

Lummi Community Plan

March 2005



The goals in the Community Plan are based on comments received from the Lummi community. These comments were gathered during seven public meetings. First, the Economic Development Department hosted two meetings at the Wex li em Community Center, one for the general community and the other for the Lummi youth (November 22, 2003 and December 7, 2003 respectively). Then the Planning Department hosted a series of five public meetings (July 24, 2004-LIBC chambers, August 7, 2004-LIBC chambers, August 21, 2004-Cagey Smokehouse, September 15, 2004-Little Bear, September 29, 2004-McKenzie community center), during which the attendees were asked to discuss their visions for the future in many areas of life on the Reservation. Over the course of all seven community meetings, approximately 800 comments were received. By reviewing the comments received at these meetings a set of goals, listed randomly within each category below, were developed that once achieved will greatly improve the quality of life on the Lummi Reservation.

The purpose of the Community Plan is to act as a guide for the future of the Lummi Reservation, as developed by the Lummi Community. Each department within LIBC will be able to use the goals that apply to their department's scope of work, along with the appropriate LIBC budget priorities to develop their work plans that will ensure the current needs of the Lummi community are being met. The goals in this Plan are intended to be general. This allows each department to develop projects, action plans or tasks they feel best meet the goals.

Due to the fact that as soon as one goal is met a new goal will arise, coupled with the fact that goals and priorities of a community can change over time, it is important that this Community Plan be revised frequently. At least once every five years the entire community involvement process should be redone and the Plan updated as needed. This will allow LIBC to keep in touch with the needs and desires of the community.

COMMUNICATION



Vision for Communication at Lummi: It is the vision of the Lummi Community that the lines of communication between LIBC and the community, as well as within LIBC, will always be open and clear.

Existing Tribal Resources: Lummi Nation News (LNN), Squol Quol, Water and Sewer billing, NWIC newsletter, Safety and Wellness newsletter, Lummi Events Hotline.

Community Concerns:

- There should be more opportunities for the community to get together and discuss whatever issues they feel are important.
- The community is not fully aware of what goes on within LIBC or the services LIBC provides. This leads to distrust and a lack of confidence by the community in the job LIBC is doing.
- A large number of Tribal members feel they either don't know how to voice their concerns to LIBC or that when they do LIBC doesn't listen.

Goals:

One to Three Years

- An increase in public functions that are hosted or at least attended by LIBC members. These functions can consist of General Council meetings, LIBC meetings, community dinners, or other types of social gatherings. By varying the types of meetings the number of people attending will be increased. It is important that Tribal leaders be

present at these meetings to let the community know that their concerns are being heard.

- Develop a system that will ensure that a Tribal member who voices a concern or asks a question of LIBC is followed up with in a manner that lets them know they are being heard.
- LIBC needs to take advantage of existing information outlets such as the Communication Department and public meetings to keep the community informed about what is going on within LIBC as well as to educate them on where they need to go to get specific questions answered.
- In order to improve people's ability to be heard by LIBC, community members with similar concerns and interests should form groups and then pick someone to represent them in front of LIBC as well as report back to the group. For example, there could be a youth representative who would present the youth's concerns to LIBC and then report back to the youth about what progress has been made concerning their issues.

EDUCATION



Vision for Education at Lummi: It is the vision of the Lummi Community that everyone will have access to a quality education that will prepare them to be contributing members of the Lummi Nation. This is to be done in a way that not only prepares the individual for future employment, but also incorporates the history, traditions and culture of the Lummi Nation.

Existing Tribal Resources: Employment Training, Northwest Indian College (NWIC), K-12, Headstart, Daycare, Youth Recreation, Cedar Project, Youth Education and Social Services (YESS).

Community Concerns:

- There is a need for training that will prepare Tribal members for jobs. The training needs to be geared toward family wage jobs.
- The community realizes the need for higher education, however it is not financially possible for many Tribal members. Tribal members need to be given guidance on how to obtain scholarships.
- It is important that the Tribe maintain the NWIC. NWIC should be preparing students to go on and get their four-year degree.
- NWIC is getting away from its Indian roots. There needs to be more classes dealing with Indian issues in the curriculum.

