



Securing the Sustainability of Tribal Canoe Journeys  
Convening

September 28<sup>th</sup> - 30<sup>th</sup> 2014  
Suquamish - Clearwater Resort



Facilitators:

Jennifer Whitener Ulrich

Betsy Moyer



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## BACKGROUND

TWG was retained by Potlatch Fund to facilitate a convening called Securing the Sustainability of Tribal Journeys. Securing facilitators outside Potlatch Fund allowed Potlatch Fund staff the flexibility to actively listen to



participants without the work of running the session and offered a separation from being the leading voice in the room. Potlatch Fund recognizes that this conversation of sustainability must be led from within the people intricately connected to the functioning of Canoe Journey.

Potlatch Fund secured funding for participants to be able to attend the convening from:

- Anonymous Foundation – Provided funding for lodging, meals, mileage support and facilitation.
- The Suquamish Tribe – Provided funding for facilitation and hosted the Community Dinner.
- Port Madison Enterprises – Provided support for lodging, meals and transportation.
- The Whitener Group – Provided support for facilitation.
- American Friends Service Committee – Provided additional mileage support.

Though Potlatch Fund staff selected the participants, the intent of the session was to fill the recent perceived gap in the tribal journey planning process, which was the need for someone to bring together different stakeholders from tribal journeys (skippers, grant writers, funders, pullers, ground crew, canoe families and others) and begin a conversation about the sustainability of tribal journeys. More specifically, what do the people who are closely involved with the Canoe Journey think is the most beneficial way(s) to make sure Journey continues in the manner preferred by all the different stakeholders?

Potlatch Fund outlined to the facilitators that through introducing a particular funder to Tribal Canoe Journey, a one-time gift was given to Potlatch Fund by this funder to support an initial convening. Potlatch Fund was and remains very clear that the conversation had to be open-ended without any agenda (hidden or



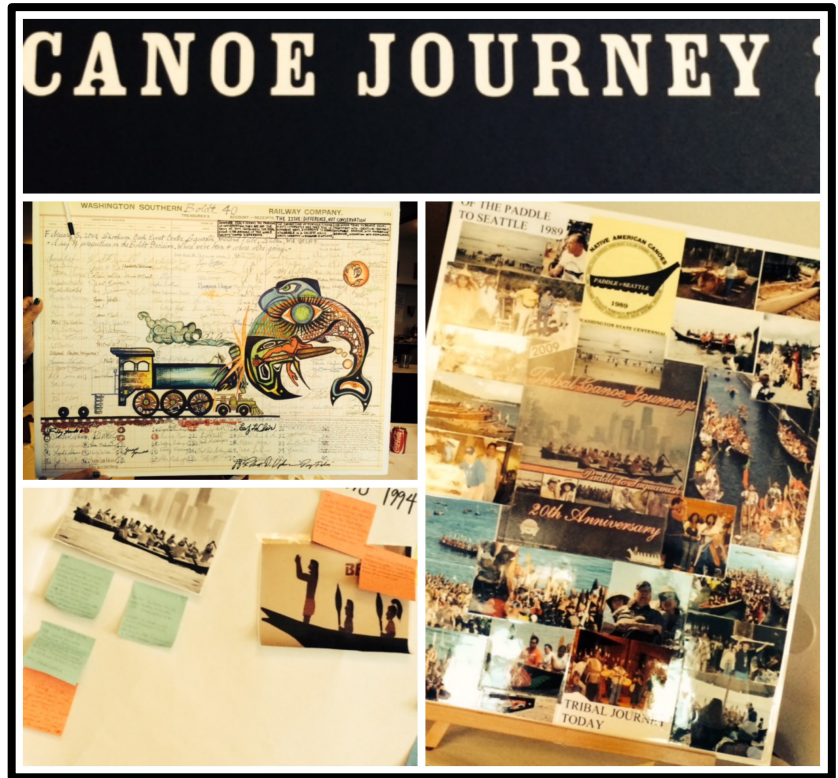
obvious) as to the outcome. Potlatch Fund wanted to design a process that would be set up by the facilitators and content driven by the participants without any preconceived idea of the session outcomes. As directed by Potlatch Fund, the facilitators guided this convening with the understanding that this would be the first and only time that Potlatch Fund would organize the conversation and the participants of the group would be responsible for any next steps, if any.

With this in mind, TWG facilitators designed a session outline with the understanding that the conversation would determine the direction. TWG facilitators adapted the flow and structure of the discussions based on feedback from the group and where the group seemed to be heading after each session.

## PRE-CONVENING DATA COLLECTION

To help TWG gain a better understanding of where the group stood on some preliminary questions, TWG designed a survey using a tool called SurveyMonkey. Pre-collected data gives us, as facilitators, a glimpse into the general opinions of the participants and helps us decide the activities and exercises we use to generate rich discussion. TWG offers the use of our

SurveyMonkey tool to participants in the future if there is interest in gathering more data on the Tribal Canoe Journey. (Note: data from the survey is included in Day 1 of the Convening, which is addressed below).



## CONVENING

The following narrative is from the perspective of the Facilitators.

### DINNER & PRELIMINARY INTRODUCTIONS

(Sunday, September 28th)

The convening kicked off with dinner at the Suquamish Clearwater Resort. At dinner we had approximately 31 participants, which was 76% of total attendance.

