



SERNbc | Ecosystem Restoration

2025 Northern Restoration Community of Practice
Workshop

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Introduction and Context for this Workshop

Building on the successful launch of the Northern Restoration Community of Practice (COP) in 2024, this workshop brought the COP together in Prince George for a three-day event November 25-27, 2025. The event continued the momentum established in 2024 by bringing together restoration practitioners from across northern BC – both newcomers and seasoned professionals – to share experiences and strengthen relationships. Hosted by the Society for Ecological Restoration in Northern BC (SERNbc) with support from the Habitat Conservation Trust Foundation (HCTF), the Fish & Wildlife Compensation Program (FWCP), and the BC Wildlife Federation (BCWF), additional sponsors included the Nechako Watershed Roundtable, Nechako Environment & Water Stewardship Society (NEWSS), Aleza Lake Research Forest, and Fort Nelson First Nation. The workshop featured a mix of facilitated activities, breakout discussions, and presentations on key restoration themes.

This workshop created a forum for restoration professionals to share their knowledge and experiences through presentations. Another core goal was to establish a vision and roadmap for growing the COP over the next 3-5 years. The facilitated workshop was grounded in the four phases of the **“Appreciative Inquiry” framework – Discover, Dream, Design, and Destiny**. This approach guided participants to identify the COP’s existing strengths (Discover), articulate a shared vision for its future (Dream), consider how that vision could be shaped and supported (Design), and identify meaningful actions to advance it (Destiny). The overall workshop approach created space for practical learning and forward-looking conversations, allowing participants to continue building a restoration COP for northern BC.



Workshop Vision and Desired Outcomes

The workshop opened with remarks from the organizing team including restoration funders and leaders who collectively support ecosystem restoration efforts across northern B.C. Together, these speakers reiterated the shared **purpose of the workshop: to deepen collaboration, strengthen relationships, and continue building momentum for the Northern Restoration COP**.

Mae Whyte, the new Restoration COP coordinator, then introduced herself and outlined her role in supporting practitioners across the region. Mae emphasized the COP is intended to benefit all restoration practitioners – professionals, academics, First Nations, government agencies, NGOs, consultants, funders, and anyone involved in delivering or supporting restoration work. Mae invited



participants to view the room as a microcosm of the thousands of practitioners across northern B.C. and spoke about the importance of strengthening our collegial network, fostering trust, and creating safe spaces to share knowledge.

Mae also summarized ongoing and emerging initiatives designed to support this growing community that were heard during the 2024 COP launch workshop, including: hosting webinars, creating a knowledge hub and practitioner database, hosting future hands-on workshops, and developing subject-matter and regional teams.

Key Workshop Goals:

- Gain new insights from colleagues through presentations and shared project learnings;
- Have opportunities to participate in small-group discussions and peer coaching to explore current successes, challenges, and lessons learned;
- Co-create a vision for where we want the COP to be in the next three to five years; and
- Identify tangible next steps we can take as a community, and you as an individual, to grow our COP.



Figure 1. Participants engage in discussion during a workshop session at the House of Ancestors in Prince George, B.C.

The workshop opened with a light, creative networking activity to help participants connect and build rapport. Participants stayed at their tables and took part in a “two truths and a lie” exercise where they shared personal or restoration-related stories to spark conversation. This icebreaker activity created an energetic and welcoming atmosphere.

“Communities of Practice are groups of people who share a concern or passion for something they do and learn how to do it better as they interact regularly.” – Etienne Wenger



Learning from Others: Road Reclamation Presentations

The first series of presentations at the COP workshop focused on **road reclamation**, offering participants a chance to learn from colleagues who are actively applying restoration techniques across northern BC. Speakers, both in-person and online, shared 15-minute presentations highlighting their approaches, challenges, and lessons learned. A facilitated Q&A panel discussion followed the series of presentations.

Online and in-person participants heard from Sean Rapai (Chu Cho Environmental) on road reclamation case studies, Kristen Foxcroft (ConocoPhillips) on road reclamation considerations and approaches from an industry perspective, and John DeGagne (Government of B.C.) lessons learned from road rehabilitation projects. For more details regarding the presentations and panel discussion, the presentation slides and video recordings for these talks can be accessed [here](#).

Facilitated Session: Identifying Strengths in Our Community of Practice

During the *Discover* phase of the Appreciative Inquiry process, participants explored the strengths and guiding values of the Northern Restoration COP. In pairs, participants interviewed each other to identify three to five values that underpin stories of positive experiences they have had within the COP. Small groups of 6-8 individuals then consolidated these insights and shared success stories where they benefited from the support of the broader restoration community.

Guiding questions for the activity included:

1. *Tell me about a success story where you benefited from the support of the community of restoration practitioners?*
2. *Why was this experience important?*
3. *What values do you think this highlights for our community of practice?*

Following group discussions and a share-back with the broader group, participants finalized a set of values that represent the shared vision and principles guiding the COP:

Key Values:

- **Diversity of ideas**
- **Trust**
- **Community values and two-eyed seeing**
- **Collaboration**
- **Connection**
- **Knowledge exchange and communication**
- **Courage to innovate**
- **Balance and long-term stewardship**



Figure 2. Sticky notes representing the shared values developed by the COP.

These shared values served as a foundation to build off as participants stepped into subsequent phases of the Appreciative Inquiry process.

