



# Pabineau First Nation

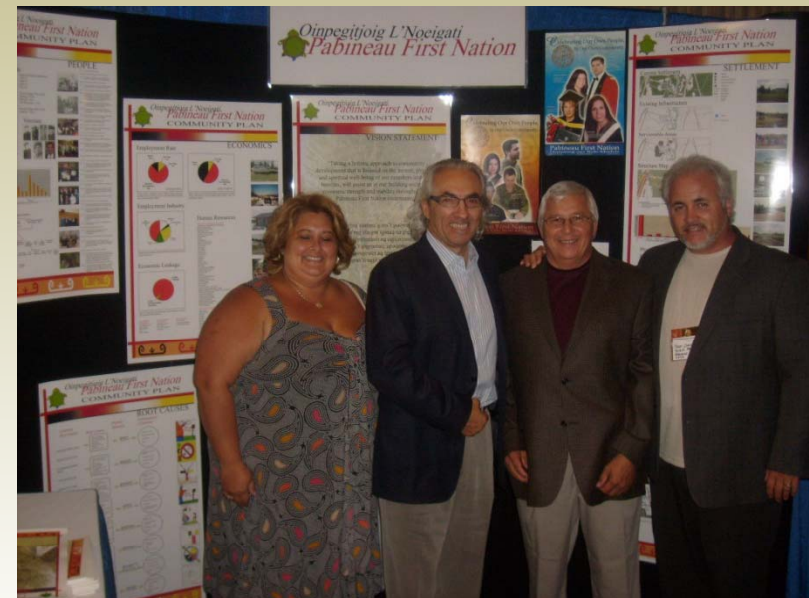
Barbara Calderone

Best Practices in  
Comprehensive Community  
Based Planning



# What is Comprehensive Community Based Planning?

Planning is a way to empower people to invent a better future for their community. It is holistic and includes all aspects of community development: economic, social, health, education, governance, etc. It allows people to think in the long-term and to act concertedly in the short term.





# Why Plan?

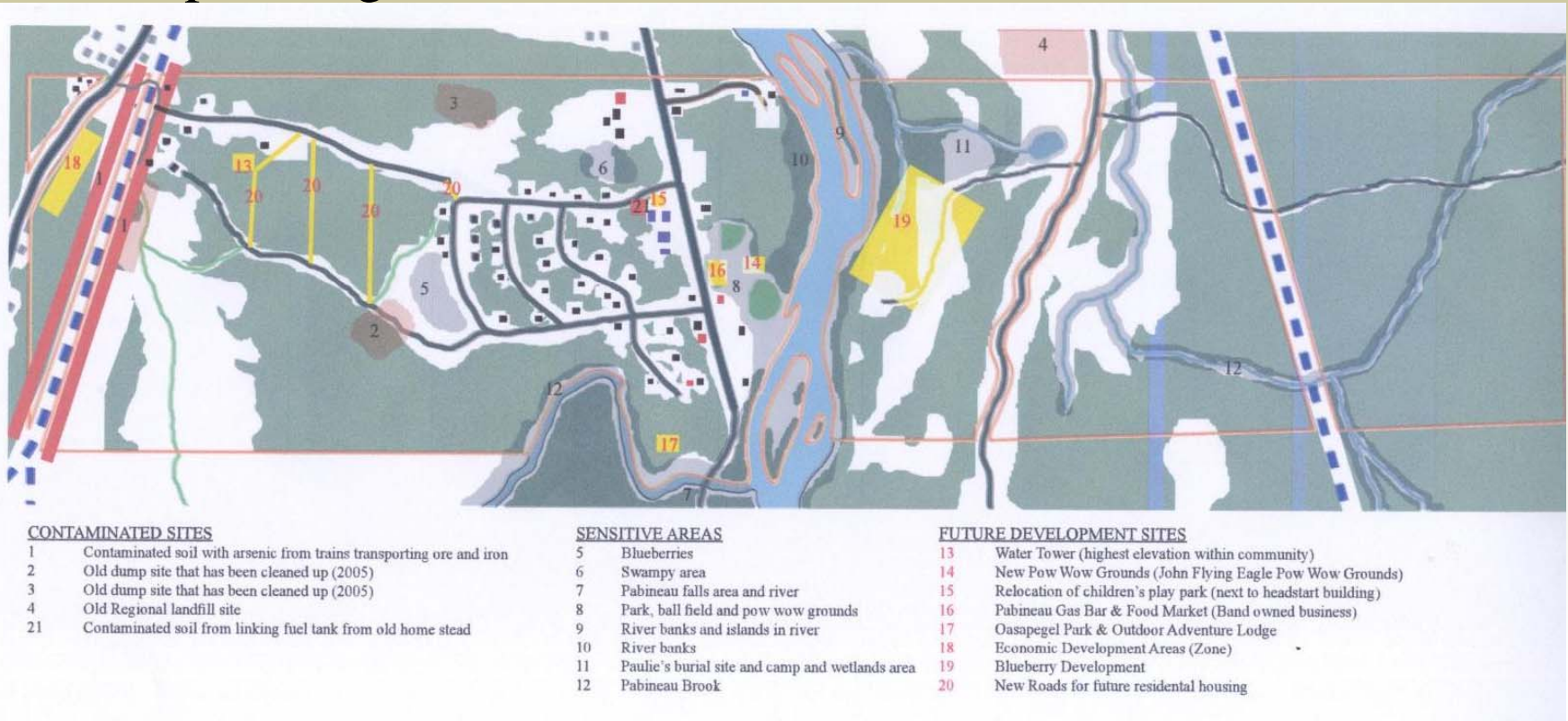
- Helps a community to decide its own future
- Helps community plan for 7 generations
- All projects work toward achieving the vision
- Saves money in the long term
- Community does more with less
- More effective relationship with government agencies
- Quality of life improves
- No need to start over every time