During introductions we asked participants to identify their name, affiliation and what they hoped to get out of the next two days. Based on the initial introductions and information shared, we adjusted the structure and content to fit the expectations voiced in the room.

## DAY 1 – PAST & PRESENT

(Monday, September 29th)

Attendance: 41 participants

### INTRODUCTIONS & MOMENTS OF TRUTH/GIFTS

During introductions, we asked people to share their moment of truth and again their name and affiliation. We defined moments of truth as: The stories of how you know your values are real to you, where they came from and how you learned them, and the intimate and profound personal experiences—glorious or traumatic—that shaped your self-awareness.<sup>1</sup>



At the beginning of this exercise, there was some push back from group about the length of introductions and if we needed to spend the time on introductions again. Other members of the group voiced their opinions that they thought that it was still an important piece and the majority of the group wanted to continue the exercise. As facilitators, we know that this conversation around personal moments of truth helps the group delve into their core values and if core values can be kept in the center of our consciousness, they will drive the vision and success of any effort. We captured the core values on flip charts at the front of the room and emphasized those values that were

repeated as we went around the room to each person. Also, it is important that introductions are used at the beginning of any group conversation to make space in the room for those who might not speak up in a large group if the space is not given. In addition, there were people that were not in attendance at dinner the night before who needed to actively engage with the group.

The top 10 values in the room (listed in order of most mentions) were:

Teachings, Healings, Family, Stories, Belonging, Youth, Sharing & Giving, Reciprocity, Awakening, Revitalization

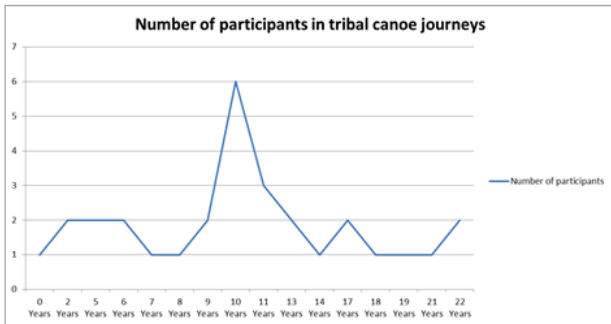
<sup>1</sup> Source: Slap, Stan. (2010, October). *Revealing your moment of truth.*

## COMMON GROUND & SHARED HISTORIES

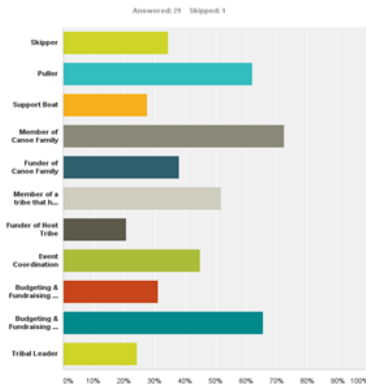
In this session, we presented the survey data collected from the participants prior to the convening to demonstrate the common ground and potential divergent views of Canoe Journey in the room. We also asked Jeff Smith from the American Friends Service Committee to share a history of the Guidebook that has been published for a number of Tribal Journeys and the purpose of the book. As a final exercise, we explained the purpose of the timeline on the back wall of the room, which was to begin mapping the history of Canoe Journey with all of the knowledge in the room. We asked for the group's help in filling in the gaps in information, dates/times of items of note and anything else of importance. When we took a break for lunch, Frank Brown from Bella Bella offered a video and presentation on the successful Journey to Bella Bella in 2014.

## SURVEY DATA COLLECTED PRIOR TO CONVENING

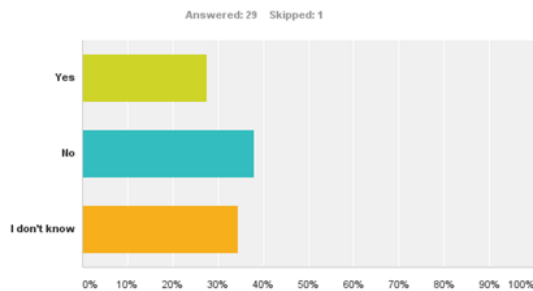
### How many tribal canoe journeys have you participated in?



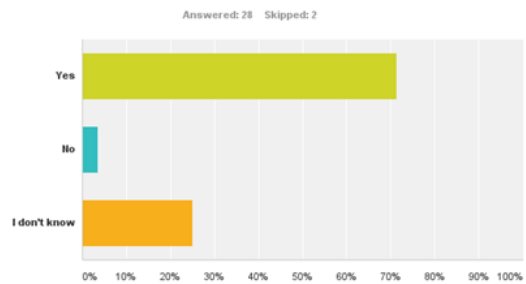
### Q5 What have your role(s) been in tribal canoe journeys? Choose all that apply.



