>Goals 3 &amp; 4</b>						
Self talk - consult with community members who have taken training	Mental Health, Community Wellness	Aug-22				Inc in MH proposal
Increase benefits and wages (wage grids implemented)	Health Manager					N/A - inc n general inflation, wages increase 3%
<b>Goals 5 &amp; 6</b>						
Evaluate a new health Centre / Renovation - feasibility study	Health Manager	2m		40,000		find out from FNHA cost of feasibility study (23/24)
Hire Driver liaison worker	Health Manager, Land Based Healing	yr 2		50,000		
Increase social work hours in the centre	Health Manager	yr 1				no extra rev needed (funded from Northern Health) + upgrading the social worker role (previously budgeted)
Oncology care, dentures, hearing, dietician	Home Care	0				no cost - (discuss with leadership) - bring in medical professionals
Dental - Patient travel don't provide mileage	Home Care	0				no cost gaps in service as dental in FSJ is not here every day
Education and awareness for staff for existing services (access to tablets)	Health Manager	yr-2		10,000		no grant - within surplus (funded previously)
Hire staff to manage and implement program (to access services if have disabilities)	Home Care Health Manager	yr 3		50,000		in combination with Lynne
New Health Centre	Health Manager			7,000,000	100,000	plus O&M from completion (second column)
<b>Goals 7 &amp; 8</b>						
Review potential retention & recruitment strategy (Consider incentives)	Health Manager	yr 2		20,000		no grant - Positions funded through FNHA and Northern Health
<b>Goals 9 &amp; 10</b>						
Hire HC Nurse (increase to fulltime)	Health Manager	yr 2		50,000		no grant -from yr 2 (running on surplus now)
Create and implement youth programmes within health	land based-healing coordinator	yr 2		50,000		
Youth MH clinician	Mental Health	yr 2		100,000		under mental health proposal
Key - enhance services at Shelter	Community Wellness	yr 2		50,000		seek out funds to support
Source funding (to hire a midwife)	Health Manager	yr 4		100,000		seek funding
Hire more Wellness team members to conduct community events	Health Manager	yr 2		120,000		Mental health grants
training for the community (critical incidence response training)	Community Wellness	yr 2		50,000		Mental health grants
Consider recruiting life-skills support workers	Community Wellness			20,000		Mental health grants
Monitoring				20,000		no grant - yr 3,5,10



Nak'azdli Whut'en		Inflation	1.03							
HEALTH BUDGET										
REVENUE	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
FNHA - core funding	1,695,685	1,746,556	1,798,952	1,852,921	1,908,508	1,965,764	2,024,737	2,085,479	2,148,043	2,212,484
FNHA - additional for palliative care		200,000	206,000	212,180	218,545	225,102	231,855	238,810	245,975	253,354
FNHA - Regional Envelop Funding - LBH		40,000	41,200	42,436	43,709	45,020	46,371	47,762	49,195	50,671
FNHA - feasibility and build for new health centre	40,000			7,000,000						
NORTHERN HEALTH-MOA	161,967	166,826	171,831	176,986	182,295	187,764	193,397	199,199	205,175	211,330
REVENUE- MISCELLANEOUS	47,893	259,330	317,110	426,623	439,422	452,604	466,182	480,168	494,573	509,410
MH&W Grant		670,000	698,600	719,558	741,145	763,379	786,280	809,869	834,165	859,190
	-									
TOTAL REVENUE	1,945,545	3,082,711	3,233,693	10,430,703	3,533,625	3,639,633	3,748,822	3,861,287	3,977,126	4,096,439
EXPENSES (inc Transfers)										
Health - Management and Support	1,456,290	1,572,079	1,639,841	1,668,436	1,739,090	1,770,662	1,823,782	1,878,496	1,934,850	2,013,496
Health Services	-72,569	-23,246	-23,944	-24,662	-25,402	-26,164	-26,949	-27,757	-28,590	-29,448
NNADAP/Solvent Abuse	5,760	119,233	122,810	126,494	130,289	134,198	138,224	142,370	146,641	151,041
Mental Health	225,125	767,479	790,503	814,218	838,645	863,804	889,718	916,410	943,902	972,219
Homemakers	53,002	54,592	56,229	57,916	59,654	61,443	63,287	65,185	67,141	69,155
Land Based Healing Grant		250,000	319,300	328,879	338,745	348,908	359,375	370,156	381,261	392,699
Home and Community Care	437,660	708,290	729,539	751,425	773,968	797,187	821,102	845,735	871,107	897,241
Maternal Health	266,573	274,570	282,807	394,291	406,120	418,304	430,853	443,778	457,092	470,804
Red Road Project	60,000	61,800	63,654	65,564	67,531	69,556	71,643	73,792	76,006	78,286
NIHB - Patient Transportation	242,406	249,678	257,169	264,884	272,830	281,015	289,446	298,129	307,073	316,285
Drinking Water Project	15,212	15,668	16,138	16,623	17,121	17,635	18,164	18,709	19,270	19,848
Diabetes	88,660	91,320	94,059	96,881	99,788	102,781	105,865	109,041	112,312	115,681
Health Centre Addition	40,000	60,000	2,000,000	4,940,000	100,000	103,000	106,090	109,273	112,551	115,927
TOTAL EXPENSES	2,818,119	4,201,462	6,348,106	9,500,950	4,818,378	4,942,329	5,090,599	5,243,317	5,400,617	5,583,235
SURPLUS (DEFICIT)	-872,574	-1,118,751	-3,114,414	929,754	-1,284,753	-1,302,696	-1,341,777	-1,382,030	-1,423,491	-1,486,796
OPENING SURPLUS (DEFICIT)	1,695,603	823,029	-295,722	-3,410,136	-2,480,382	-3,765,135	-5,067,831	-6,409,608	-7,791,639	-9,215,130
CLOSING SURPLUS (DEFICIT)	823,029	-295,722	-3,410,136	-2,480,382	-3,765,135	-5,067,831	-6,409,608	-7,791,639	-9,215,130	-10,701,926

## MONITORING, EVALUATION: REFLECTIONS AND REVISIONS

THE FOLLOWING TABLE SHOWCASES HOW THE HEALTH CENTRE WILL EVALUATE ITS PROGRESSION THROUGH COMMUNITY INDICATORS.

MONITORING AND EVALUATION TIMELINE 2022-2032		
YEAR	EVALUATION QUESTION	COMMUNITY INDICATORS
2022	Are all Health Centre staff well informed of the 10 Year Health Plan goals, objectives and strategies?	<ul style="list-style-type: none"> <li>• Graphic Health Plan displayed in the Health Centre</li> <li>• Health Plan presented to community</li> <li>• Chief and Council accept and adopt Health Plan</li> </ul>
2023	How is the plan being implemented throughout the community?	<ul style="list-style-type: none"> <li>• Health Centre Staff have individual and department work plans informed by the Health Plan</li> <li>• Funding deliverables are developed in accordance with goals and objectives</li> <li>• Membership and Health Centre collaborate to coordinate seasonal meetings to discuss health and wellness matters</li> </ul>
2024	Is there visible increase in capacity building including resources, education, and community-driven initiatives?	<ul style="list-style-type: none"> <li>• Annual report of community-based training and workshops completed from community-based programs table</li> <li>• Community celebration of health related and other education achievements including staff milestones</li> <li>• Community resource list of members who provide alternative health and wellness supports</li> </ul>
2025	<p>Has accessibility, cultural safety, and overall satisfaction of Health Centre services and programs improved from the 21-22 Survey?</p> <p>Are all generations and groups accessing health services and programs?</p>	<ul style="list-style-type: none"> <li>• Community Evaluation Survey distributed via mail and online engagement</li> <li>• Data collection and analysis results shared with membership</li> <li>• Membership feedback recorded and utilized to inform plan revisions as needed</li> <li>• Community engagement sessions for Elders, Youth, Men, Women, 2SLGBTQIAA+</li> <li>• Communication strategy revised to reach all members</li> <li>• Community resource pamphlet revised and distributed</li> </ul>



MONITORING AND EVALUATION TIMELINE 2022-2032		
YEAR	EVALUATION QUESTION	COMMUNITY INDICATORS
2025	Are mental health, wellness and trauma services and programs meeting the needs of members?	<ul style="list-style-type: none"> <li>• Funding program available for members to self-determine their own Mental Health Plan</li> <li>• Report of supports available to members</li> <li>• Mental Health and Wellness training taught from a Dakelh way of knowing and being</li> </ul>
2027	How has the community's meaning of health and wellness evolved or been met over the past 5 years?	<ul style="list-style-type: none"> <li>• Community Health Plan review</li> <li>• 5 Year Report via Open House to share progress</li> <li>• Membership review meeting</li> </ul>
2032	How is culture, language, and holistic models evident in health service delivery?	<ul style="list-style-type: none"> <li>• Community-wide review of how individual and collective health has evolved since 2022</li> <li>• Community ceremony to celebrate 10 year milestone</li> <li>• Dakelh culture is prominent in community again and throughout collaborations with neighbouring communities</li> </ul>

## HOW WE WILL KEEP THE PLAN ALIVE

We heard from 100+ voices throughout the engagement phase of developing the Nak'azdli Whut'en 10 Year Health Plan, we would like to honour each of these voices for taking the time to share, dream, and set a path forward for the health and wellness of our community. This 10 Year Health Plan will remain a living document that will guide the Health Centre in day-to-day operations and evolve as we hear from more Nak'azdli Whut'en peoples throughout the next ten years as we work toward each goal and our collective vision. We will keep this plan alive by:

- Developing annual Health Department Staff Work Plans that align with each goal
- Conduct an internal annual review that will measure progression and inform the development of annual work plans
- Conduct a community annual review to share progress and revise as needed
- Implement comprehensive milestone reassessments at year 3 and year 5
- Collaborate with other departments and Council to expand funding opportunities, programs, and services
- Visually display the 10 Year Health Plan at the Health Centre



## SURVEY RESULTS

The survey was used as an evaluation tool for current services and programs delivered at the Health Centre. As well, the survey included open-ended questions to identify individual members' visions. The survey results will continue to be used as an evaluation tool in milestone reassessments.



