

BC Treaty Commission  
FIRST NATION WORK PLAN TEMPLATE  
**STAGE 5: NEGOTIATION TO FINALIZE A TREATY**

*This is intended as a starting point for consideration by First Nations to support in identifying initiatives, deliverables and/or milestones to track progress. Some of these areas of work may be better suited to the tripartite workplan (e.g. chapter work and other treaty related work).*

**SUMMARY**

This section will outline the work the First Nation will engage in over the year, including: community engagement, addressing overlaps/shared territories, lands selection, technical work, etc. First Nations are also encouraged to include working groups, other side tables, potential Treaty Related Measures (TRM) proposals, statuses of potential or existing Incremental Treaty Agreements (ITA), as an example.

**AREAS OF WORK**

Below are suggested areas of work for consideration for a First Nation’s Stage 5 Work Plan. Areas of work should include community engagement, best efforts to resolve overlap/shared territory issues with neighbouring First Nations, agreements and other constructive arrangements, other treaty related work, transition plan and Nation building, closing plan, to name a few.

Under each area of work, First Nations may identify initiatives, deliverables and/or milestones to track progress. This template is intended to be used as a starting point to identify work for completing Stage 5. Some of these areas of work may be better suited to the tripartite workplan (e.g. chapter work and other treaty related work). Two areas of work: Transition Plan & Nation Building, and a Closing Plan are included to maintain momentum and planning in Stage 5 to finalize treaty negotiations.

**DELIVERABLES**

Deliverables should identify the intended or projected results or outcomes. For example, a deliverable of youth engagement initiatives may be an increase of youth participating in treaty discussions.

**TARGET FREQUENCY**

The intended frequency of an initiative. For example, a newsletter may have a target frequency of every two weeks, and a social media strategy may have a target frequency of once a week.

**POSITION RESPONSIBLE**

The position responsible should include the titles of individuals or departments who will execute the task. For example, the development of a membership list may include a Treaty Coordinator, a Self-Governance Manager, and/or the Communications Coordinator

## Community Engagement

Type of Engagement	Deliverable	Target Frequency	Position Responsible
Newsletters		e.g. weekly, monthly, quarterly	e.g. Communications
Community Meeting			
General Assemblies			
Social Media Strategy			
One-on-one			
Youth Engagement			
Land Selection			

## Overlap / Shared Territory / Shared Boundary Engagement Work with Neighbouring First Nations

Type of Engagement	Target Frequency	Position Responsible / Next Steps
Letters to Neighbouring First Nations e.g. Identify First Nation/strategy to engage if sending letters to more than one First Nation		
Meetings between Leadership e.g. Identify leadership: Hereditary, elected Chief and Council		
Community / Membership Gatherings e.g. Identify locations, and who may be living away from home		

### Agreements and Other Constructive Arrangements

Type of Agreement / Arrangement	Status	Next Steps
e.g. Incremental Treaty Agreements		
e.g. Side Agreements		
e.g. Economic Developments		
e.g. Periodic Renewal		

### Other Treaty Related Work

Project / Initiative	Deliverable	Position Responsible / Next Steps
TRM Proposals		
Land Selection		

### Transition Plan & Nation Building

Project / Initiative	Status	Position Responsible / Next Steps
<b>Governance</b>		
Constitution Development		
Laws / Jurisdiction(s) to be drawn down		
<b>Capacity Building</b>		
Human Resource Planning		
<b>Ratification</b>		
Eligibility and Enrollment		
Membership List		
Citizenship Code		

## Closing Plan

Project / Initiative	Status	Next Steps
Chapter review		
Outstanding Issues	e.g. developing a list	e.g. waiting for policy reviews
e.g. Environmental Assessment	e.g. not reviewed since XX	e.g. waiting for language form BC/Canada, First Nation to table language etc.
Legal Review		

## TRIPARTITE MEETING SCHEDULE

The purpose of the Tripartite Meeting Schedule is to capture main table meetings, working group meetings, important community dates, and other tripartite activities. This may be included in the tripartite work plan.

Date	Meeting Type and Location	Agenda Items
Meeting Date	Meeting Type Location	• Proposed agenda items
Meeting Date	Meeting Type Location	• Proposed agenda items
Meeting Date	Meeting Type Location	• Proposed agenda items
Meeting Date	Meeting Type Location	• Proposed agenda items

## APPENDICES

First Nations may wish to include appendices, including closing issues list, overlapping / shared territories strategies, readiness strategies, land/cash offer plans, etc.

## APPENDIX A EXAMPLE: GANTT CHART

Below is an example a project plan in the form of a GANTT chart, which outline steps required for an initiative/deliverable.

EXAMPLE - First Nation Internal Work Plan 2021 /2022																							
	2021												2022										
	Apr	May	June	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Community Engagement</b>																							
Newsletters																							
Community Meetings																							
General Assemblies																							
Develop Social Media Strategy																							
Youth Engaement																							
Land Selection																							
<b>Overlapping/Shared Territories/Shared Boundaries with Neighbouring First Nations</b>																							
Letters to neighbouring First Nations																							
Meetings between leadership																							
Community/membership gatherings																							
Developing intergovernmental protocols																							
<b>Nations Building and Governance Work</b>																							
Membership List																							
Citizenship Code																							
Constitution Development																							
Capacity Assessment/Building																							
Human Resource Planning																							
<b>Agreements and Other Constructive Arrangements</b>																							
Incremental Treaty Agreements (ITA)																							
Side Ageements																							
Memorandums/Letters of Understanding																							
<b>Other Treaty Related Work</b>																							
Treaty Related Measure (TRM) Proposals																							
Land Selection																							
<b>Transition Plan &amp; Nation Building</b>																							
<b>Governance</b>																							
Constitution Development																							
Laws/Jurisdictions to be drawn down																							
Capacity Assessment/Building																							
Human Resource Planning																							
Ratification																							
Eligibility and Enrollment																							
Membership List																							
Membership Code																							
Closing Plan																							
Chapter Review																							
Outstanding Issues																							
Legal Review																							