### Q7 Do you think the schedule/format of the tribal journeys needs to change?



### Q8 Do you like having a paddle every year?









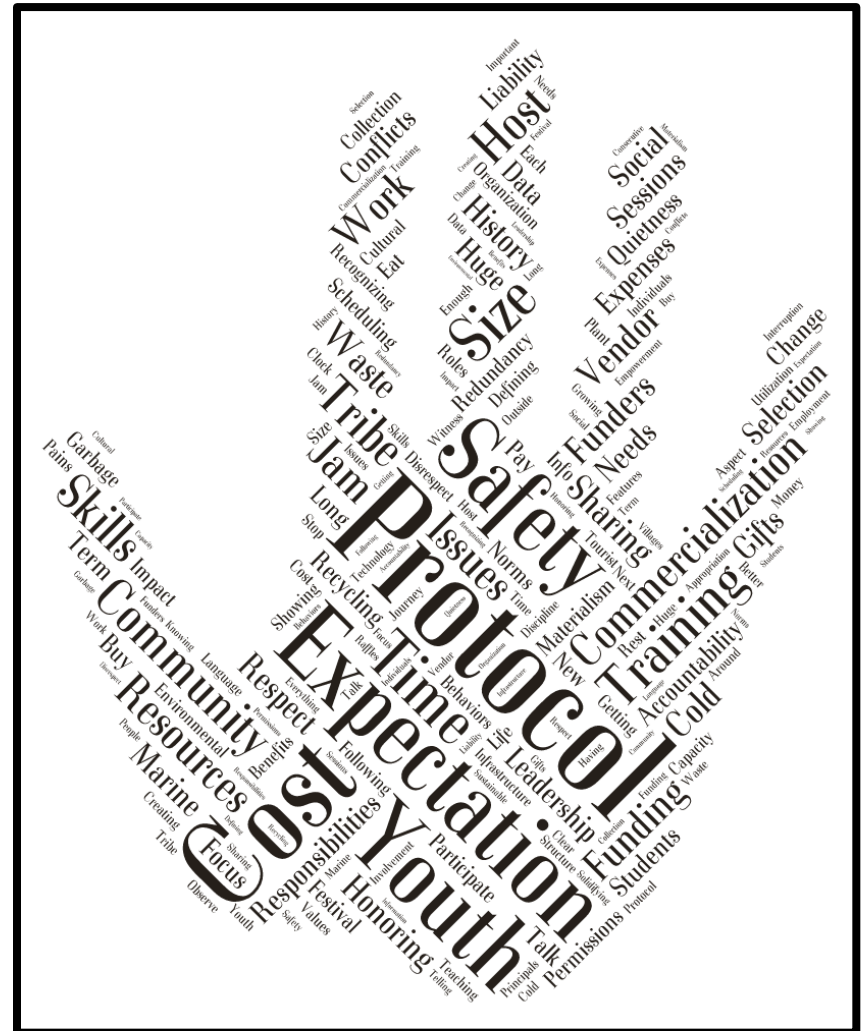
The conclusion of Day 1 Community Dinner hosted by the Suquamish Tribe at their Awakened Culture. Everyone relaxed and enjoyed the food, drumming and singing with the participants.