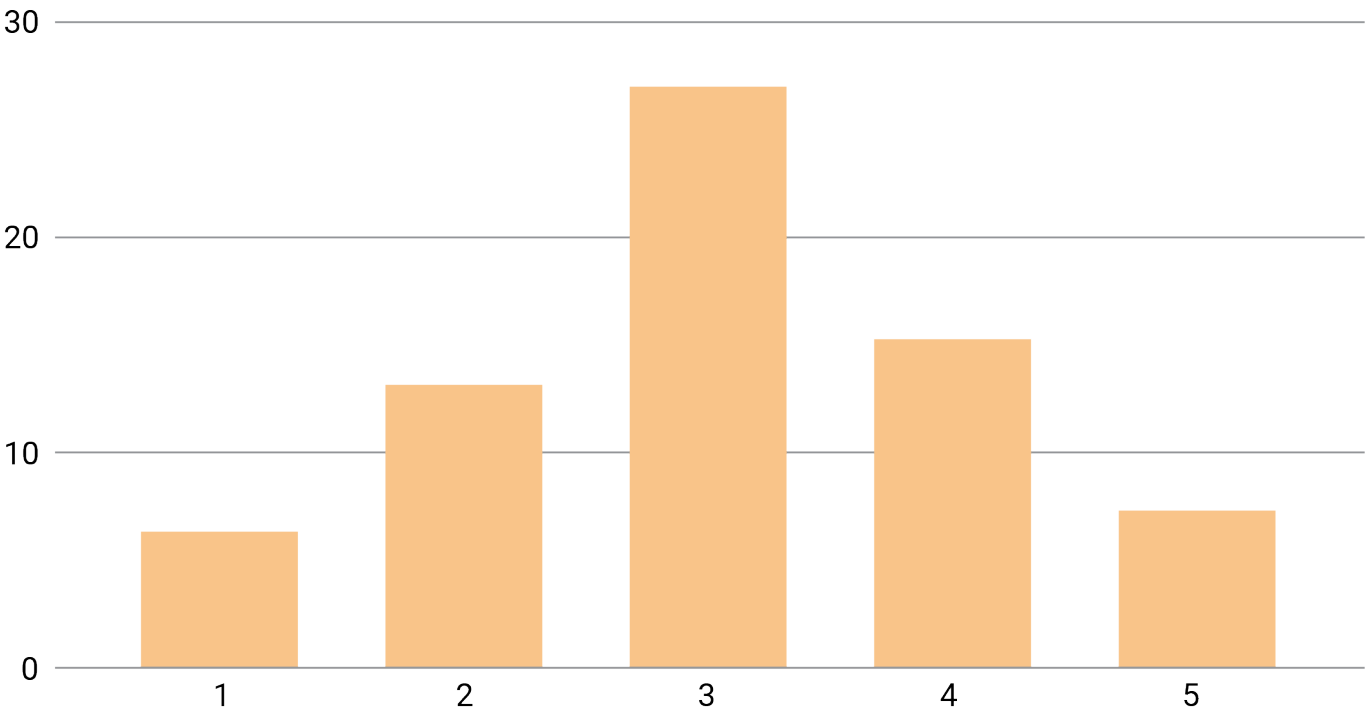
The above graphic design was completed following the October 2021 engagements and visually represents what we heard from Nak'azdli Whut'en Artist: Elena Sterritt



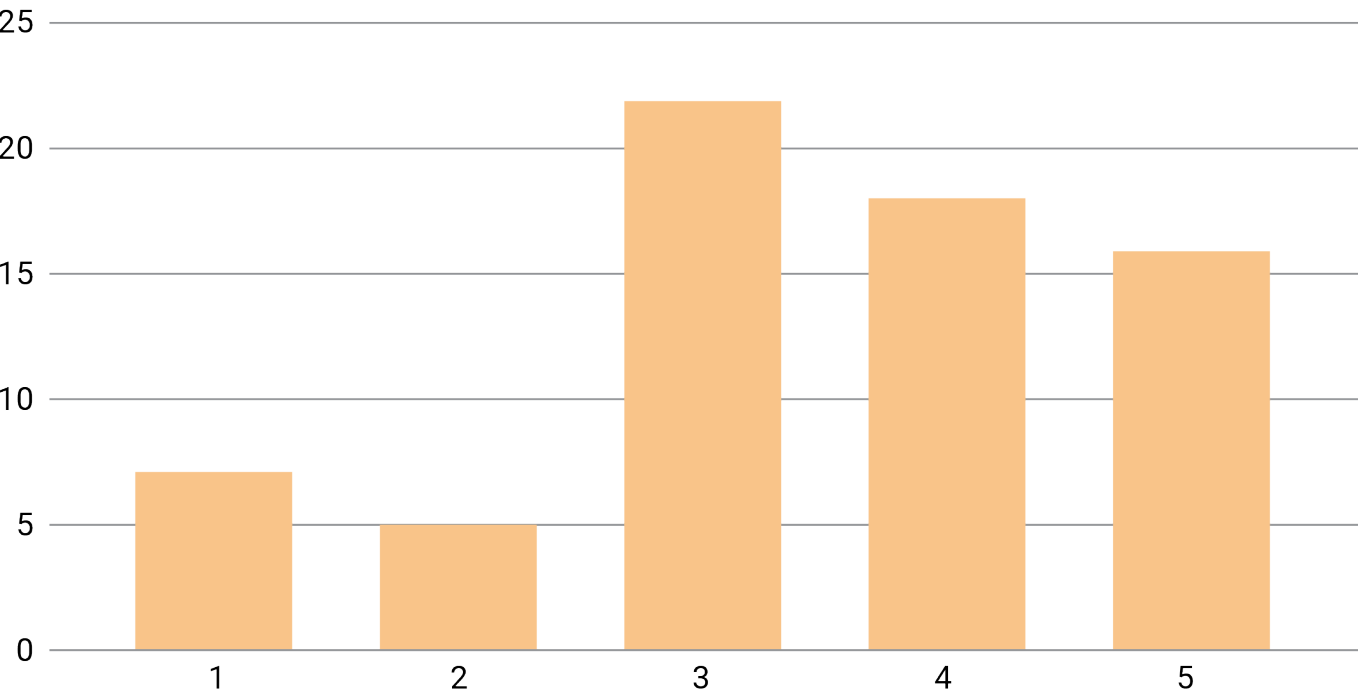
# 'LIVING IN COMMUNITY' CHARTS

The following charts showcase the community survey responses from Nak'azdli Whut'en members who live in community.

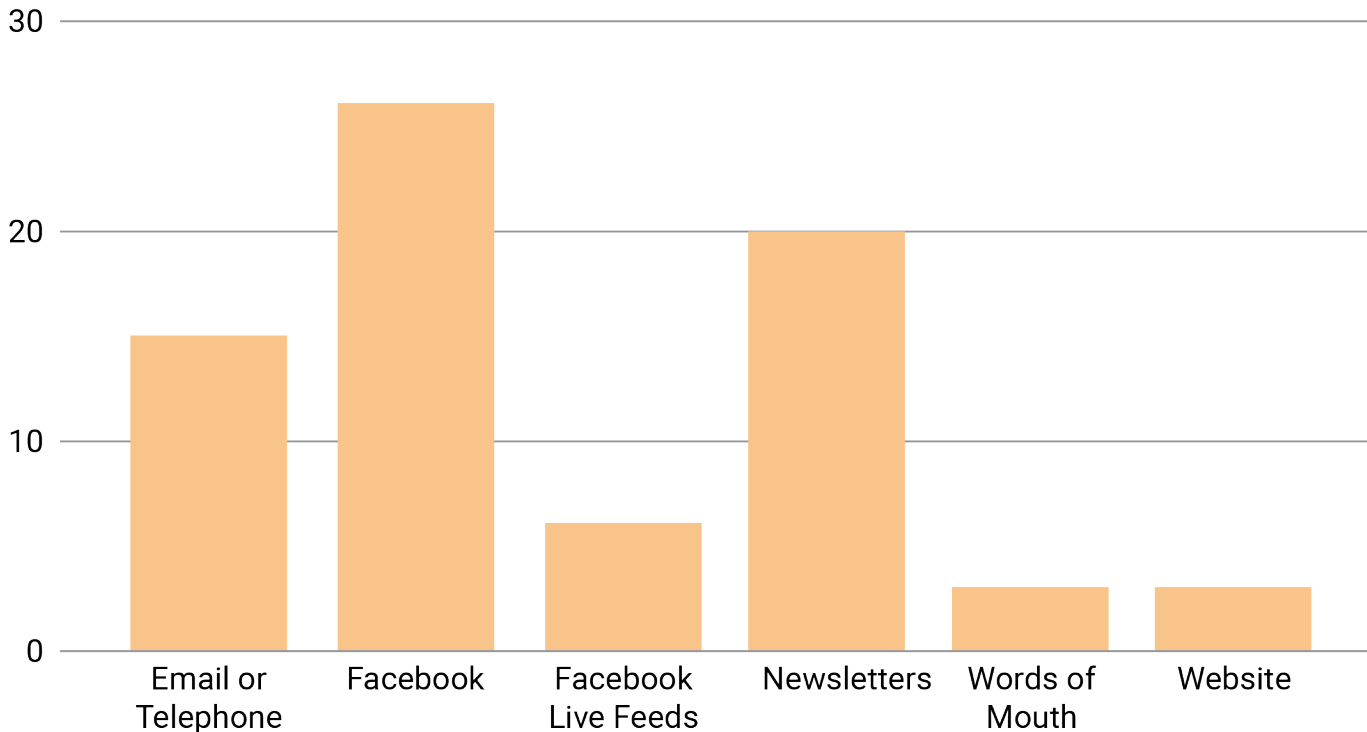
## WHAT LEVEL OF KNOWLEDGE/AWARENESS DO YOU HAVE OF PROGRAMS THE HEALTH CENTRE OFFERS?