- Education should not only be directed toward the schooling process, but also toward the parents and home life of the children.
- Schooling should support the continuing process of promoting cultural awareness of each child including the respect and understanding of Lummi individuals, family members, and others in the community. Lummi language skills can be an important part of this learning need.
- The education system needs to prepare youth to continue on to higher education.
- There is too high of a turnover rate among schoolteachers.
- Staff needs to work with parents and children to create and maintain a school atmosphere that promotes education for each individual Lummi child.
- There is a need for excellence in Lummi Schools while maintaining a cultural connection to the families and Tribe.
- There is a lack of vocational training available for the Lummi students in the schools. This lack would need to be addressed towards specific vocation training as compared to traditional shop classes.
- Elders need to be involved in youth education.
- The Education Commission and College Board need to be comprised of properly qualified individuals.
- There is a need for more after school programs for Tribal youth. These programs need to be easily accessible to the youth and at least some of the programs should make an effort to get entire families involved in their children's education.
- Programs that introduce youth to successful adult role models will allow the youth to learn skills that will be needed when they are adults.
- The Tribe currently has some good youth programs, however these programs need to be better advertised and funded. Also, programs within the Tribe as well as outside agencies should work together.
- Headstart is a good program, however it does need to be moved into a new building.
- Drop off daycares need to be developed in several locations throughout the Reservation.

Goals:

One to Three Years

- Provide assistance in finding scholarships to all who are interested.

- Provide elective classes at NWIC that deal with Indian issues.
- Provide parenting classes to new and expecting parents.
- Develop programs to encourage parental involvement in children’s education.
- Develop a program to introduce students to adult role models in the community. There should be a special emphasis on including elders.
- Make vocational training available that is geared towards family wage jobs for those who do not want to go onto higher education.
- Set minimum qualifications for the Education Commission and College Board that will ensure members are able to make adequate decisions.
- Move Headstart into a larger building.

Five to Ten Years

- Reduce the faculty turnover rate of the Tribal school to equal or below the State average.
- Improve the curriculum at the Tribal school to equal or exceed the quality of the curriculum offered at other public schools. In doing so, choose a curriculum that the students can relate to on a cultural level.
- Ensure that NWIC graduates are adequately prepared to continue on to earn a four-year degree.
- Open several affordable drop off daycares in convenient locations around the Reservation.

WELLNESS



Vision for Wellness at Lummi: It is the vision of the Lummi Community that Tribal members of all ages have: A clear, healthy and happy understanding of who they are as individuals, as family members and as Tribal members; respect and pride of self, family, Tribe, culture and tradition, as well as respect for those that are different; understanding and acceptance that we all still have much to learn in life. This understanding and acceptance allows us to heal, to grow and to live “well” as individuals, families and as a Tribe.

Existing Tribal Resources: Life Center (Health Clinic, Family Services, Drug and Alcohol Treatment), Law and Order (Victims of Crime).

Community Concerns:

- Drug and alcohol abuse are a major problem within the community.
- There should be more treatment as opposed to punishment of drug and alcohol addicts.
- There should be special consideration given to caring for the families of addicts. Treatment needs to be looked at as a community wide process, not only involving the addict but also family, friends, and neighbors.
- Better counseling services need to be provided.
- Drug dealers should be punished to the full extent of the law.

- The community feels that the laws on the Reservation are not being properly enforced.
- There is a lack of recreational resources on the Reservation. (From the youth meeting)
- Kids need a safe place to go when they don't feel safe at home. (From the youth meeting)
- Community members feel they are not getting adequate service from the clinic. They would like to either see the care provided by the clinic improved or they would like the option to find their own provider.
- The Tribe has to be able to provide adequate services to all Tribal members who choose to make the Reservation their home.
- If the community can learn to come together as one and help out those in need they will be able to provide services that the government cannot.
- Safety on the roads is a major issue for both drivers and pedestrians.

Goals:

One to Three Years

- Develop in school, as well as extra curricular programs that will teach children about ways to stay away from, along with educating them about the dangers of drugs, tobacco and alcohol.
- Adopt a zero tolerance policy for drug related offenses.
- Develop community watch programs within each of the individual communities on the Reservation.
- Begin developing some recreational resources on the Reservation.
- Open at least one safe house where children can go if they do not feel safe at home.

Five to Ten Years

- Provide greater access to recovery from drug and alcohol addiction. Part of the recovery process should involve counselors working with the family and friends of the addict in order to develop a support group.
- Improve the health care service and/or allow Tribal members to choose their own service provider off reservation.
- Implement traffic and pedestrian safety measures throughout the Reservation.

PROSPERITY



Vision for Prosperity at Lummi: It is the vision, of the Lummi Community that all families have a home that they can be proud of, an education that allows the individual to reach his or her goals in life, a job that inspires pride and happiness, economic development that provides a wide range of job opportunities for Tribal members.