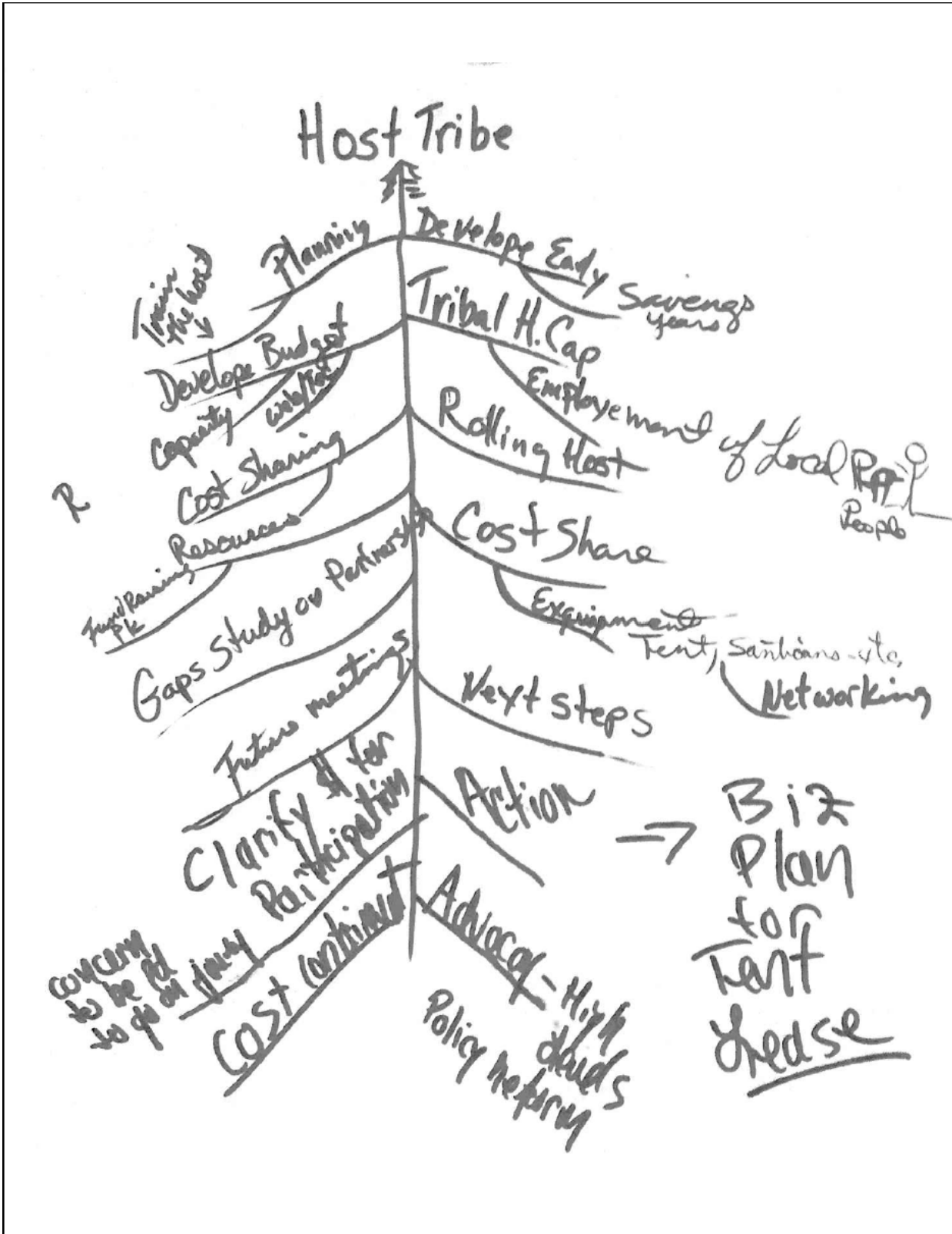
WHAT'S WORKING



WHAT NEEDS IMPROVEMENT



COST VISION FOR THE FUTURE



## DAY 2 – THE FUTURE

(Tuesday, September 30th)