HOW ACCESSIBLE IS INFORMATION ABOUT OUR HEALTH SERVICES TO YOU?



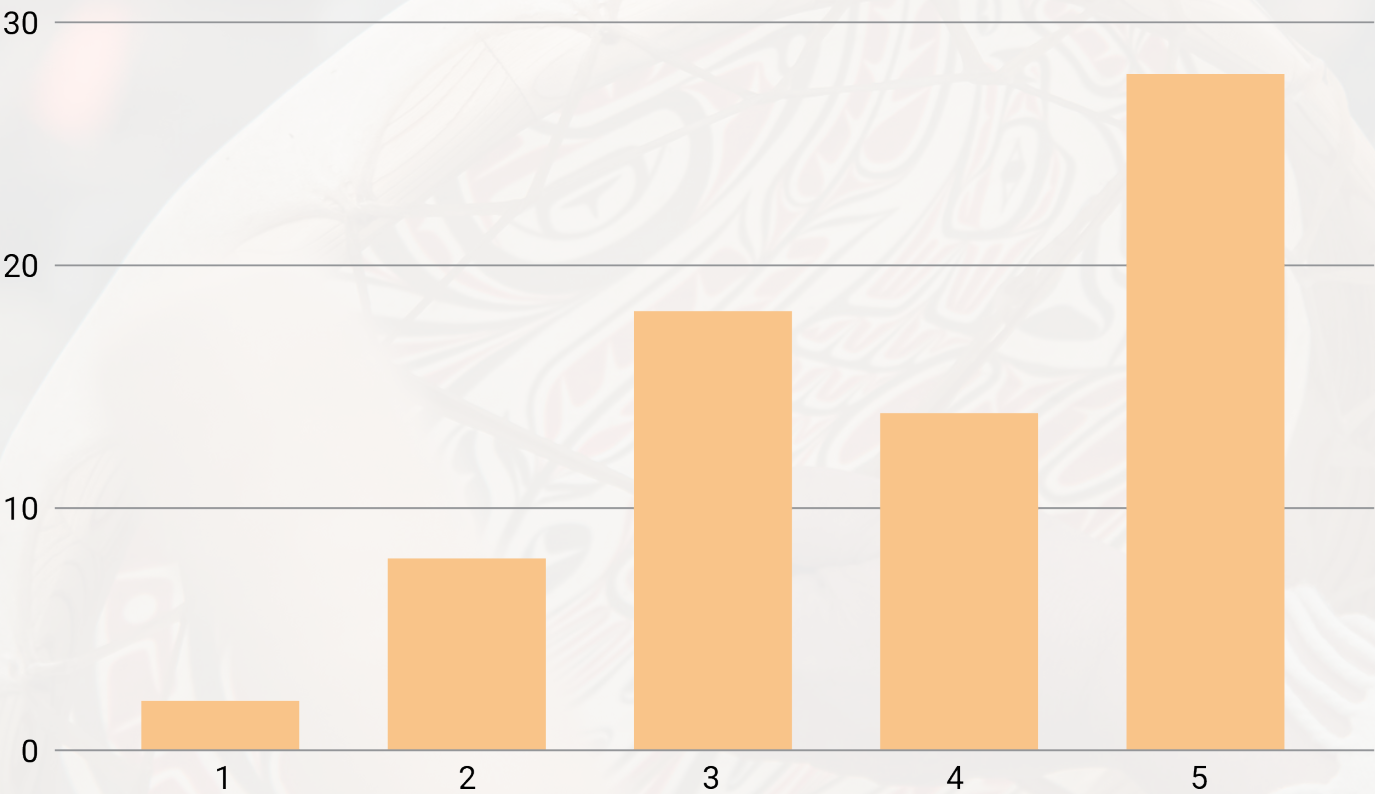
WHERE IS THE EASIEST MOST HELPFUL PLACE FOR YOU TO SEEK COMMUNITY HEALTH SERVICES INFORMATION?



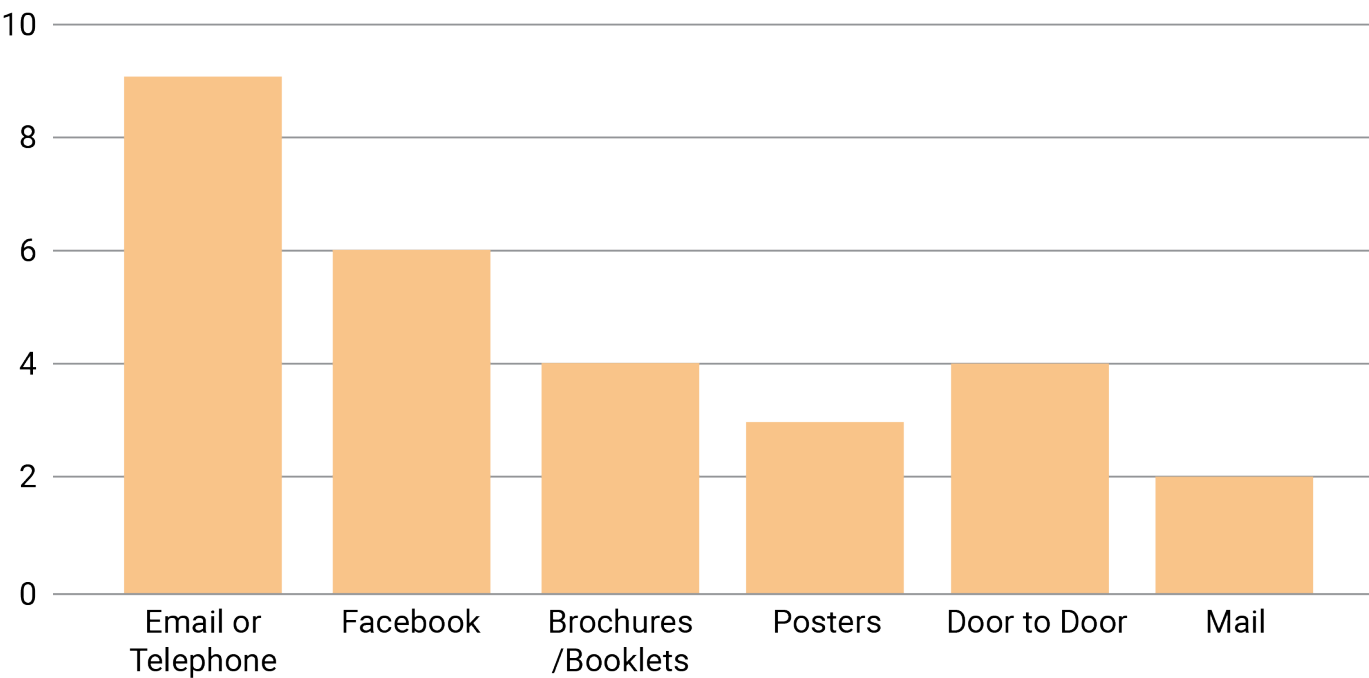




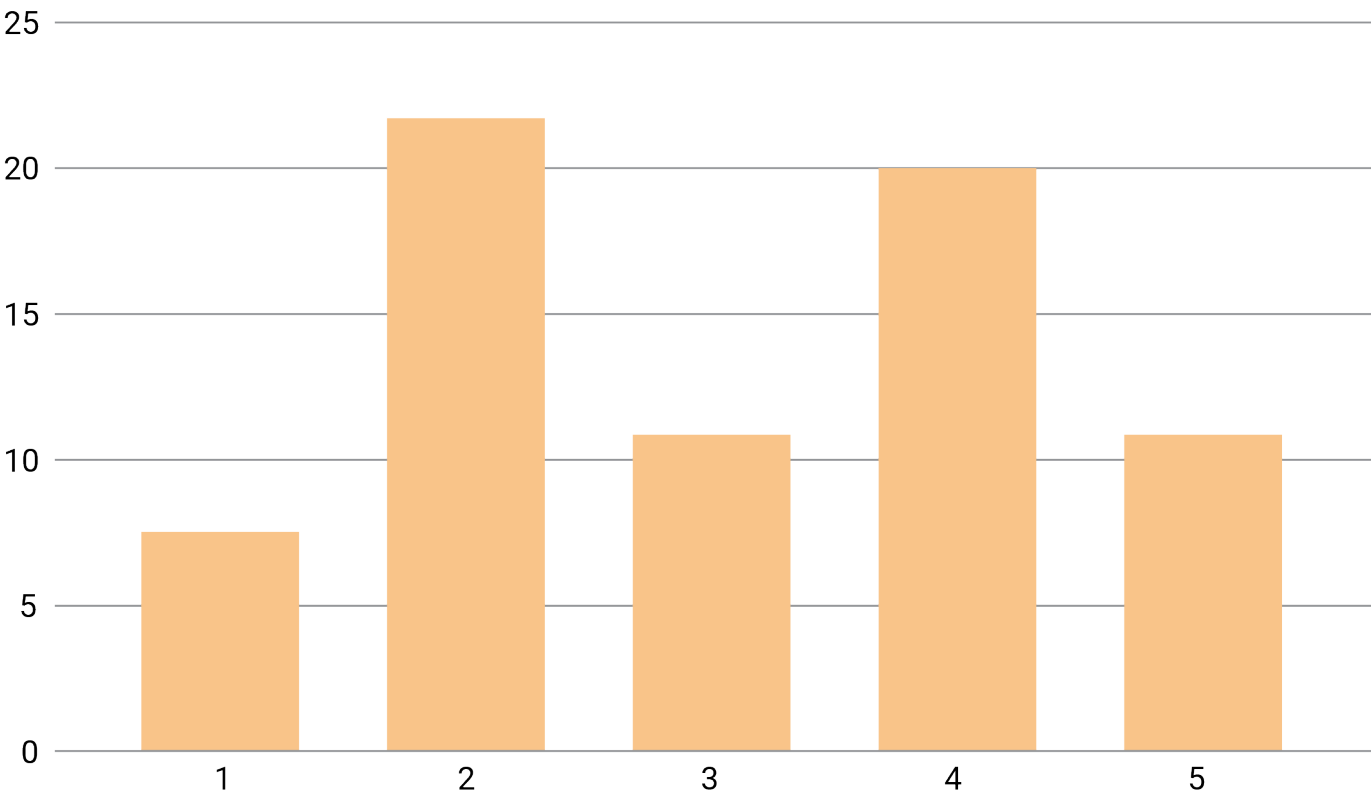
HOW ACCESSIBLE ARE COMMUNITY HEALTH SERVICES TO YOU?