Learning from Others: Wildland Fire Presentations

This session featured a series of presentations focused on **wildland fire** case studies, and lessons learned across northern B.C., followed by a panel discussion. We heard from Tiffany Traverse (Fourth Sister Stewardship & Salish Firekeepers Society) on post-wildfire restoration and building a cultural burning pathway, Irene Ronalds (SERNbc) on vegetation monitoring of the 2018 Shovel Lake wildfire and lessons learned, and Amber Brant (Forests Canada) on forest restoration after wildfire.

For more details regarding the presentations and panel discussion, the presentation slides and video recordings for these talks can be accessed [here](#).

Facilitated Session: Envisioning Bold Future Possibilities for our COP

Day two of the workshop focused on the *Dream* phase of the Appreciative Inquiry approach, inviting participants to imagine the best possible future for the COP. The day continued with interactive breakout discussions and presentations, with positive energy in the room and appreciation for both past accomplishments and where the COP is headed.



To envision the COP five years into the future, participants engaged in a creative exercise designed to draw on the energy and creativity within the COP. Participants were split into small groups of 8-10 individuals and tasked with the following challenge:

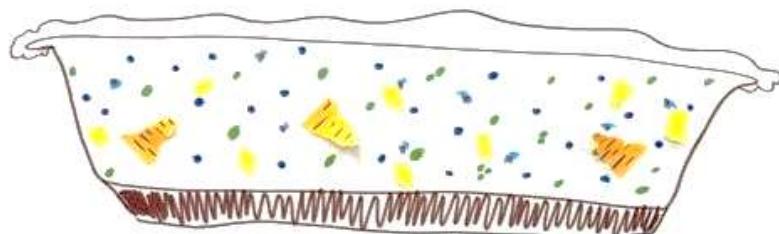
Imagine it is five years from today, and you are part of a team that has come to study our restoration community of practice.

- *What do you find?*
- *What is it about this organization that warrants your attention?*
- *What makes it so great?*

Groups were then asked to state a ‘provocative proposition’ – a single sentence statement of the future they envisioned for the northern restoration COP. Each group developed a creative “pitch” for the future COP using sketches and skits. Eight provocative propositions were initially developed and then refined through discussion and collaboration into a final set of five statements that define the future vision of the northern restoration COP:

1. Finding value in the time and space to build a shared future through education and innovation rooted in Indigenous Knowledge.

This group used the image of a pie to represent the COP, with each ingredient symbolizing the diverse people, skills, and knowledge systems present in the room. Ingredients such as sprinkles, fruit, and other elements reflected the variety of experiences and ways of knowing, none of which stand alone, but together create something more resilient and complete. The group saw this representation as reflective of a future for the COP where diverse perspectives are valued and integrated into future restoration work.



FINDING THE TIME AND SPACE TO BUILD A
SHARED FUTURE, THROUGH INNOVATION ROOTED
IN INDIGENOUS KNOWLEDGE!

Figure 3. Sketch drawn by participants to present provocative proposition #1.



2. Supporting every member of our community of practice ecosystem with resources and leveraging our collective.

This group emphasized the importance of seeing projects firsthand in the field and engaging directly with the people involved. They illustrated this concept with a schematic showing the interconnectedness of the ecosystem, comparing the COP to a mycelial network that shares resources throughout the ecosystem, supporting both small and larger “trees” representing projects or people, to strengthen the network.



Figure 4. Sketch drawn by participants to present provocative proposition #2.

3. Building bridges, not wedges, from siloed approaches and unshared learnings to a connected community empowered with tools, resources, and regulatory support to restore the land and water.

Two provocative proposition statements were combined to form the statement above. The first group, led by the statement “bridges not wedges”, guided participants through a visualization exercise, taking them on a journey through the landscape where interactions with operators, Elders, and trappers emphasized learning from others and building pathways, or “bridges”, to share knowledge and resources.



Figure 5. Sketch drawn by participants to present provocative proposition #3.

The second group drew a 3-phase schematic showing how restoration outcomes improve as projects and practitioners become more connected. The schematic starts with scattered, isolated restoration projects occurring across the landscape (left), transitions to a developing COP with greater coordination (middle), which leads to a thriving, collaborative COP where ecological outcomes are improved, practitioners are connected, and the landscape is restored (right).



Figure 6. Sketch drawn by participants to present provocative proposition #3.

4. Centre of trust for resource development built on humility through connection, diversity, inclusion, and participation. Advocate by doing, advise through experience.

This provocative proposition statement focused on building a trusted COP grounded in trust. Participants emphasized the need to look at restoration systems as an integrated whole, rather than through siloed perspectives across government, industry, and organizations. The group highlighted the value of advocating through action and advising through lived experience, recognizing that effective restoration draws on a broad range of knowledge systems and sectors, including those not traditionally represented in resource management decision-making.



This statement was combined with a statement from another group: “The past is the future, but the present is also the future”. This group sang the song “Respect”, framing restoration around respect as a guiding principle.

R – Root cause: identifying and understanding the underlying problems before acting.

E – Education: practitioners and project teams continuously learning, including understanding oral histories and knowledge shared in different languages.

S – Succession/Success: recognizing that projects come and go, and learning from outcomes over time.

P – Practice: not only knowing how to fix issues, but demonstrating what “good” restoration looks like in practice.