36 participants

### VISIONING FOR THE FUTURE

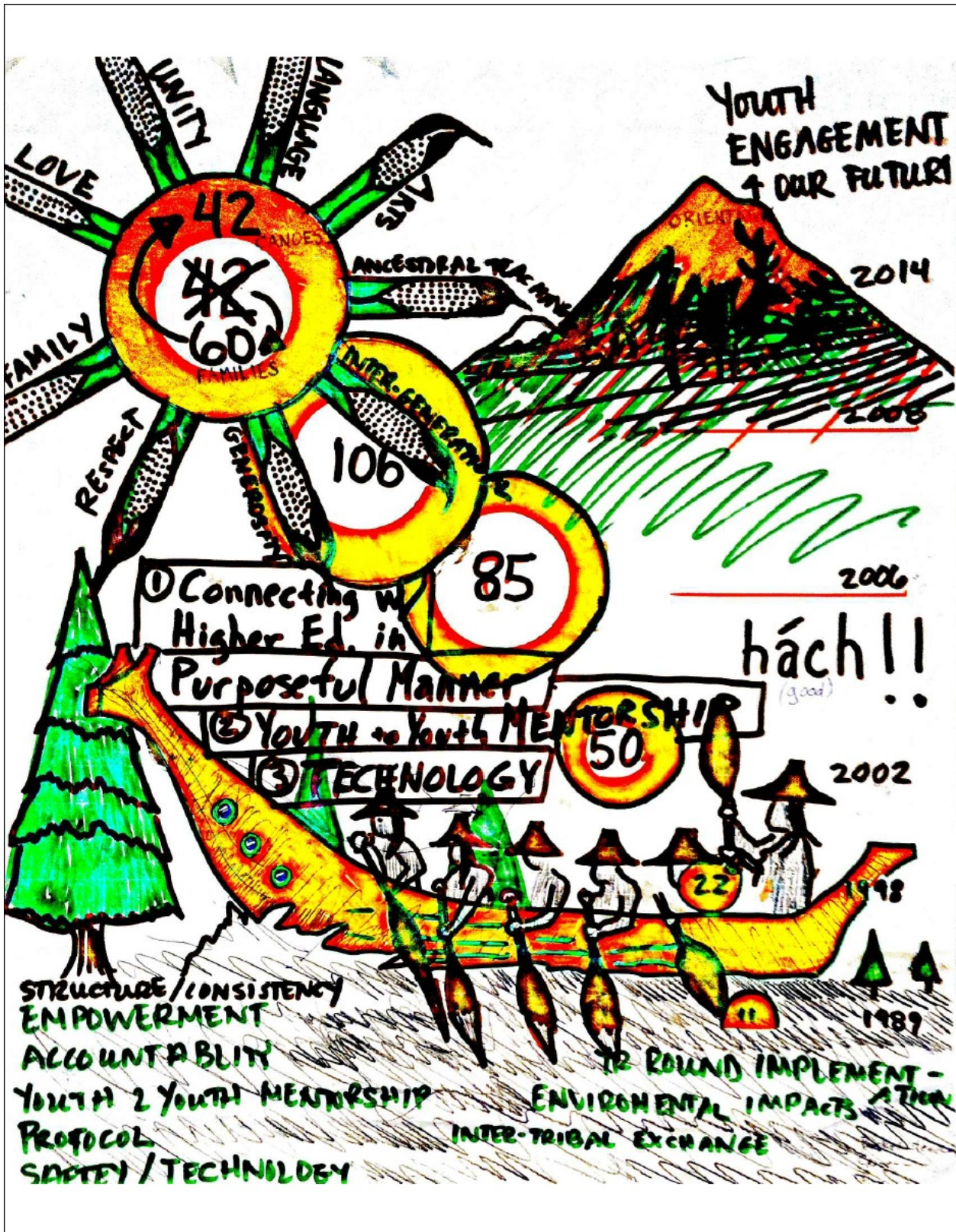


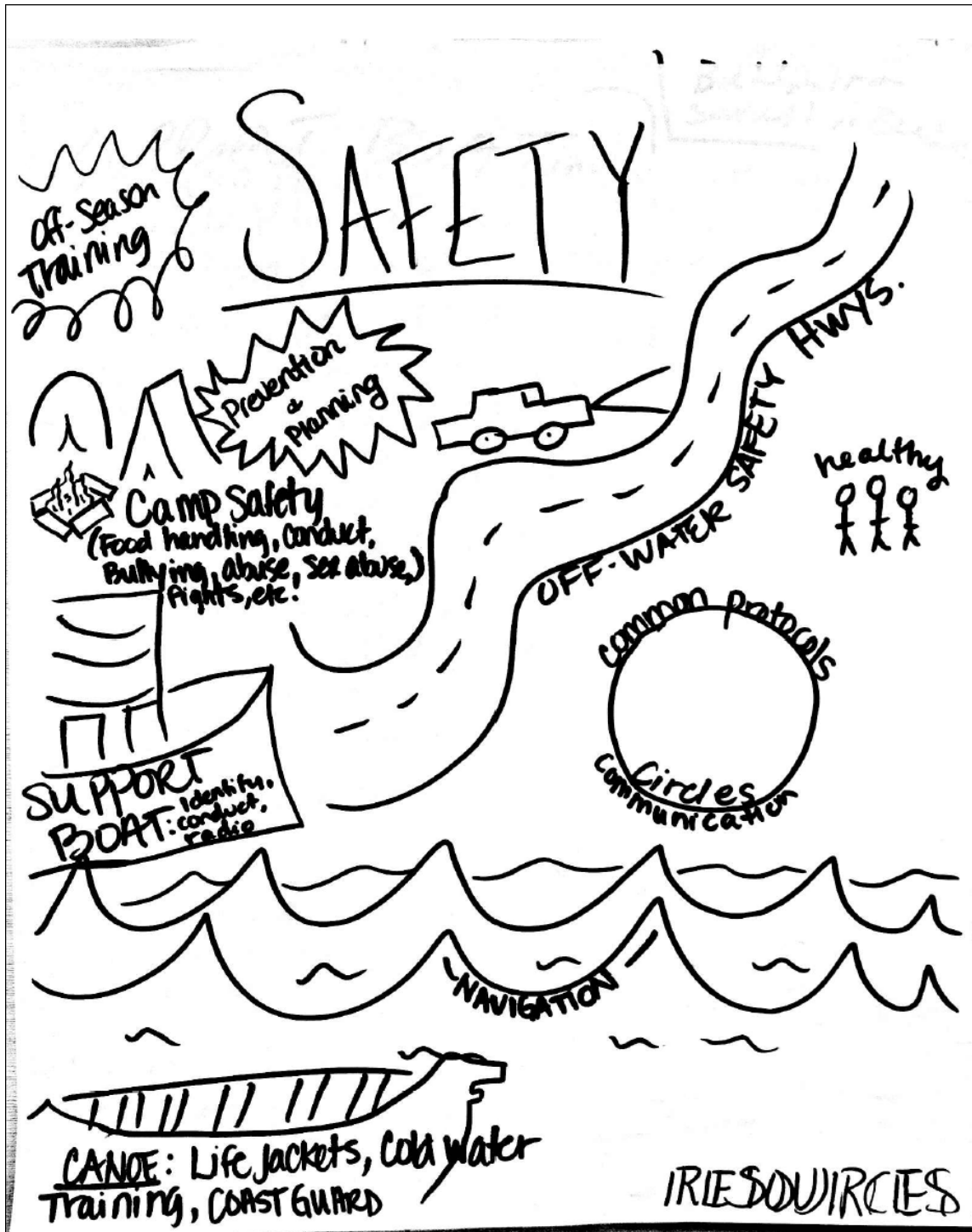
As we worked through the content and notes generated from Day 1, it was apparent to the facilitators that the group was ready to jump into generating action plans. Using the top 5 lists from each group, we showed the top five concepts that were working well within Canoe Journey and the top five items that needed improvement for Canoe Journey to move toward sustainability (graphics showing top 5 lists above). After a larger group discussion where the top five issues needing improvement were reassessed and defined, we again broke the group into smaller working groups based on their interest in the topics. The groups were:

- Costs
- Youth Engagement
- Safety
- Environmental Impacts
- Protocol

The next exercise was the visioning for the future where we asked each group to envision what their topic looked like five years into the future (or 7 generations, or whatever they felt was appropriate to their group) at Canoe Journey. The following pictures are the respective group report outs on the Visioning Exercise in the following order: 1) Costs; 2) Youth Engagement; 3) Safety; 4) Environmental Impacts; and 5) Protocol.

YOUTH ENGAGEMENT VISION FOR THE FUTURE







# Protocol

3 categories: to share teachings on protocol

- ① Off Season - teach at home community prior to T
- ② On route - water stopovers
- ③ Gathering - Host; honor their guidance + wishes

## Issues

behaviour

Jam Session (informal title)

length of road ceremony?  
Honoring the floor  
# people walking on the floor

Youth Outside of protocol

floor time per canoe

\* Upholding Ancestral Laws \*

## Suggestion

RESPECTING OUR TEACHINGS ARE NOT NECESSARILY THE SAME

Code of conduct/Contract

Renaming (Coastal Gathering)

floor monitor

Training @ home about honoring the Hosts

Respect the Hosts wishes Policing ourselves?