# Structure Map

In Pabineau we developed our structure map to use as a visual tool when addressing areas of concern, protected areas, and future planning





# Human Resources

- Record current background information on skills, education, training of community members & collect resumes
- Review current staff to ensure they are properly matched and reassign if necessary
- Continue raising level of education and skills of current staff
- Develop incentives, recognition, job shadowing & job sharing
- Plan for the future, 7 generations, with your youth
- Seek funding to create meaningful work





# Infrastructure

- Develop, implement, & sustain internal governmental structure
  - Job descriptions
  - Roles & responsibilities
  - Employment contracts / agreements
  - Organizational chart
  - Defined roles & responsibilities of Chief & Council
  - Managerial structure
  - Up-to-date personal policy
    - Code of conduct
    - Confidentiality Agreement
    - Discrimination & Harassment Policy
    - Privacy & Personal Information Policy
    - Conflict of Interest Policy
    - Employee Confidentiality & Non-Disclosure Agreement
    - Travel Claim Process
    - Etc...





# Infrastructure

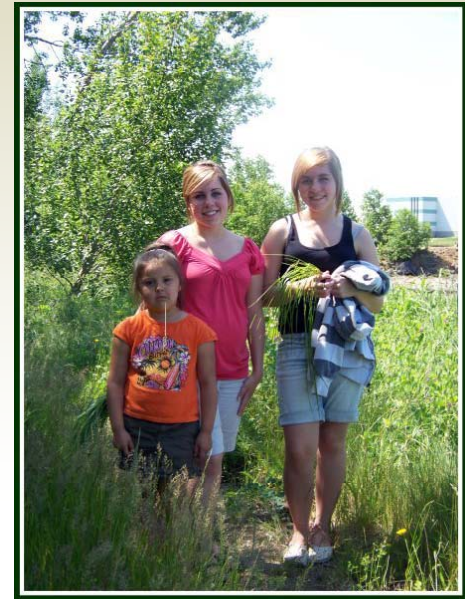
- Scan, evaluate, & develop long term plan to address potential areas of concern for the next 7 generations
  - Subdivision building lots
  - Serviceable building lots
  - Zoning for commercial lots
  - Water sustainable to next 7 generations
  - Road structure & maintenance
  - Protection of sensitive areas
  - Central sewage system
  - Sustainable wild life & sea life
  - Sustainable forestry





# Social

- Establish a sense of community pride amongst all ages, all beliefs, all lifestyles, & all interested parties
- Break the cycle of “old way of doing business” or “it’s always been that way”
- Self-motivation, be the example of a better way of life
- Team approach





# Economics

- Examine your resources, skills, need, potential, and services currently in the community focusing also on future growth.
- Develop a list of potential opportunities
- Develop your action plan
- Secure funding
- Follow through overcoming obstacles
- Remain focused on long-term goals
- Solid financial & business plans
- Develop relationships with outside resources & services





# Health

- Surveyed community's needs, overall health, well-being
- Develop services based on community need
- Bridge services internally / externally
- Healing circles / Talking circles
- Peer support
- Healthy approach “after hour” activities
- Strong Health team
- Healthy individuals – Healthy community





# Reality Check

- The plan is only as good as the community involvement.
- The plan is only as good as the support of the Chief & Council
- The plan is only as good as keeping the plan alive
- The plan is only as good as relationships are developed, supported, encouraged, & nurtured
- The plan is only as good as working together as a team with a common goal for the future