E – Energy: acknowledging that the energy and intent brought to the work today shape future outcomes.

C – Culture/Community: Fostering an inclusive COP that values diverse backgrounds, ages, and perspectives.

T – Time: recognizing that restoration requires patience and long-term commitment.

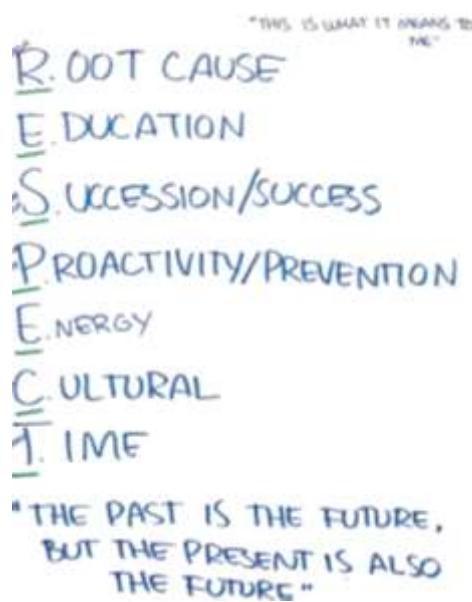


Figure 7. Sketch drawn by participants to present provocative proposition #4.

5. What's your first step? “Walking together”.

This group presented their poster focused on the journey toward a shared future for the COP. They emphasized the importance of diverse perspectives, innovation, and collaboration. By way of a skit, the group communicated a visual “path” that connects the older and younger generations, practitioners, and ideas across the community. Key steps along the way include developing a restoration hub to store and share knowledge, establishing industry and place-based restoration



standards, and ensuring that regulatory processes support effective restoration. The overall message highlighted moving forward together, and building momentum through shared learnings, creativity, and coordination.



Figure 8. Sketch drawn by participants to present provocative proposition #5.

Several common themes emerged during the provocative proposition activity. Participants consistently emphasized the importance of connection – between people, projects, and places – as a foundation for meaningful and lasting change. There was a strong sense of community throughout the activity. The COP's creativity was on display, both in how groups approached the task and in what they envisioned for the future. The diversity of skits, drawings, metaphors, and stories shows that there are many valid pathways to problem solving, and innovation can emerge when space is created for different ways of thinking. Other common themes included looking at natural systems for inspiration and emphasizing humility and courage in collaborative restoration efforts.

After refining the provocative propositions from each group into five common themes/visions for the future of the COP, groups then took these outputs and crafted tangible steps to achieve this vision.



Learning from Others: Caribou Habitat Restoration Presentations

This session featured a series of presentations focused on **caribou habitat restoration** approaches, case studies, and lessons learned across northern B.C., followed by a panel discussion. Online and in-person attendees heard from Katherine Wolfenden (Fort Nelson First Nation) about advancing Indigenous-led habitat restoration, Len Vanderstar (Science Alliance for Forestry Transformation) on the role of ecosystem restoration within a proactive approach to achieving wildlife sustainability, and Jesse Tigner (Swamp Donkey) on realities and practical considerations for implementing effective caribou habitat restoration. For more details regarding the presentations and panel discussion, the presentation slides and video recordings for these talks can be accessed [here](#).

Facilitated Session: Co-creating Pathways to Achieve Our COP Vision

In the *Design* phase of the workshop, participants worked in small groups to co-create pathways for achieving the COP's vision. Each group selected one of the provocative proposition vision statements developed earlier in the workshop and discussed three guiding questions:

What would need to be in place to support this vision?

What three to five steps are required to bring this vision to life?

How can we leverage our individual and collective strengths to make this vision a reality?



Figure 9. Participants engaging in small group discussions.



The outputs from these discussions are compiled in the following tables for each vision statement, providing a clear roadmap of actionable steps identified by the community.

Table 1. Outcomes to achieve vision 1.

Vision 1: Finding value in building a shared future that is rooted in Indigenous Knowledge	
What needs to be in place to support this vision?	<ul style="list-style-type: none">Meetings to share Indigenous Knowledge with practitioners.Building trust, communication, and sharing.
What 3-5 steps do we need to take to bring this vision to life?	<ul style="list-style-type: none">First Nations host open houses for learning and sharing.A safe space.Opportunity to support capacity and sharing.Advocate for Indigenous voices.Have freedom to direct CoP in determining value.
How can we leverage our individual and collective strengths to make this a reality?	<ul style="list-style-type: none">Creating a safe place.Have different avenues for learning and sharing.

Table 2. Outcomes to achieve vision 2.

Vision 2: Supporting every member of our community with resources and leveraging our collective by in-person connections on the land.	
What needs to be in place to support this vision?	<ul style="list-style-type: none">Directory (member profile)Define scopeRegional chaptersPublic forumPublic awarenessEvents, trials, toursAnnual workshopPublic awareness and engagement
What 3-5 steps do we need to take to bring this vision to life?	<ol style="list-style-type: none">Strategic planning to ensure long-term structure, capacity, and funding.<ul style="list-style-type: none">- Long-term strategy- Identifying governance structureThe People (regional organizers, subject practitioners, directory, active participation)<ul style="list-style-type: none">- Identifying regional leads- Capacity and funding- Active participation of all- Subject matter specialistsCommunication strategy (community engagement, newsletter and PR material, workshops and field tours, public forum)<ul style="list-style-type: none">- Communication strategy



	<ul style="list-style-type: none">- Newsletter and PR material- Regional field tours and workshops- Dedicated funding support
How can we leverage our individual and collective strengths to make this a reality?	<ul style="list-style-type: none">• Individual organization approvals• CoP initiated and moderated• Individual advocacy• CoP annual meeting• Commitment expectations• Project management

Table 3. Outcomes to achieve vision 3.