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## ACTION ITEMS & RESPONSIBILITIES

As a final exercise, we asked each group to come up with the top three action items needed within their respective topic area with an assignment of who would be responsible in championing each task. The following pictures are the report outs from each group in the following order: 1) Costs; 2) Youth Engagement; 3) Safety; 4) Environmental Impacts; and 5) Protocol.

# Host Tribe

## \* Action Items:

- **H<sup>(PRE-)</sup> TRAINING Workshop**
  - MOW/MOA, CANOE, SOCIETY
  - PREVIOUS COORDINATORS
  - TRAIN NEW COORDINATORS / COUNCIL
  - CURRICULUM TEMPLATE
  - EVENT BUDGET TEMPLATE  
(MASTER Budget)
  - "BEHIND THE PADDLE" DATABASE  
(CODE OF CONDUCT TEMPLATES,  
ADVOCACY LETTERS, HUMAN  
CAPACITY EXCHANGE/GIFT MAKING,  
SOCIAL MEDIA SITE
  - COLLECTIVE BUYERS
- **GAP STUDY ON PARTNERSHIPS**
  - GRANT WRITING / FUNDING NETWORKING
- **YOUTH CONSORTIUM / GENERATION RISING**

~~BLUE BONY YOUTH PROGRAM & OTHERS~~

# ① Connecting w/ Higher Ed. in a Purposeful Manner

① **PEOPLE** (PASSION) Yvonne Peterson, Denny Hurtado, Roger Fernandez, SHOOKY, JAMIE Valdez, INDIAN Ed. Directors, Museum Directors, N.W.I.C.; EVERGREEN; etc. **PHIL & FRIENDS**

# ② Youth to Youth MENTORSHIP

**EVERYONE** - CANOE FAMILIES - KICK-IT OFF

① ALL TRIBES IN WA., ORE., B.C.

② Contact City Native ORG'S

③ SKIPPERS TO PULLERS TO YOUTH -

# ③ YEAR ROUND IMPLEMENTATION

↳ Technology ~ Outreach

↳ Media Techn. → empowerment!  
editing + productions

CONTACT: NATIVE LANDS - OUTREACH 2  
SET-UP RADIO STATIONS!

# CANOE SOCIETY CONFERENCE

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Safety basics

Wellness Workshops

- Bullying
- Abuse
- Navigation  
tides, weather
- Skipper's mtg
- Recognition or  
highlights of canoe  
family stories

Communication

- Websites
- FB/twitter/social media
- text blasts

Insurance → (snookie + Bridget)

ENVIRONMENTAL IMPACTS - ACTIONS & RESPONSIBILITIES

ACTION: usually very visible dumpster divers

1. I.D. Key people to form core  
B. Ray "Activation Group" GREEN TEAM.  
Phitack + STRATEGY SESSION  
each family
2. OUTLINE PROGRAM ASPECTS  
NAME TEAM Teaching by showing  
- TRADITIONAL PRACTISE / KNOWLEDGE Gwazdad  
- Education + Outreach  
- Activism / Volunteerism  
- Training (+ wkshps)  
- Host Services / Planning
3. Find out existing systems/programs resources (+ Share).
4. Create budget, find \$ funding B. Ray
5. Leadership compact / input TEAM

NAME  
VISION  
MISSION  
(purpose)  
GOALS  
BRAND

6. X-over work w/ groups

7. Find a symbol

8. NO H<sub>2</sub>O plastic bottles

- use your own dishes
- PERSONA H<sub>2</sub>O Bottles

9. Every canoe family recycle on journey. - ALL

10. Keep it simple

## Action Items

- 1) Sharing Codes of Conduct  
Tony, Tria, Bratt
- 2) Protocol issues planned during Skippers Meeting or planning meetings
- ~~2)~~ General Expectations discussions
- 3) Reconvening on Protocol to discuss Protocol and hosting
  - hosted by Squamish Tribe in near future.
  - Marilyn, Chay

4) Practice these Conversations about Protocol into the mini Journey & bring it to Nisqually

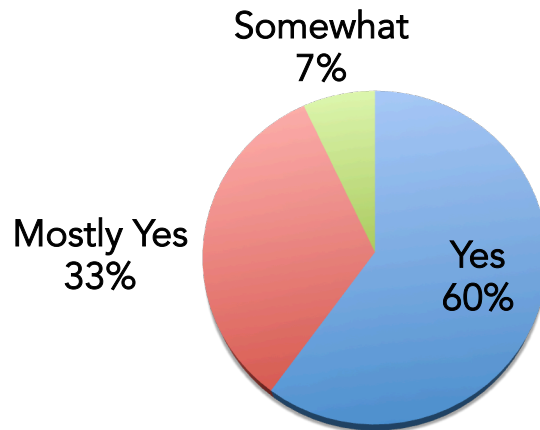
## POST-CONVENING DATA COLLECTION

As the final wrap-up for the Convening, we asked for responses to a second survey with the following eight questions to gauge the effectiveness of the convening.