HOW CAN WE MAKE IT EASIER FOR YOU TO ACCESS COMMUNITY HEALTH SERVICES INFORMATION WHEN YOU NEED IT?



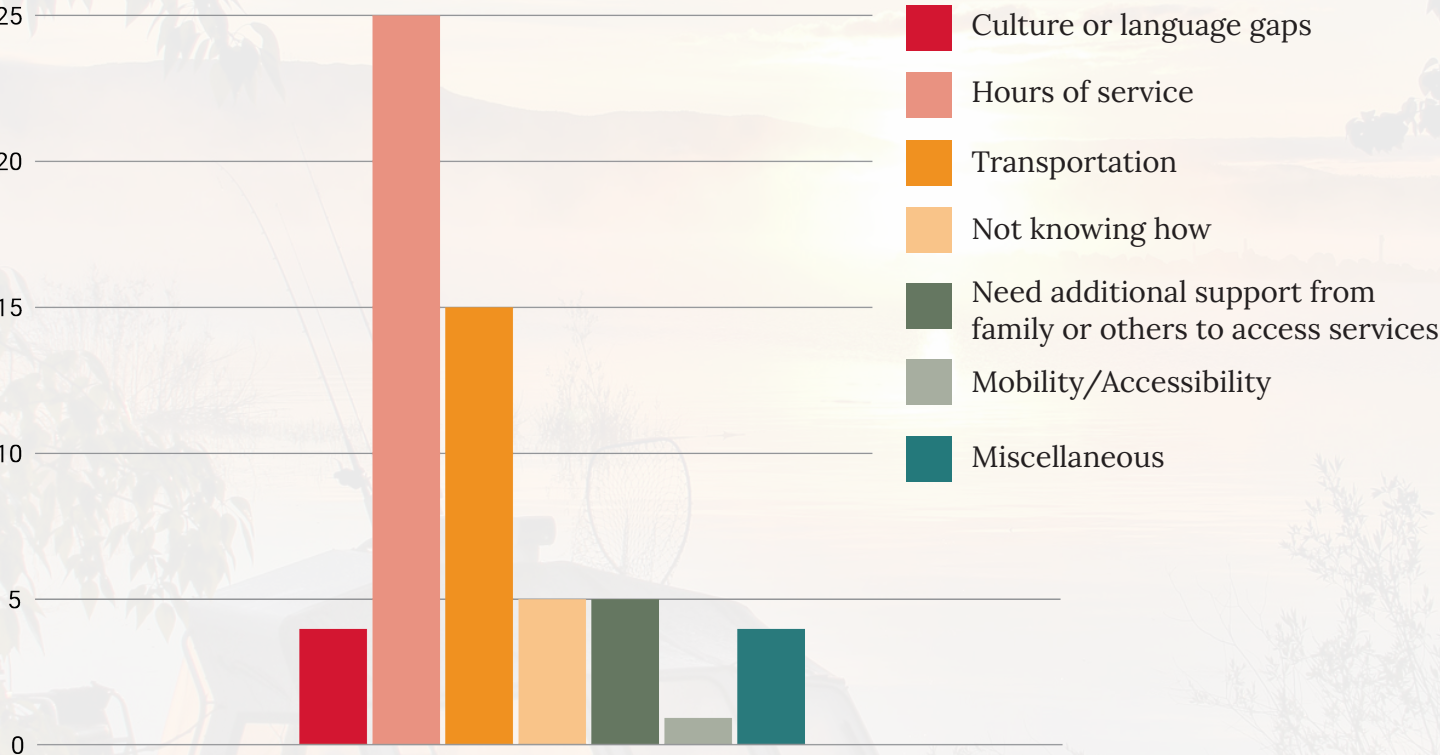
HOW SATISFIED ARE YOU WITH THE LANGUAGE AND CULTURE WEAVED INTO OUR PROGRAMS/SERVICES?



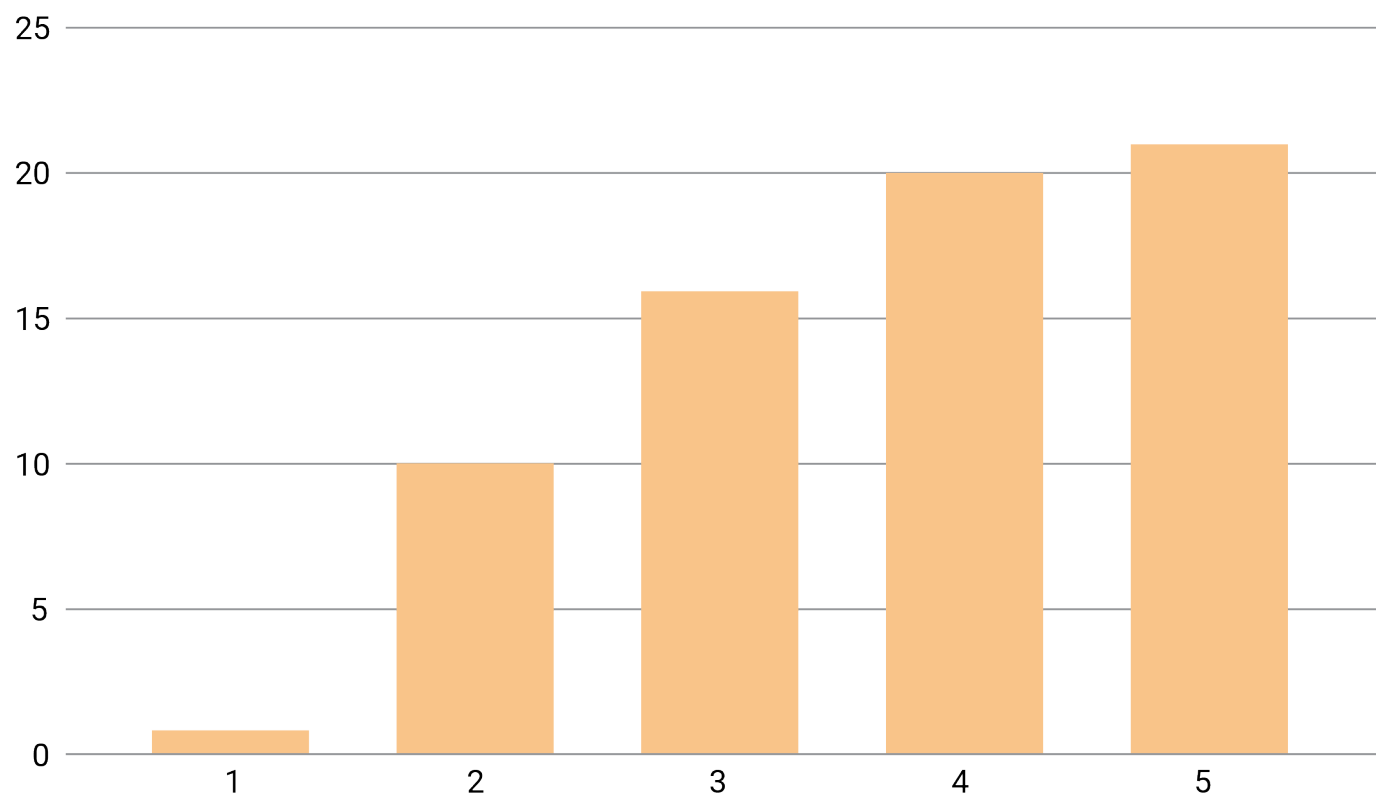




# WHAT ARE THE MAIN BARRIERS YOU EXPERIENCE IN ACCESSING COMMUNITY HEALTH SERVICES?

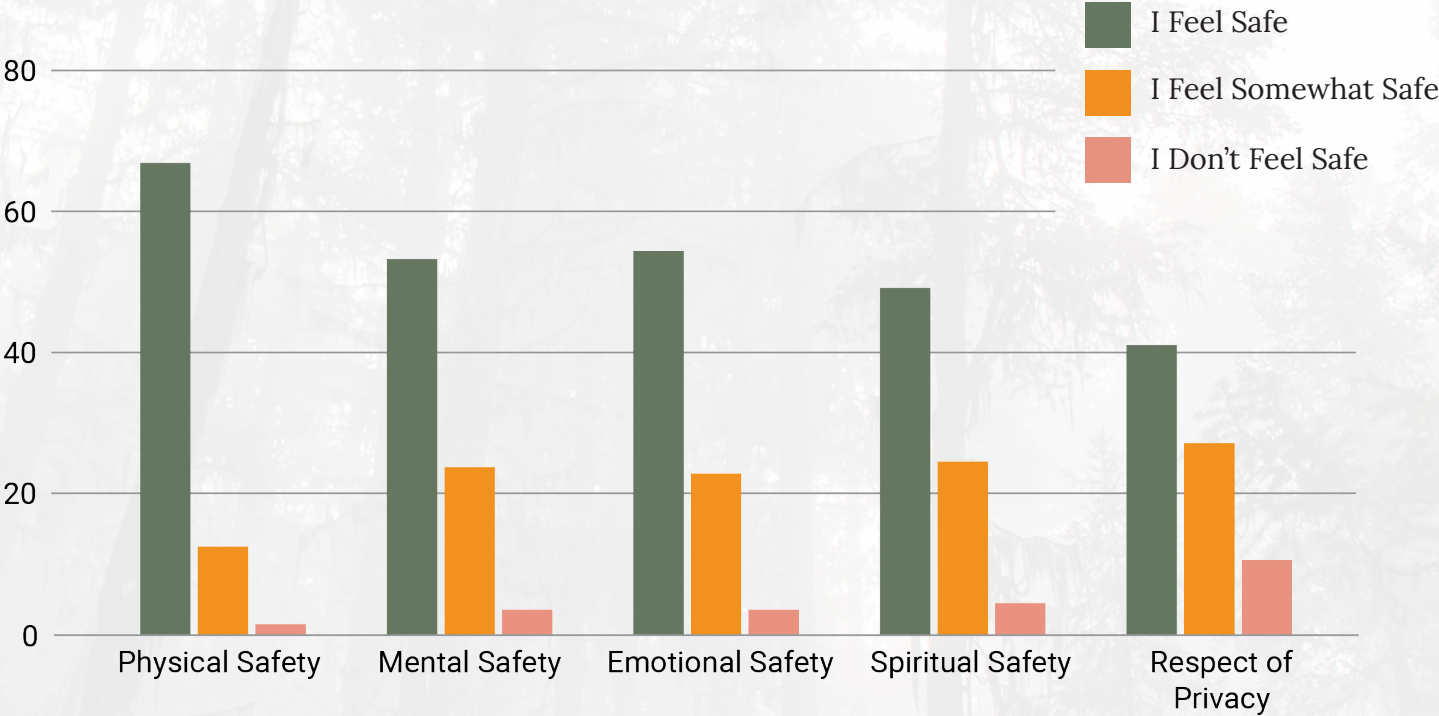


WHAT IS YOUR LEVEL OF SATISFACTION WITH OUR SERVICES OUT OF THE HEALTH CENTRE?