Existing Tribal Resources: Housing Department, Economic Development Department (Lummi Commercial Company, Lummi Development Authority), Employment Training Center.

Community Concerns:

- The Tribe needs to start collecting taxes instead of all our tax money going to other governments.
- While they do need to be competitive, salaries need to be in line with the work the employees are doing.
- Tribal leaders need to be held accountable for their spending.
- The Tribe needs to develop creative and innovative economic development opportunities.
- There needs to be fair and consistent hiring practices. The job should go to the most qualified applicant.

- The Tribe needs to find ways to develop jobs and training that will provide Tribal members with family wage jobs.
- There needs to be an effort to develop new jobs on the Reservation or attract outside businesses that can provide jobs.
- The procedures for dealing with the Housing Department need to be made clearer.
- Community members need assistance in getting repairs, additions and upgrades done to their homes.
- There is not an adequate amount of housing. The housing that is provided should be different for different people, depending on what their needs are.
- There are no retail shops or restaurants on the Reservation. (From the youth meeting)

Goals:

One to Three Years

- Expand Tribal tax revenues without further burdening Tribal members.
- Increase the communication between LIBC and the community in such a way that the community will be able to better monitor the use of LIBC resources.
- Enforce section 707 (Nepotism) of the LIBC Human Resources Personnel Policy Manual.
- Improve communication between the Housing Department and the community in order to better educate the community on the how to obtain housing or to get work done on existing housing.

Five to Ten Years

- Develop a range of housing options to fit individuals in different stages of their lives.
- Develop a system that promotes entrepreneurship and job creation on the Reservation.
- Make sure that the salaries paid for Tribal positions are equivalent to those being paid for similar positions at other agencies.
- Promote the opening of retail or restaurant business by Tribal members or attract outside businesses to the Reservation.

RESOURCE MANAGEMENT and PROTECTION



Vision for Resource Management and Protection at Lummi: It is the vision of the Lummi Community that the Tribe’s cultural, land and natural resources will be managed in a way that allows Tribal members to meet their needs (ex: cultural, housing, economic, recreational), while at the same time preserving and enhancing these resources for future generations.

Existing Tribal Resources: Planning Department (Construction, Facilities Management, Water and Sewer, Project Clean up), Natural Resources, Culture Department (Schelangen (Lummi Tribal Historic Preservation Office (LTHPO), Cultural Contract Services Department (CCSD))).

Community Concerns:

- Ground water and surface water on the Reservation are not being properly protected.
- The Tribes is not taking full advantage of its water resources.
- There needs to be a greater effort made to protect the natural resources of the Reservation.
- Trespassing is a problem that needs to be dealt with.
- The Tribe should make an effort to buy back non-Tribal land on the Reservation.
- Planning staff should work to better inform the community about the intent and implications of land use regulations.

- Development projects need to be properly planned, taking current use as well as future use into consideration.
- The community feels there should be a major effort to clean up the Reservation.
- The work that Project Clean-up has done so far has not gone unnoticed, however they do not currently have the funds or resources to clean up the entire Reservation on their own. The Tribe needs to provide a means for community members to dispose of trash.
- Cultural sites and resources need to be protected and made available for use for cultural purposes.

Goals:

One to Three Years

- Enforce trespassing laws.
- Expand the existing land acquisition program.
- Improve the communication between the Planning Department and the community in an attempt to better educate the community on the need for and how land use regulations work.
- Improve funding for Project Clean-up.
- Include long range planning into all development projects.
- Develop a system that allows the use of cultural resources for cultural purposes.

Five to Ten Years:

- Implement economic development that takes advantage of existing water resources.
- Develop a system to dispose of household trash on the Reservation.
- Clean up of existing contamination in and around waterways and enforce existing protection laws.

SERVING (GOVERNING)



Vision for Serving (Governing) at Lummi: It is the vision of the Lummi Community that LIBC will provide for the needs of the community in a responsive manner, which fosters open communication and the responsible use of Tribal resources.

Existing Tribal Resources: Lummi Indian Business Council members, General Manager's Office, Planning Department (Realty), Finance Department, Human Resources Department, Accounting and Purchasing Department, Information Systems Department, Legal Counsel, Public Defender.

Community Concerns:

- Members of the community feel that the decisions being made at LIBC do not reflect the needs and desires of the community.
- Decisions need to be made based on what is best for the entire community.
- There is a feeling of disconnect between the community and LIBC. A major cause of this problem is that there is very little communication between LIBC and the community. The community is not aware of what goes on within LIBC, which caused a lack of trust.
- Lummi Tribal members should make decisions concerning the direction the Lummi Nation will go.
- The Tribe needs to plan for the future.