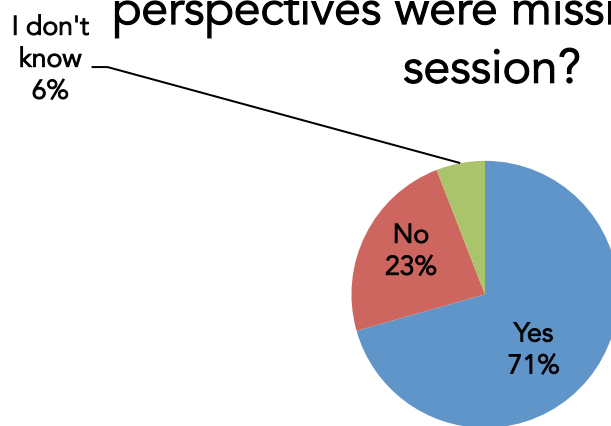
Question 1: We have a few questions about the session content and its organization. Please tell us your level of agreement with the following statements about the meeting.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	N/A	Total
The meeting objectives were clearly communicated in advance of the meeting.	0.00% 0	17.65% 3	17.65% 3	52.94% 9	11.76% 2	0.00% 0	17
The meeting objectives were met.	0.00% 0	0.00% 0	29.41% 5	47.06% 8	17.65% 3	5.88% 1	17
Follow-up actions resulted from the meeting.	0.00% 0	0.00% 0	29.41% 5	41.18% 7	23.53% 4	5.88% 1	17
Owners of follow-up actions were assigned	0.00% 0	5.88% 1	29.41% 5	52.94% 9	5.88% 1	5.88% 1	17
The facilitators effectively moderated the meeting	0.00% 0	0.00% 0	11.76% 2	41.18% 7	47.06% 8	0.00% 0	17
Meeting attendees had an opportunity to participate	0.00% 0	0.00% 0	11.76% 2	29.41% 5	58.82% 10	0.00% 0	17
The right people were invited to the meeting	12.50% 2	0.00% 0	18.75% 3	37.50% 6	31.25% 5	0.00% 0	16

Do you feel like you received value from attending this convening?

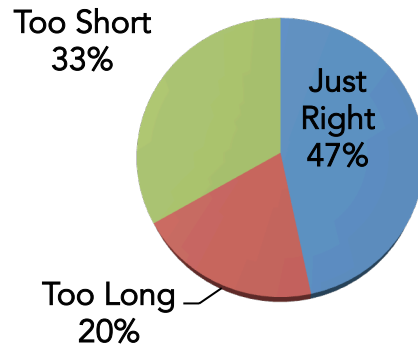


Do you feel important voices/  
perspectives were missing from this  
session?





## Did you feel the session was an appropriate length?



Question 4: If you answered yes to the question above. Who do you feel was missing from this conversation (a specific person, an organization/group, tribe?). And why do you feel like it would be important for them to have been a part of this conversation?

(Responses are exactly as written by respondents).

the past host need to have more input because they hosted already they can tell some good info
Youth, they are imperative to the true continuity of tribal Journeys, since they will carrying Journeys on after this group of leaders are done.
At least one leader from every tribe that regularly participates in Journeys from the NW region should have been invited, especially any of the tribes that have hosted Journeys, i.e. Quinault.
More First Nations involvement. We need to remember how important Tribal Journey's is to our relatives up North. Key people from each tribe were missing. A few from Squaxin would have been Jeremiah George, George Krise, Lenny Hawks. Also, more youth involvement.
More Tribal Leaders, more Tribal funders, more o/s funders, communities that are impacted by the journey (chambers of commerce that will be able to speak to the impact both security wise and economy.
Smitty Hillaire, Ray Fryberg, Phil Charles... Polly probably knows more.

Connie McCloud, Tulalip
I am not sure who came up with that kind of list you had. or if others were invited and could not attend but many key people were missing. We had at one time an inter tribal canoe society made of up of some key players. Many of the cultural people were not there. I did leave a list of names that i thought should have been there. there are more but i left a few. the Canadian i felt were not represented.
The people that were there were the ones who mostly show up for Skippers meetings. We need input from tribal council as well.
All the Tribes/First Nations who participate in the tribal journeys. Would be nice to gather us all together even if they did not apply for the Potlatch Grants
needs to be canoe people, organizers, skippers, participants. not just grant writers. Not people that want to take everything to ATNI

Question 5: Who needs to be included in next conversation about journeys? (Specific names and/or groups).

(Responses are exactly as written by respondents).

nations that are going to host future tribal journeys
Youth Reps from each tribe invited
see answer to question 4.
Youth.
Claudia Kaufman, whomever donates that's not a Tribal funder, Pick out three communities that regularly receive canoe landings-ask for input as to impact (good and bad).
Tribal Journey Cultural Leaders
I would not come to another session like this. I took 2 days off my job to be there and i felt like i was rushed rushed rushed the entire time. This topic is again for skippers. And we cannot always change the course of the way things happen. TJ may be getting to big and I see it as a fad right now and so far from what it used to be. SO these smaller trips planned out for next year may be back culture to

the pullers and ground crews. I would say right now that at least half of the people who go to tribal journeys are not participating other than tagging along. They are no help to pullers or ground crew.
All of the tribes/Bands who travel on the journeys.
NCAI/WIGA
Representatives from all canoe families, Oregon Tribes, Chehalis, Cowlitz, Quinault, Hoh River, Puyallup, Tulalip

Question 6: Are there any topics that were not addressed which you would have liked to discuss?

(Responses are exactly as written by respondents).

I think the major areas of importance were addressed.
YES-need to assess the long term effect on youth. we are doing this without monitoring how it impacts them. we have adults now that started when they were very young. What are they doing? Did they graduate? Do they drink or do drugs? Do they have a job? did they go to college? etc.
the Canoe Support Consortium? (Phil Redeagle is part of it, i forget the name of group) That really needs some attention. It could be an umbrella for canoe journey programming.
How to address the specific customs of a host band/tribe.
Fundraising together as a united group to raise funds such as a tribal sing, dance storytelling to help put into the fund for Potlatch Fund.
We are planning to address our take on solutions/innovative ideas for some of the issues we discussed in due time

Question 8: Is there any other feedback you would like to share from the convening?