HOW SAFE DO YOU FEEL WHEN ACCESSING COMMUNITY HEALTH SERVICES?

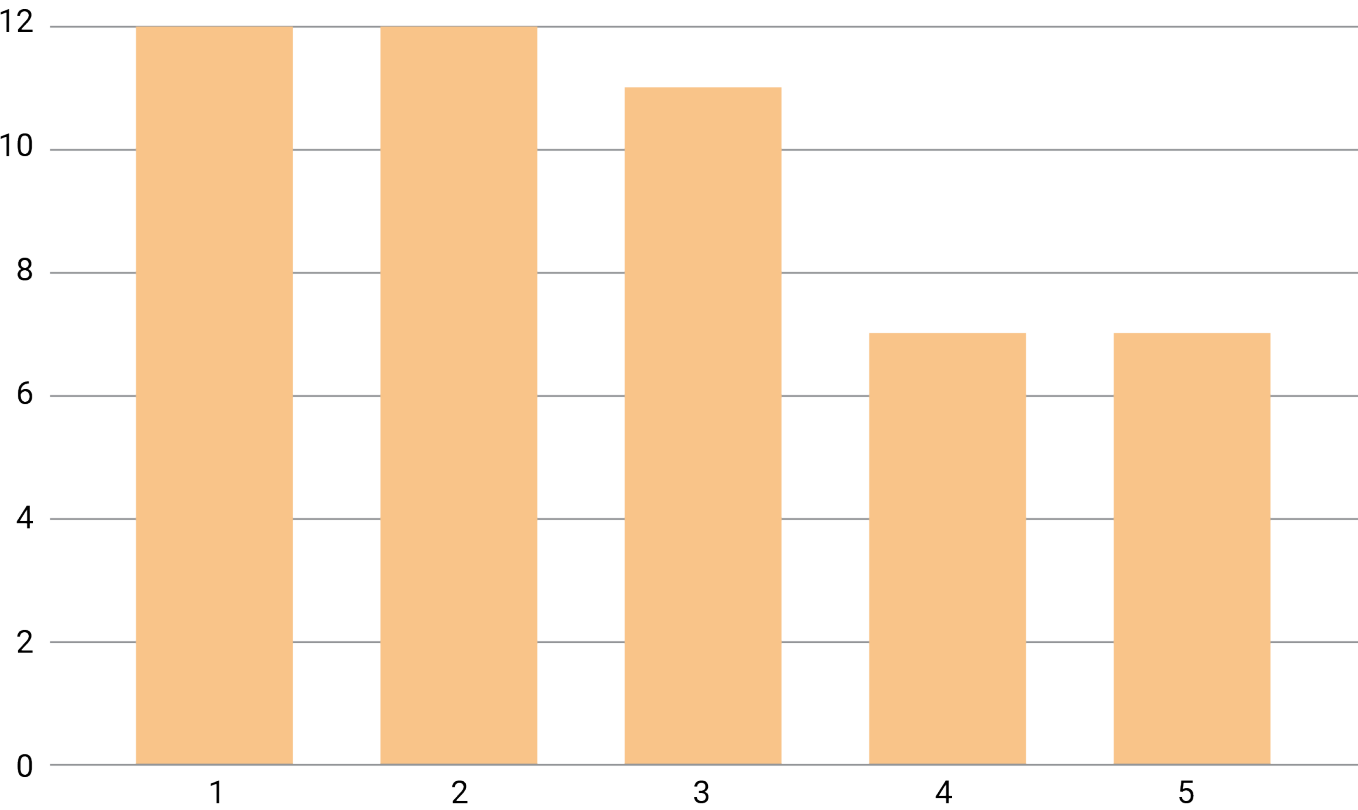




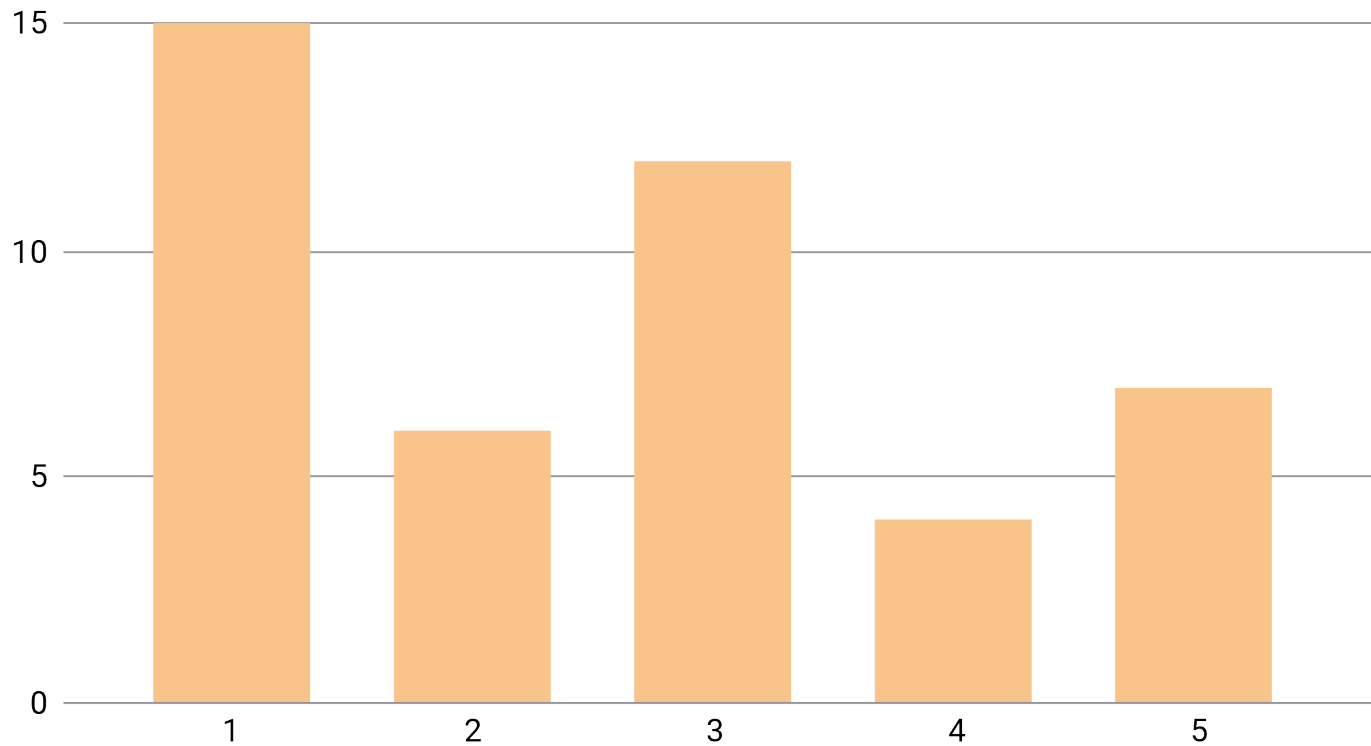
# 'LIVING AWAY ' COMMUNITY CHARTS

Following are the survey responses of Nak'azdli Whut'en members who live away from community.