Vision 3: Building bridges not wedges: from siloed approaches and unshared learnings to a community empowered with tools, resources, and regulatory support to restore the land and water.	
What needs to be in place to support this vision?	<ul style="list-style-type: none">• Connections and resources for connecting (networking “hub”/platform, scheduled meetings, directories)• Inclusivity: making sure all types of practitioners are invited• Hands on, in-person components, and mentorship• Interactive, relevant, variety• Resources (info, directories)• Shared learnings (visual aids – videos, reels, webinars, pod casts)
What 3-5 steps do we need to take to bring this vision to life?	<ol style="list-style-type: none">1. Survey – what type of resources do you prefer? What form of info do you like to interact with? What would you like to contribute? When are you available?<ul style="list-style-type: none">- Send out to other organizations to distribute- Sponsors of event, and CAPP, BC Cattlemen's, Farmers Information Service, professional governing bodies, trapper associations, etc.2. Funding – help match projects/needs with funding:<ul style="list-style-type: none">- various funds and grants- Industry – opportunities to allocate funds for offset- Regulatory – mechanisms to fast track or have projects ready to go3. Regional chapters – smaller areas (e.g., watersheds) to organize local meetings/site visits.4. Hub – shared learnings, directories opportunities, BMPs and methodologies (link to other resources).<ul style="list-style-type: none">- nurseries (native plants available), seed collection info/guides, calendar of events, Nation resources/info, permitting info/guides.- universal availabilities of resources.
How can we leverage our individual and collective strengths to make this a reality?	<ul style="list-style-type: none">• Spread the word loud and proud! Courage to share!



Table 4. Outcomes to achieve vision 4.

Vision 4: A center of trust for ecosystem stewardship practices built on collaboration. Advocate by doing; advise through experience.	
What needs to be in place to support this vision?	<ul style="list-style-type: none">Integration into initial landscape planning and legislative supportStakeholder and First Nations identification
What 3-5 steps do we need to take to bring this vision to life?	<ol style="list-style-type: none">Code of ethics, SOP, terms of reference.Governance, formal leadershipBuilding credibility through examples, experience, and communications
How can we leverage our individual and collective strengths to make this a reality?	<ul style="list-style-type: none">Practitioner directoryExpertise/specialist groups

Table 5. Outcomes to achieve vision 5.

Vision 5: What's your first step? Walking Together	
What needs to be in place to support this vision?	<ul style="list-style-type: none">A shared path or a framework to walk alongShared values/goalsNeed champions with high energy, clear direction (paid position)Need trust in the members of the COPFunding model (opportunity with industry responsibilities)
What 3-5 steps do we need to take to bring this vision to life?	<ol style="list-style-type: none">Establish leadership (champions/coordinator)Agreement on regional organizational structureIdentify tangible achievable accessible opportunities for restorationCreate education forums for the public (80%) to share our learnings/outcomesIdentify funding opportunities to sustain CoP work
How can we leverage our individual and collective strengths to make this a reality?	<ul style="list-style-type: none">Identify our individual zones of influence (creates social license for policy change)Get policy government folks involved in the CoP – to influenceLeveraging existing industry relationships for sustainable CoP funding.



Learning from Others: Wetlands and Riparian Restoration Presentations

The last series of presentations focused on **wetlands and riparian restoration** approaches, case studies, and lessons learned across northern B.C., followed by a panel discussion. Online and in-person attendees heard from Chelton Van Geloven (Lheidli T'enneh First Nation) on the Chilako River corridor restoration demonstration, Katerina Sofos (BC Wildlife Federation) on road impact wetland health assessment, Katie Mitchell (Ducks Unlimited Canada) on restoring wetlands: from hard engineering to nature-based solutions, and Jeffery Anderson (Geomorphic Consulting Ltd., Utah State University) on the process-based restoration and the reciprocal to structural starvation. For more details regarding the presentations and panel discussion, the presentation slides and video recordings for these talks can be accessed [here](#).

Perspectives to Solve Individual Challenges in Restoration

Day three of the workshop focused on the Destiny phase of the Appreciative Inquiry approach, exploring how to sustain and grow the momentum of the COP. Participants engaged in facilitated activities and group coaching, heard from presenters, and discussed strategies for continuing to strengthen connections, share knowledge, and advance restoration efforts across Northern B.C.

This session was a group coaching activity where participants had the opportunity to bring forward challenges they are facing in their restoration work. Participants were asked:

What is a challenge or situation you are facing in your restoration work? What specific aspects of this challenge are you seeking input on?

Through small group coaching, each participant shared their challenge and received input, coaching, and mentorship from colleagues, leveraging the experience and perspectives of the COP. This activity provided an opportunity to see the COP in action and was identified as a highlight for many of the participants.

Implementing Our COP Vision

Participants took part in a facilitated session where they were invited to reflect on progress and identify concrete next steps. Using a Microsoft Form accessed via QR code, participants responded to three questions focusing on what is already working, what is most energizing and where individuals feel motivated to take action next to advance the COP.