(Responses are exactly as written by respondents).

I wish that participants would refrain from saying that pullers get all the attention. I would be interested in knowing how many of the participants pull in the canoes.
--

it was a great start! thank you.

Even though you stated you didn't have an agenda, some people still said this convening was about "Potlatch Fund getting what they need." which was fairly negative thing, counter productive. Facilitators were great but a little apologetic. Next time, someone who is familiar with canoe journey would be better.

We know the issues. We need a more specific follow-up agenda, meaningful measurable objectives, a positive move forward, however small.

from the words of our great leader that recently passed on... of which we should have honored with a moment of silence before we started this meeting out of respect for our great Chief and leader.....

OVER THE YEARS WE HAVE HAD THE OPPORTUNITY TO TRAVEL WITH OUR ANCESTORS. OUT OF THE MIST, FOG AND THE RAIN WE HAVE BEEN SPIRITULLY CLEANSED AND GUIDED BY THE ONES WHOM HAVE GONE BEFORE US. OUR CANOES HAVE BEEN EMBRACED BY THE SACRED WATERS AND FROM THE BOTTOM OF OUR CANOES HAVE BEEN ABLE TO SEE THE REFLECTION OF OUR LOVED ONES. IF WE LOOKED DEEP ENOUGH. WE HAVE LISTENED TO THE CRY OF THE WINDS, THE RUSTLE IN OUR FORESTS AND THE RIPPLE IN THE WATER. THE FIRE THAT BURNS WITHIN EACH AND EVERY ONE OF US IS THE LEGACY WE MUST LEAVE BEHIND FOR OUR CHILDREN AND OUR CHILDREN YET UNBORN.

I loved the dialogue and am looking forward to the next step we will be taking to help assist in the future funding of canoe journeys

We accomplished the most on the second day. The sharing of stories on the first day was very positive but I think many of us felt we could have shortened that and focused on the identification of problems/solutions. It was still very very positive!

I was on the fence about the whole canoe journey, due to some bad apples. I did not put as much effort towards fund raising prior to this meeting. Having said that, I am totally on board, and am glad to have had the opportunity to attend. I have taken away with me, a better view of the journey as a whole. I myself, have been involved with canoes for 38 years of my life... and will continue to be involved with the canoe way of life.

It was a good start and we need follow through



It was TGW pleasure to facilitate this group and we are excited to see what the next steps taken by the group and individuals are. We know Tribal Journeys will continue to thrive. When there are so many people dedicated and passionate people involved there really is no other possible outcome.

Huy!

## Securing the Sustainability of Tribal Journeys: Participant List

Name	Title	Organization	Phone	eMail
Y. Kathy Brown	Project Coordinator	Aboriginal Ecotourism Training Program	250.957.8464	canoe1993@gmail.com
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Philip H. Red Eagle	The Ring Man	Carvers' Camp	253.627.0372	redeagle@nwrain.com
Tony A. Johnson		Chinook Nation Canoe Society	503.435.9776	ikanim25@gmail.com
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didahalqid (Michael C Evans)	Snohomish Tribe of Indians: Chairman	Father of the Blue Heron Canoe	253.350.7118	mc-evans@msn.com
Dawnda Joseph, Mzinuxv Kayewiliya	Tribal Journey Event Management Coordinator	Heiltsuk Nation (Bella Bella)	250.902.8812	dj.qatuwas@gmail.com
David Hudson, Sr.	Treasurer	Hoh Tribe	360.640.4220	
Vickie L. Carroll	Cultural Coordinator/Canoe Journey Coordinator	Jamestown S'Klallam Tribe	360.681.4659	vcarroll@jamestowntribe.org
Hanford McCloud	Executive Director	Leschi Heritage Foundation: Nisqually Tribe	360.456.5221 ext. 1225	mcloud.hanford@nisqually-nsn.gov
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Antonette "Maui" Squally	Tribal Council Member	Nisqually Indian Tribe	360.456.5221	squally.antonette@nisqually-nsn.gov
Chay Squally	Lead Canoe Puller for 13+yrs	Nisqually Indian Tribe	360.456.5221	
George Swanaset, Jr "Yelqaynem"	Nooksack Cultural Resources Director	Nooksack Indian Tribe	360.306.5764	george.swanasetjr@nooksack-nsn.gov
Marilyn Oliver Bard	Co-chair	Oliver Canoe Family	206.310.7008	cranebard@aol.com
Sue Oliver	Skipper	Oliver Canoe Family	206.310.3439	suzoliver@comcast.net
Gina Beckwith	Tribal Attorney/PGST Canoe Family Chair	Port Gamble S'Klallam Tribe	360.297.6245	ginab@pgst.nsn.us
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Marisol Inzunza (+husband)	Manager of Operations & Grant Administration	San Manuel Band of Mission Indians	909.864.8933 ext. 2255	minzunza@sanmanuel-nsn.gov
Frank Brown	Sole Proprietor	SeeQuest Development Co, Representative Heiltsuk Nation	604.314.8542	seequest1996@gmail.com
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