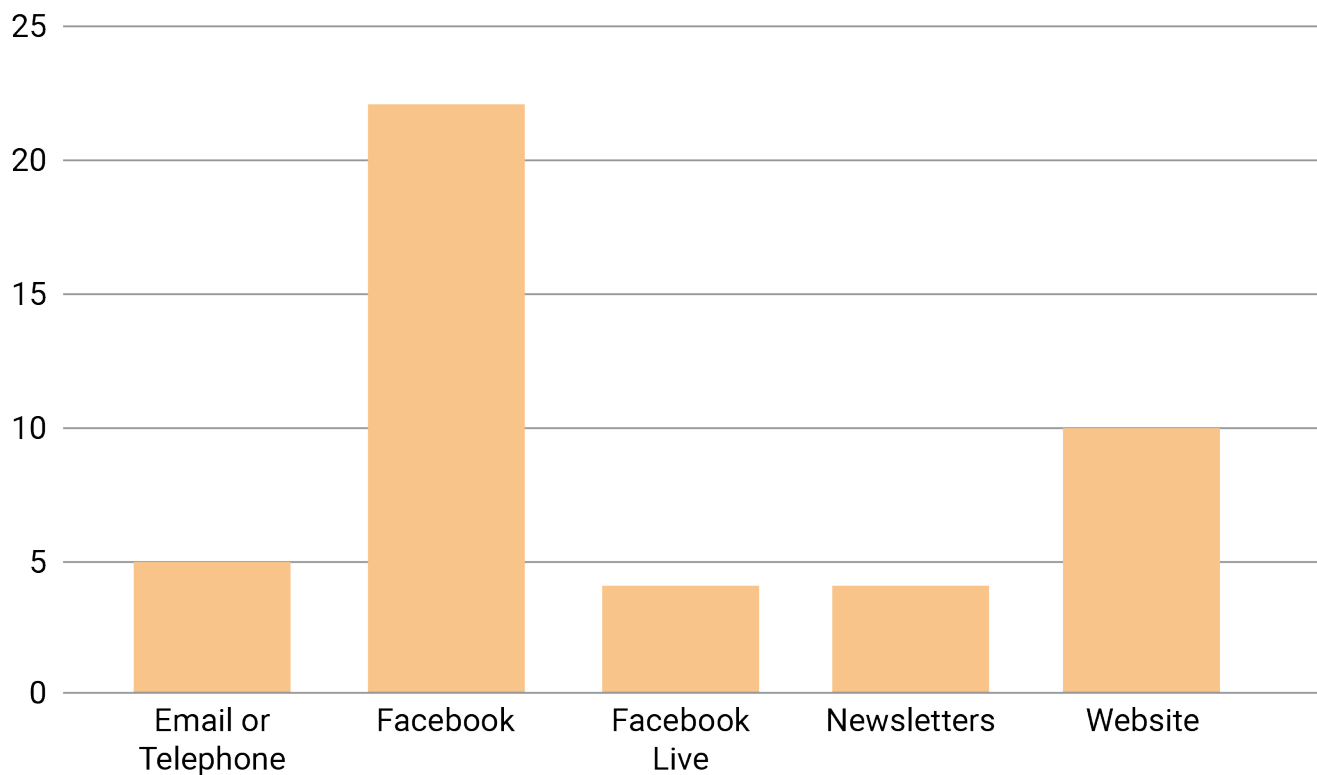
## HOW ACCESSIBLE IS INFORMATION ABOUT OUR COMMUNITY HEALTH SERVICES TO YOU?