1. *What achievements have we already seen in our COP that relate to our Dream?*



Participants highlighted that the COP has already made meaningful progress toward its shared vision by bringing together a diverse group with a wealth of knowledge and experience across sectors. Participants emphasized the strength of collaboration, inclusivity and knowledge exchange that they are already seeing through the in-person workshops, coaching sessions and presentations. Many noted that establishing the COP, hiring a trusted coordinator, and building the SERN website and communication channels have created momentum. A consistent theme was the growing trust, relationships and sense of community. Some described the community as a “mycorrhizal collective” beginning to take shape that is building the foundation needed to advance restoration efforts together.



2. *What next actions are most exciting to you?*

Participants expressed the most excitement about expanding knowledge exchange through a centralized hub, including resource platforms, directories, data banks, and a user-friendly way to share project successes, failures, and methodologies. Many participants are eager to see regional chapters and niche subgroups emerge to support local collaboration and problem solving. There is enthusiasm for continuing to build connections, formalizing the COPs structure, and maintaining regular opportunities to connect, such as meetings, webinars, coaching, and future workshops. Others are excited by opportunities to teach their teams, strengthen relationships with industry, and learn more about First Nations knowledge systems. Overall, responses reflect excitement for practical tools (i.e., a hub, directories, and databases) and big-picture momentum to continue growing the COP.





3. *What next step would you be interested in supporting/actioning?*

Regional Chapters

- Supporting regional COP chapters (Prince George, Skeena, possibly watershed-based groups).
- Helping facilitate local meetups, annual or semi-annual regional gatherings
- Participating in in-person meetings and regional networking

Field Tours

- Hosting or joining field tours, site visits, and restoration project examples.
- Participating in open houses hosted by First Nations
- Contributing to hands-on restoration work and mentorship opportunities

Knowledge Sharing

- Contributing to beta-testing the hub, directories, and shared databases
- Sharing project information, data guides, workflows, and permitting resources
- Supporting development for monitoring frameworks for restored sites

Education and Outreach

- Supporting or leading webinars, workshops, and training sessions.
- Creating podcasts or knowledge extension notes
- Strengthening communications with Nations, government, and industry
- Helping raise awareness of the COP and its activities

Policy and Governance

- Supporting development of COP governance structures
- Engaging in policy and legislation discussions related to restoration
- Coordinating projects

Topics of interest that emerged include native plants and seeds, process-based restoration, and wildfire.



Carrying the Momentum Forward - 25/10 Activity

To generate actionable ideas for moving the community of practice forward, a group brainstorming process called 25/10 was used to help identify key ideas to enable the COP to achieve their vision for the next 3-5 years. Participants were asked:

What is our most important next step for advancing this restoration community of practice?

First, participants individually brainstormed ideas in response to the proposed question. Next, participants wrote down their answers on index cards and took turns sharing with the group. Lastly, participants ranked the ideas as a group to determine the most important ideas that emerged.