- Tribal government needs to become more efficient. Too much time, money and effort is being wasted because people do not work together.

Goals:

One to Three Years

- In order to improve people's ability to be heard by LIBC, community members with similar concerns and interests should form groups and then pick someone to represent them in front of LIBC as well as report back to the group. For example, there could be a youth representative who would present the youth's concerns to LIBC and then report back to the youth about what progress has been made concerning their issues.
- Increase the visibility of LIBC members by increasing the number of public gatherings (General Council meetings, town meetings, dinners, etc.) hosted and/or attended by LIBC members.
- Increase the communication and cooperation between LIBC departments.
- Require more long range planning from all LIBC departments in order to accommodate the expected growth in population on the Reservation.
- Bring important decisions to General Council to be voted on.

SOVEREIGNTY



Vision for Sovereignty at Lummi: It is the vision of the Lummi Community that the Lummi Nation is able to govern itself in a way that takes into account the cultural needs of Tribal members.

Existing Tribal Resources: Tribal Courts, Culture Department (Schelangen (Language)), Archives Department, Enrollment Department, Grants and Funding Department.

Community Concerns:

- The Tribe needs to aggressively defend its Treaty rights.
- Blood quantum for Tribal enrollment should be lowered or eliminated.
- There is disagreement on who should and shouldn't be considered a Lummi Tribal member.
- People who are properly trained should teach culture classes. The development of culture classes should be overseen by a culture committee, which is comprised of individuals who are properly trained in Lummi culture.
- The Coast Salish culture is a uniting factor within the Lummi Nation. This culture should be further enhanced and used as a guiding force within the Tribe.
- Lummi traditions need to be taught starting at a young age. However, there is disagreement as to whether or not this should be done in the schools.

Goals:

One to Three Years

- Defend existing Treating rights.
- Set a standard for Tribal enrollment that will promote the continuation of the Lummi Tribe.
- Promote the Coast Salish/Lummi culture using properly trained and educated Tribal members.



LUMMI INDIAN BUSINESS COUNCIL
2616 KWINA ROAD • BELLINGHAM, WASHINGTON 98226 • (360) 384-1489

RESOLUTION #2005-038 OF THE LUMMI INDIAN BUSINESS COUNCIL

TITLE: Adoption of Community Plan

WHEREAS, the Lummi Indian Business Council is the duly constituted governing body of the Lummi Indian Reservation, by the authority of the Constitution and By-laws of the Lummi Tribe, of the Lummi reservation, Washington; and

WHEREAS, there is a feeling within the Lummi community that the actions of the Lummi Indian Business Council should reflect the needs, wants and desires of the community, and

WHEREAS, in January 2004, the Lummi Indian Business Council directed the Planning Department to develop a Community Plan, and

WHEREAS, the Planning Department hosted a series of five public meetings in locations all over the Reservation in order to gather input on the communities concerns, and

WHEREAS, all of the comments received during the five public meetings were published in a special edition of the Squol Quol that was widely distributed throughout the Lummi community, and

WHEREAS, one final public meeting was held at which a draft of the Community Plan was presented to the public in order to make sure their concerns had been adequately addressed.

NOW THEREFORE, BE IT RESOLVED, that the Lummi Indian Business Council adopts the Community Plan to be used by the departments of LIBC in developing work plans that will meet the wants and needs of the community, and

BE IT FURTHER RESOLVED, that the Lummi Indian Business Council directs all departments and commissions within LIBC to cooperate with the Planning Department in the implementation of the Community Plan in a way that will ensure the goals of the Community Plan are met, and


BE IT FINALLY RESOLVED, that the Chairman (or Vice-chairman, in his absence) is hereby authorized and directed to execute this resolution and any documents connected therewith, and the Secretary (or the Recording Secretary, in his absence) is authorized and directed to execute the following certification.

LUMMI NATION


Darrell Hillaire, Chairman
Lummi Indian Business Council

CERTIFICATION

AS Secretary of the Lummi Indian Business Council, I hereby certify the above Resolution #2005-038 was adopted at a Regular Meeting of the Council, held on the 7th day of **March**, 2005, at which time a quorum of **10** was present by a vote of **8 FOR, 0 AGAINST**, and **1** Abstention(s).


Timothy Ballew Sr., Secretary
Lummi Indian Business Council