## HOW ACCESSIBLE ARE COMMUNITY HEALTH SERVICES TO YOU?

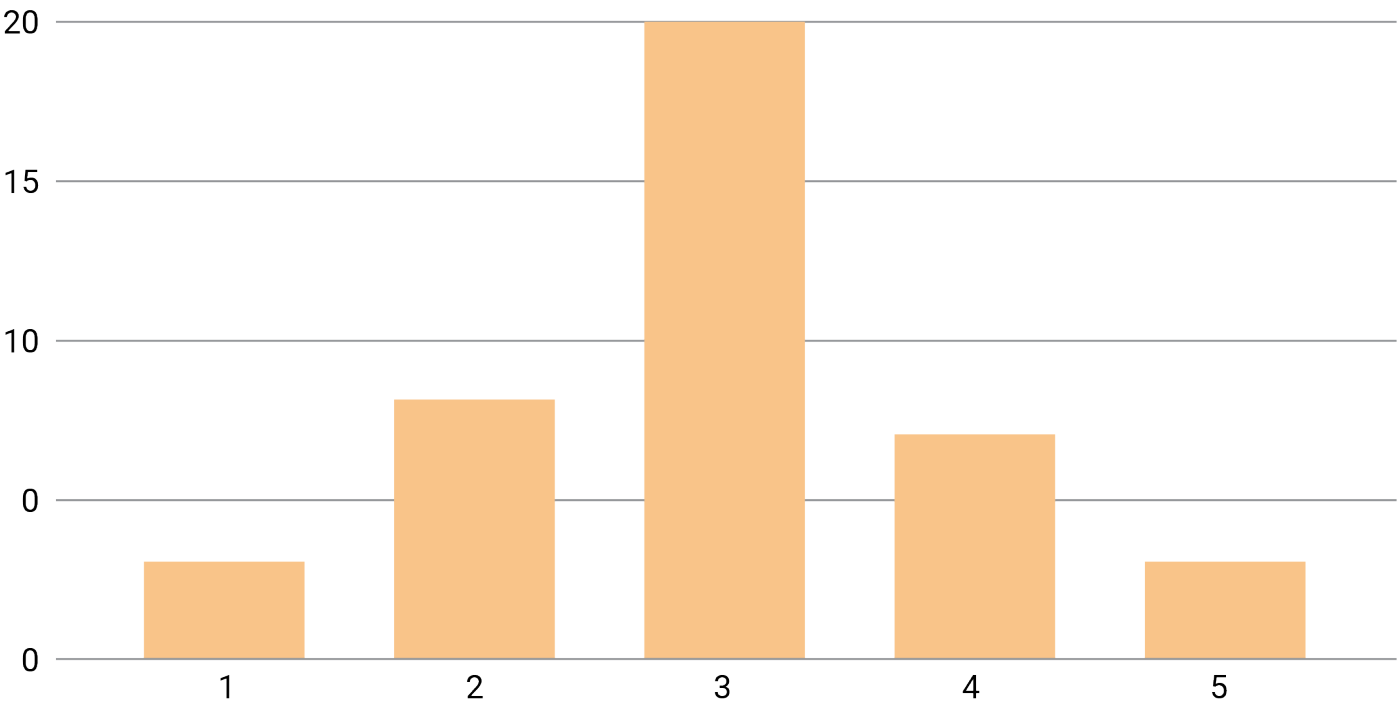


## WHERE IS THE EASIEST MOST HELPFUL PLACE FOR YOU TO SEEK COMMUNITY HEALTH SERVICES INFORMATION?

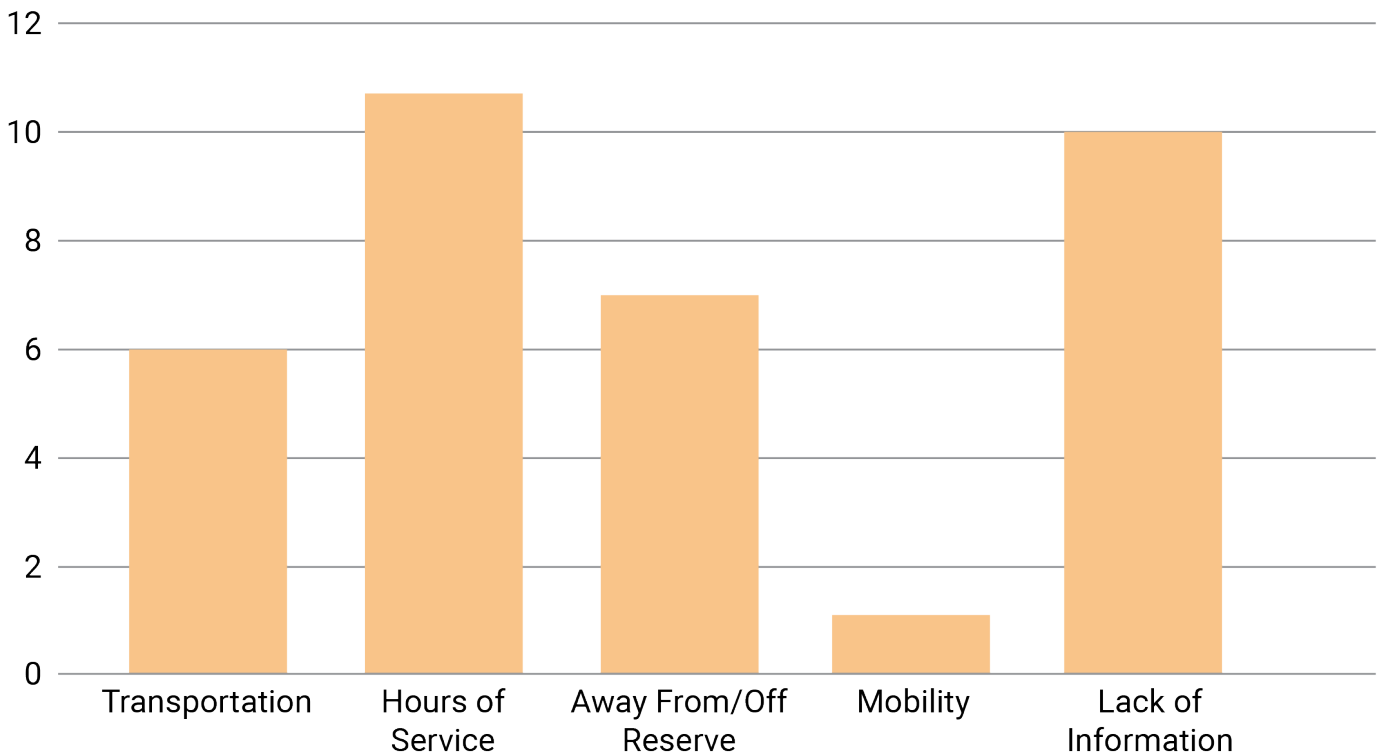




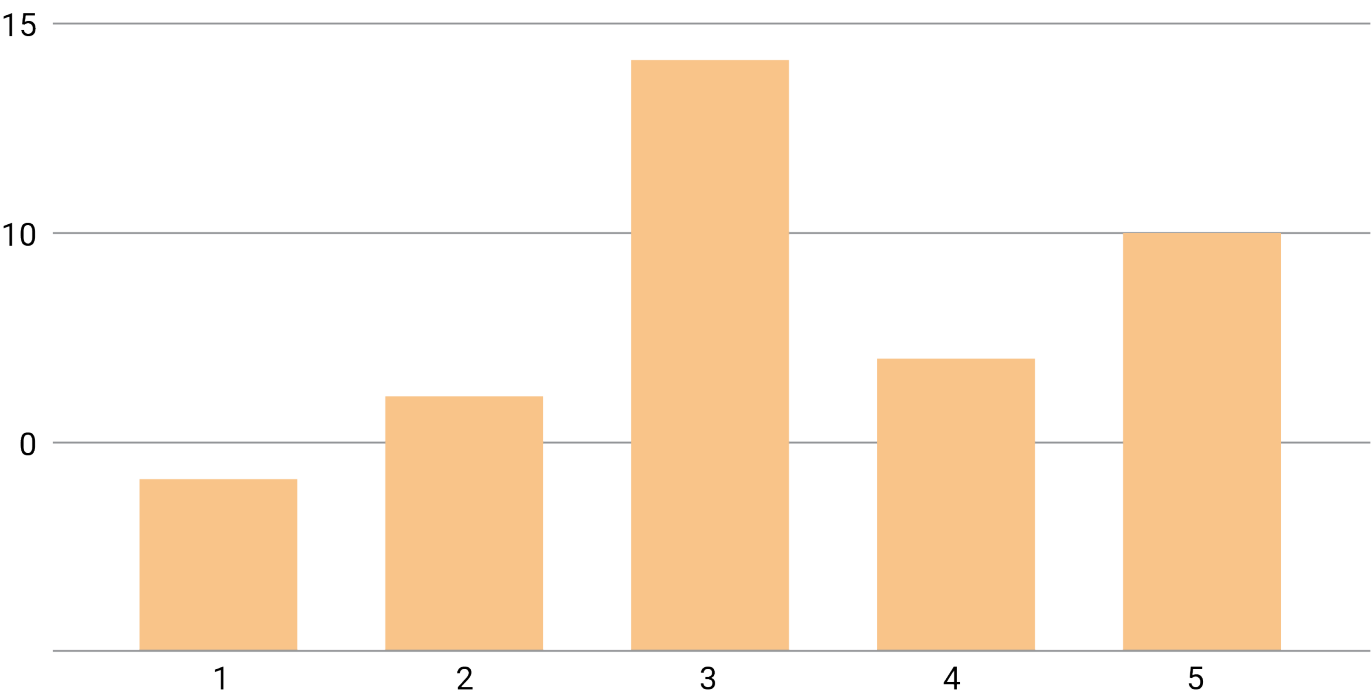
HOW SATISFIED ARE YOU WITH THE LANGUAGE AND CULTURE WEAVED INTO OUR PROGRAMS/SERVICES?



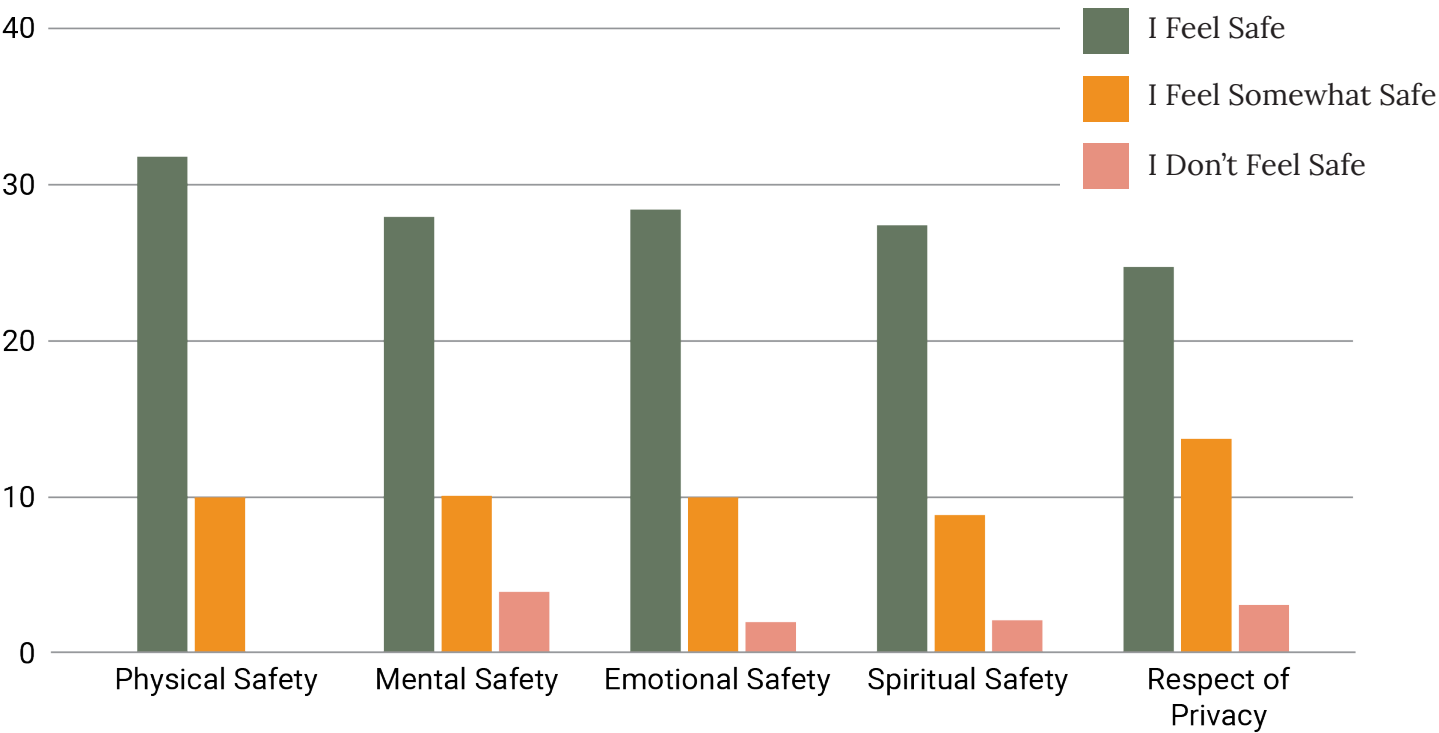
WHAT ARE THE MAIN BARRIERS YOU EXPERIENCE IN ACCESSING COMMUNITY HEALTH SERVICES?



### WHAT IS YOUR LEVEL OF SATISFACTION WITH OUR SERVICES OUT OF THE HEALTH CENTRE?



### HOW SAFE DO YOU FEEL WHEN ACCESSING COMMUNITY HEALTH SERVICES?



# SUMMARY OF PROGRAMS, SERVICES AND CAPITAL PROJECTS ENVISIONED BY COMMUNITY

COMMUNITY-BASED PROGRAMS	
<div><input type="checkbox"/> A program for people from different communities to get together to talk about clans and how they work</div> <div><input type="checkbox"/> A program to hear success stories publicly</div> <div><input type="checkbox"/> On-the-Land program for members to hunt, gather, and etc. for mental wellness</div> <div><input type="checkbox"/> Monthly Health Meeting to share community updates</div> <div><input type="checkbox"/> Community Liaison at all events for members to ask questions, share ideas or concerns</div> <div><input type="checkbox"/> Open programming for youth from other communities</div> <div><input type="checkbox"/> Clan events with all members of each clan from all communities</div> <div><input type="checkbox"/> Ladies Group</div> <div><input type="checkbox"/> Elders Tea Gathering</div> <div><input type="checkbox"/> Crafting Nights</div> <div><input type="checkbox"/> Hired Elders teaching Language &amp; Culture</div> <div><input type="checkbox"/> Elders Outings</div> <div><input type="checkbox"/> Tea and Bannock nights with Elders sharing stories</div> <div><input type="checkbox"/> List of community members you can call to talk to/share with instead of a clinician</div> <div><input type="checkbox"/> Sports: lacrosse, hockey, baseball, soccer; strong resources for youth</div> <div><input type="checkbox"/> Life Skills workshops: careers, finance, budgeting</div> <div><input type="checkbox"/> Family and parenting workshops</div> <div><input type="checkbox"/> Cooking and meal prep workshop</div>	<div><input type="checkbox"/> Sport training camps</div> <div><input type="checkbox"/> Hunting and guiding programs</div> <div><input type="checkbox"/> Youth Council</div> <div><input type="checkbox"/> Recovery program for members returning from treatment</div> <div><input type="checkbox"/> Mentorship program for people to share detox/drug/addictions experiences for those in recovery</div> <div><input type="checkbox"/> Decolonization workshops</div> <div><input type="checkbox"/> Traditional Medicine Workshops</div> <div><input type="checkbox"/> Youth recreation support program: funds to support equipment, league fees, travel</div> <div><input type="checkbox"/> Blue Mondays</div> <div><input type="checkbox"/> Festivities at the ballpark</div> <div><input type="checkbox"/> Language Immersion classes</div> <div><input type="checkbox"/> Language Nests</div> <div><input type="checkbox"/> Benevolent Fund</div> <div><input type="checkbox"/> Meals on Wheels for Elders</div> <div><input type="checkbox"/> Home Care for Off Reserve</div> <div><input type="checkbox"/> Mental Health Resources Brochure for all members</div> <div><input type="checkbox"/> Communications about programs in newsletter</div> <div><input type="checkbox"/> Language resources: English and Dakelh put side by side</div> <div><input type="checkbox"/> PAL Youth Program</div>



### PROFESSIONAL SERVICES

<input type="checkbox"/> Indigenous Focused Orientation Therapy	<input type="checkbox"/> Social Workers
<input type="checkbox"/> Treatment Centres; increased access	<input type="checkbox"/> Intervention Teams
<input type="checkbox"/> Grief and Loss workshops	<input type="checkbox"/> Crisis Support Training
<input type="checkbox"/> Suicide Prevention workshops	<input type="checkbox"/> Dietician
<input type="checkbox"/> Access to talk to someone about your feelings in-person and on the phone	<input type="checkbox"/> Transportation for appointments
<input type="checkbox"/> Home Care Aid	<input type="checkbox"/> Internet services for members to access virtual Health Services
<input type="checkbox"/> More doctors and nurses	<input type="checkbox"/> Child and Youth Mental Health Worker
<input type="checkbox"/> Addictions/Trauma education for community	<input type="checkbox"/> Pediatrician
<input type="checkbox"/> Education for mothers/mothers-to-be on drinking, drugs, marijuana, vaping	<input type="checkbox"/> Full Time Clinician
<input type="checkbox"/> Budgeting Courses	<input type="checkbox"/> Jordan's Principle Worker
<input type="checkbox"/> Traditional Healers/Medicine	<input type="checkbox"/> Crisis Response Team
<input type="checkbox"/> Psychologists	<input type="checkbox"/> Services for Families explaining suicide, what it looks like, where to get help for schizophrenia, anxiety etc.
<input type="checkbox"/> Doctors specialized in mental health and addictions	<input type="checkbox"/> Off-reserve mental health services
<input type="checkbox"/> Land-Based Healing Workers	<input type="checkbox"/> Security around community
<input type="checkbox"/> Counsellors	<input type="checkbox"/> After hours services