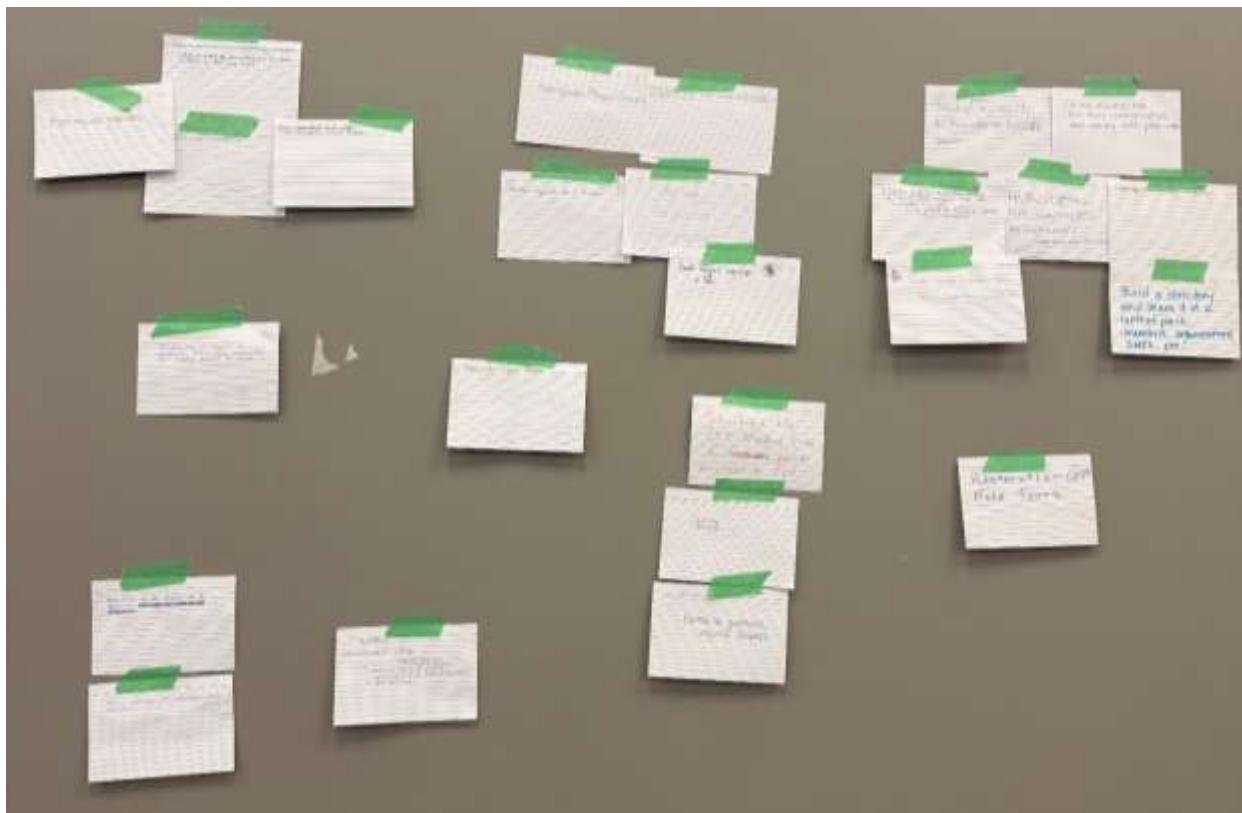


Figure 10. Clusters of ideas generated from the 25/10 activity.

Table 6. Top ideas generated by the 25/10 activity.

Next Step: Support Participants in Maintaining Connections

- Continue regular communication
- Maintaining relationships (don't let it fall off participant's radars once they leave to return to their busy lives)
- Keep moving forward
- Commit to engaging within this COP for mutual benefit to occur (reciprocity)



Next Step: Hire Regional Coordinators

- Having small subgroup in-person meetings to stay connected and updated on projects
- Create regionally specific subgroups and topics
- Hire regional organizers
- Creating mentorship teams

Next Step: Bring Awareness to Stakeholders and Producers

- Stay active at the forefront of the discussion.
- Host themed webinars
- Advocate for government “buy-in”

Next Step: Refine Permitting

- Find ways to reduce paperwork and red tape involved with permitting
- Create a networking resource for permitting

Next Step: Advocate for Indigenous Perspective

- Increasing engagement and support to achieve common goals/actions
- Implement a collaborative project

Next Step: Formalize COP Governance

- Structure the COP working group to provide governance to the COP
- Formalize leadership and governance including regional chapters.

Next Step: Create an Online Resource Hub

- Providing/improving accessibility to knowledge and knowledge transfer
- Create a hub to share knowledge and other information that can support the COP (we will need to define what information is needed)
- Gather and develop resources to share (Best Management Practices, methodologies, etc.)
- Resources = people/directory and digital information
- Hub/portal for continued networking/communication
- Online resource/hub for tools, communication and sharing with practitioners
- Build a directory and share it in a central place including members, organizations, knowledge sharers, SME's, etc.

Next Step: Organize Restoration COP Field Tours

- Providing/improving accessibility to knowledge and knowledge transfer



Beyond the top-ranked ideas, participants also came up with a range of additional ideas that highlight ongoing needs and opportunities for advancing the restoration COP. These included coordinating efforts to reduce competition and promote collaboration, developing guidance or protocols to clarify terminology and key ecological restoration principles; and establishing a timeline for regular check-ins (annual or biannual). Participants also emphasized the need for government buy-in, filling knowledge gaps, forming mentorship teams, and organizing themed webinars to support continued learning and connection.



Figure 11. Participants engaging in the 25/10 facilitated activity.

Reflections compared to last year's 25/10 activity results

Several meaningful wins have already been achieved when compared with the outcomes of the 25/10 during the previous year's workshop. These include hiring a COP coordinator, formally organizing the COP, and creating opportunities for coaching and peer support. Many of the ideas identified last year are also in progress, including the development of a knowledge hub and adding regional coordinators. The ideas generated through this year's workshop and the achievements demonstrated so far show clear momentum and a continued commitment to advancing shared priorities.



Fireside Chat with the Treaty 8 Restoration Advisory Committee

To end the workshop, Naomi Owens-Beek with Salteau First Nations and Katherine Wolfenden with Fort Nelson First Nation were invited to share about the Treaty 8 and BCER Restoration Advisory Committee (RAC). The RAC is a collaboration established in 2020 between Treaty 8 First Nations' restoration practitioners and the BC Energy Regulator (BCER) to advance restoration interests in northeast BC. The RAC brings together members from eight nations alongside government, industry, consultants, and academic partners with shared values of consensus decision-making, trust and learning on the land. The RAC is advancing several initiatives including species guidance, restoration related training, bi-annual workshops, newsletter communications, and the Orphan Site Restoration Project. The co-designed Orphan well-site sump pilot project is applying Indigenous values to restoration planning and will serve as an accessible learning site. **Key takeaways include raising the bar by engaging Nations early and often, respecting regional values, prioritizing relationships, and being together on the land.**



RAC FOUNDATIONS AND VALUES

- Indigenous voices and reciprocal restoration
- Consensus decision making
- Trust and relationships
- Learning and sharing
- Coming together on the land

Figure 12. RAC Foundations and Values slide from the Fireside Chat with the Treaty 8 Restoration Advisory Committee.

Presentation slides for this talk can be accessed [here](#).



Conclusions and Next Steps for the Community of Practice

Over two and a half days, participants moved through the Appreciative Inquiry cycle – Discover, Dream, Design, and Destiny – to reflect on what makes this COP what it is today and to imagine what it can become. Through small-group discussions, interviews, creative visioning activities, and collaborative facilitated sessions, the group articulated shared values, clarified what “greatness” looks like for the COP, and continued charting the path forward.

Across these conversations, several priorities consistently emerged: advancing a restoration resource knowledge hub, developing regional coordinator roles, developing a practitioner directory, and continuing to center Indigenous leadership and perspectives in restoration efforts.

Participants closed the workshop with a sense of optimism and momentum. Initial successes from the past year – such as hiring the COP coordinator – demonstrate what is possible. As the COP continues to advance and grow, the shared insights and values developed during this workshop set the foundation for ongoing collaboration and long-term stewardship.

The Appreciative Inquiry process generated significant energy and enthusiasm for the future of the COP. Participants shared they felt motivated about where the COP was headed and wanted to play a role in making it successful. The values, vision, and tangible steps that emerged through the workshop discussions will be used by the COP coordinator to advance key steps to enable the COP to achieve their vision for the future of this work, and restoration in B.C. Participants can expect to be contacted to help move these ideas forward, and to contribute positively to the future work of the COP.

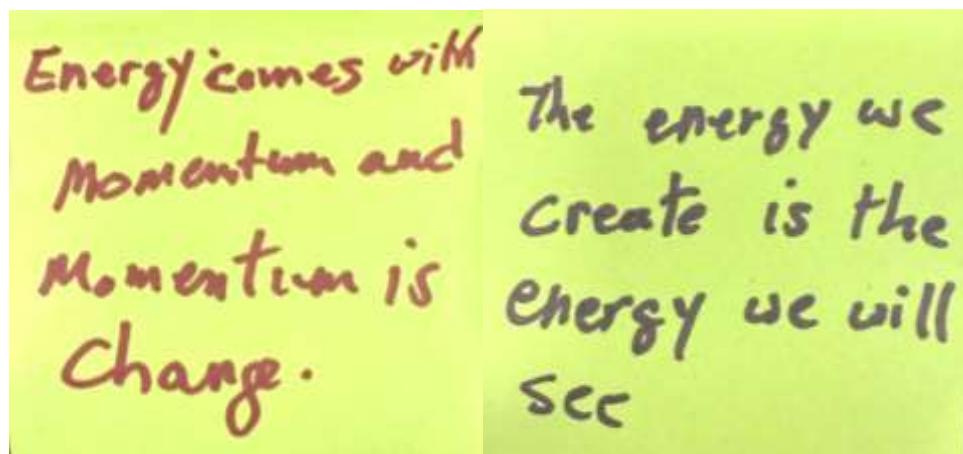


Figure 13. Sticky notes with ideas generated by participants.



Appendix 1: Workshop Agenda

Day 1: Tuesday, November 25, 2025

TIME	AGENDA ITEM
08:00 - 09:00	Coffee & Networking
09:00 - 09:15	Cultural Welcome Elder Les Baker, Lheidli T'enneh 'Atsiyan Ink'E 'Atsoo Elders Society
09:15 – 09:45	Opening Remarks and Vision for this Workshop Mae Whyte, SERNbc
09:45 – 10:15	Collaboration Outside the Box: Getting to Know Our Colleagues <i>A chance to meet colleagues in the room through creative and fun networking.</i>
10:15 - 10:45	Break
10:45 - 12:00	Learning From Others: Road Reclamation Presentations <i>A chance to learn from colleagues and hear about road reclamation projects and experiences – followed by a panel discussion and group debrief.</i> Guest Speakers: <ul style="list-style-type: none">• Sean Rapai, General Manager, Chu Cho Environmental• Kristen Foxcroft, Remediation & Liability Coordinator, ConocoPhillips Canada• John DeGagne, Government of BC
12:00 - 13:00	Greek Buffet Lunch & Networking
13:00 - 14:30	Facilitated Session - Identifying Strengths in our Community of Practice <i>Through small group discussions, we will identify success stories and examples of collaboration within our community of practice. These will serve as the foundation for envisioning our community's future goals.</i>
14:30 – 15:00	Break
15:00 – 16:15	Learning From Others: Wildland Fire Presentations <i>A chance to learn from colleagues and hear about wildland fire restoration projects and experiences – followed by a panel discussion and group debrief.</i> Guest Speakers: <ul style="list-style-type: none">• Tiffany Traverse, Indigenous Researcher, Land & Seed Steward, Fourth Sister Stewardship & Salish Firekeepers Society• Irene Ronalds, RPBio, Consultant, SERNbc• Amber Brant, Partnerships Manager, Forests Canada
16:15 – 16:30	Closing Remarks