### CAPITAL PROJECTS

<input type="checkbox"/> Community healing gathering; a safe place to share	<input type="checkbox"/> Elders House and Long Term Care Building
<input type="checkbox"/> Language Institute: Houses Language Resources for Dakelh	<input type="checkbox"/> Treatment House
<input type="checkbox"/> Cultural Centre with a Wellness Circle	<input type="checkbox"/> Smoke Houses to share with others
<input type="checkbox"/> Healing Camp: 5 People Funded (cooks, camp people, admin, hunter, manager) \$56,000	<input type="checkbox"/> Wharfs (docks) for boats
<input type="checkbox"/> Healing Hotel: Making a safe/healing place can send Healers, Doctors, etc. for community	<input type="checkbox"/> Tables for cleaning fish, for teaching and doing
<input type="checkbox"/> Culture Centre with fencing	<input type="checkbox"/> Pre-Care, Addictions, Trauma Centre at Spat Lake
<input type="checkbox"/> Wellness Center with fencing focused on addictions/mental health	<input type="checkbox"/> Building for traditional, cultural, harvesting, prepping cleaning and processing
<input type="checkbox"/> Detox house	<input type="checkbox"/> Mobile Detox
	<input type="checkbox"/> Community Kitchen
	<input type="checkbox"/> Community Garden

# APPENDICES

## APPENDIX A - ANNUAL STRATEGIC PLAN REVIEW CHECKLIST

Best practice is to perform a comprehensive strategic plan review and/or update annually.

REVIEW CHARACTERISTICS		NOTES
Has the Health Centre’s vision or mission changed?	<input type="checkbox"/>	
Have new goals been set?	<input type="checkbox"/>	
Did department/service areas meet the established success indicators?	<input type="checkbox"/>	
Are actual expenses within budget?	<input type="checkbox"/>	
Are financial and human resources adequate to achieve strategic priorities?	<input type="checkbox"/>	
Is training adequate to achieve strategic priorities?	<input type="checkbox"/>	
Are strategic priorities and goals still achievable and realistic?	<input type="checkbox"/>	
Is the timeline still appropriate?	<input type="checkbox"/>	
Are there major organizational changes that will affect achievement of strategic priorities?	<input type="checkbox"/>	
Are there major external funding that will affect achievement of strategic priorities?	<input type="checkbox"/>	
Have there been any external shifts that could affect the Health Centre?	<input type="checkbox"/>	
Has the Community or Health Centre’s finances changed dramatically that will affect the forecast?	<input type="checkbox"/>	
Is there new legislation?	<input type="checkbox"/>	







## APPENDIX B – OTHER HEALTH GOALS AND INITIATIVES

This list below is derived from this community engagement. The Health Department would like to share these community goals with Council. While they are not goals that can be addressed by the Health Department alone, they are important insights from the community and the Health Department offers strong collaboration to help achieve good outcomes when working with Council and Band Administration

*Nak'azdli Whut'en culture is the foundation of our health and wellness.*

### Culture and Heritage:

- Unite all clans to outline the roles and responsibilities of Lhts'umusyoo, Lusilyoo, Kwun Ba Whuten, and Lohjabou clans.
- Host one balhats per year to gather, conduct ceremony, and discuss community priorities and urgent matters.
- Teach the young people about the clan system and their roles within their clan including doing so within the Western school system.
- Revitalize the role of the Keyoh to help one another versus colonial health care approaches.
- Empower individuals to learn the Dakelh language with Elders and Knowledge Holders through age specific learning opportunities.
- Seek funding to strengthen Traditional wellness offerings at the Health Centre and Satellite Office(s), including land-based healing, sweats, smudging, food preparation and land-based medicines.
- Engage community members to build a community garden that will provide food security for members

### Crisis Reponse:

#### **Naka'zdli Whut'en is prepared to respond to health-related crises.**

- Build community-based crisis response team made up of trained community members to ensure 24/7 supports. (include Elders specific)
- Provide community members with the tools to support one another such as training for suicide prevention, First Aid, Mental Health First Aid, Stress and Peer Management, Naloxone intervention, and other identified training needs.

### Infrastructure:

#### **Nak'azdli Whut'en Health Centre accommodates all age groups with its comprehensive infrastructure.**

- Seek funding alongside neighbouring Nations and FNHA to establish a community health centre for urban Indigenous peoples in Prince George

**Away From Home Members:****Nak'azdli Whut'en supports the health and wellness of all members living in or away from community.**

- Allocate communications, off-reserve funding and resource navigation support to away from home members
- Increase supports available to away from home members through the Prince George Native Friendship Centre, including Health Centre staff visits and the support services (such as transportation) to facilitate access to medical services

**Advocacy and Partnerships:****Nak'azdli Whut'en operates an innovative Health Centre that seeks opportunities for growth and quality community-based care.**

- Outline methods to lobby the federal government to recognize the need for off reserve funding models for community members.

*Nak'azdli Whut'en Health Centre operates within a nested system that unites all generations to heal and thrive together.*

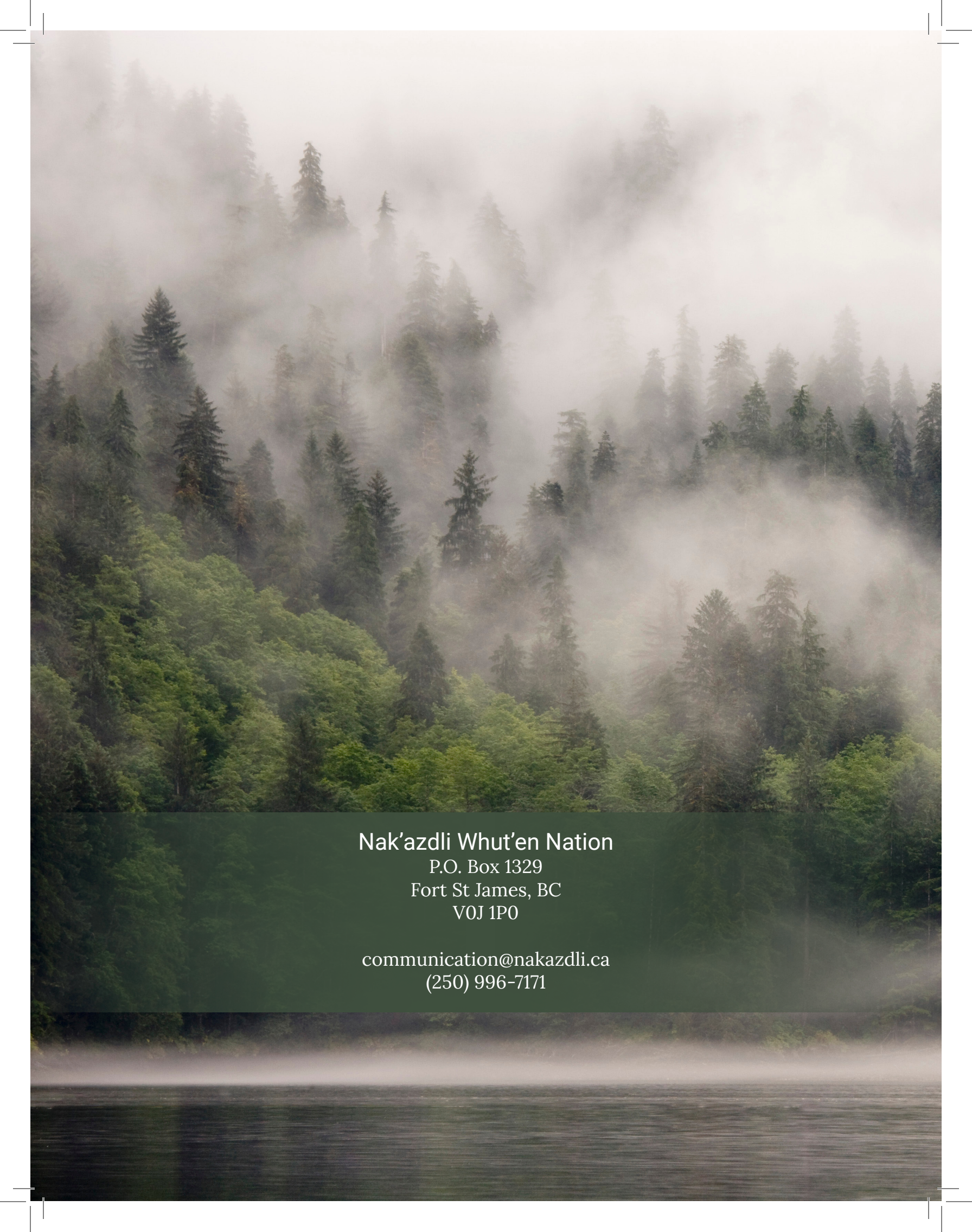
**Intergenerational Healing:**

- Support youth to build relationships with Elders;
- Support youth mentorship programs;
- Seek funding and programs to support youth engagement in sports and cultural activities;
- Create safe space to engage youth to share what they want to see in community to support them where they are

**Capacity Building:****Nak'azdli Whut'en Health Centre invests in its members and employees through education, training, and meaningful employment opportunities**

- Engage youth to learn about pathways to health related positions, invest in their education, and support their journey to return home to work in community



The background image is a misty forest landscape. In the foreground, a calm river reflects the surrounding greenery. The middle ground is filled with a dense forest of evergreen trees, some of which are partially obscured by a thick mist or fog that rises from the river and fills the valleys. The background shows more trees shrouded in mist, creating a sense of depth and atmosphere. A dark green, semi-transparent rectangular overlay is positioned in the lower half of the image, containing white text.

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