Day 2: Wednesday, November 26, 2025

TIME	AGENDA ITEM
08:00 - 09:00	Coffee & Networking
09:00 - 09:05	Opening Remarks
09:05 – 10:45	Facilitated Session - Envisioning Bold Future Possibilities for our COP <i>Leveraging the identified strengths and success stories identified on day 1, we will translate this into our future vision for our community of practice.</i>
10:45 – 11:00	Break
11:00 - 12:00	Learning From Others: Caribou Habitat Restoration Presentations <i>A chance to learn from colleagues and hear about caribou habitat restoration projects and experiences – followed by a panel discussion and group debrief.</i> Guest Speakers: <ul style="list-style-type: none">• Katherine Wolfenden, Land and Resource Manager, Fort Nelson First Nation• Len Vanderstar, R.P.Bio, RCGS Fellow, Coordinator, Science Alliance for Forestry Transformation• Jesse Tigner, Applied Ecologist, SwampDonkey
12:00 - 13:00	Burger Buffet Lunch & Networking
13:00 - 14:30	Facilitated Session: Co-Creating Pathways to Achieve Our COP Vision <i>Through small group conversations, we will translate our future goals as a community of practice into actionable steps and initiatives.</i>
14:30 – 15:00	Break
15:00 – 16:15	Learning From Others: Wetlands and Riparian Restoration Presentations <i>A chance to learn from colleagues and hear about wetland and riparian restoration projects and experiences – followed by a panel discussion and group debrief.</i> Guest Speakers: <ul style="list-style-type: none">• Chelton van Geloven, Director of Lands, Natural Resources and Stewardship, Lheidli T'enneh First Nation• Katerina Sofos, Wetlands Practitioner, B.C. Wildlife Federation• Katie Mitchell, Conservation Biologist, Ducks Unlimited Canada• Jeffrey Anderson, Fluvial Geomorphologist, Geomorphic Consulting Ltd., Utah State University
16:15 – 16:30	Closing Remarks



Day 3: Thursday, November 27, 2025

TIME	AGENDA ITEM
08:00 - 09:00	Coffee & Networking
09:00 - 09:15	Opening Remarks
09:15 – 10:30	COP Accelerator - Leveraging Community Perspectives to Solve Individual Challenges in Restoration <i>Through small group coaching, practitioners will be able to share a current challenge and draw on the perspectives of other practitioners to find creative solutions to current challenges.</i>
10:30 - 10:45	Break
10:45 - 12:00	Facilitated Session - Implementing our COP Vision <i>To complete our visioning of the future of our community of practice, we will conclude by assigning ownership to key steps and initiatives, and leave with clear, actionable steps for our community to thrive.</i>
12:00 – 12:30	Fireside Chat with the Treaty 8 Restoration Advisory Committee Guest Speakers: Naomi Owens-Beek, Treaty Rights & Environmental Protection Manager, Saulteau First Nations Katherine Wolfenden, Land and Resources Manager, Fort Nelson First Nation
12:30 – 12:45	Final Wrap up/Closing Remarks
12:45 - 13:30	Bannock Tacos Lunch & Networking <i>Raffle Door Prizes</i>
13:30 – 16:00	Optional: SERNbc Annual General Meeting



Appendix 2: Post-Workshop Survey Feedback

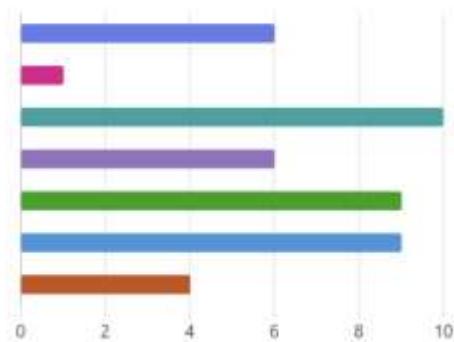
Post-workshop, a short survey was sent to participants to gauge their experience of the event, and whether the workshop obtained the goals it was designed to achieve. 45 responses were collected from the survey with the key takeaways being:

- Participants represented a diverse range of affiliations, with the largest proportion identifying as Indigenous community representatives, NGO staff, and consultants.
- Overall satisfaction was high, with 64% of respondents rating the workshop as *excellent*.
- Strong interest in continued engagement was evident, with 82% of respondents indicating they are *very likely* to attend a future event.
- Feedback highlighted the value of connection and collaboration, particularly opportunities for knowledge sharing, small-group discussions, and learning from current restoration work.
- Many respondents noted the importance of the safe, non-judgmental environment, describing the workshop as empowering and inclusive.

1. What best describes your affiliation?

[More details](#)

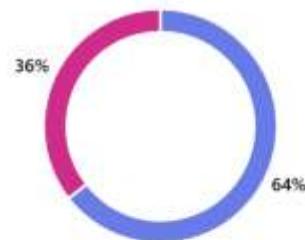
● Government	6
● Industry	1
● Consulting	10
● Research	6
● Indigenous Community	9
● NGO	9
● Other	4



2. Overall, how would you rate this workshop?

[More details](#)

● Excellent	29
● Good	16
● Average	0
● Fair	0
● Poor	0

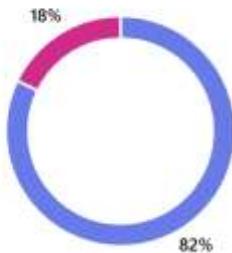




3. How likely are you to attend a future restoration community of practice workshop?

[More details](#)

Very likely	37
Somewhat likely	8
Neither likely nor unlikely	0
Somewhat unlikely	0
Very unlikely	0



5. What did you like about the workshop?

[More details](#)

44
Responses

Latest Responses
"table top chats and discussions"

"Building on a COP"

"I loved the small table group discussions, especially the coaching discussion...."

...

7 respondents (16%) answered groups for this question.

Small groups facilitation was excellent safe space restoration work group sessions
people ideas group activities
Presentations groups activities groups and presentations
table group restoration projects opportunity Knowledge group discussions
activities and formats group setting practice group