

In the past year, the elected leaders have worked tirelessly to build relationships, make progress and resolve the challenges they have faced. This experience will help us prepare for the future and build our strength for years to come. This report highlights some of the accomplishments of 2009 and 2010 and ongoing projects that the Tłı̨chǫ Government has undertaken.



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HELINDA SIMPSON

TESSA MACINTOSH

MARIE DOE

ABOVE: TESSA MACINTOSH  
ABOVE LEFT: JANTORIA NITZEA

## Human Resources

### Introduction

The Human Resources department of the Tłı̨chǫ Government is responsible for a variety of activities such as staffing needs, hiring employees, employment verification, recruiting, guiding managers with performance issues, and ensuring personnel and management practices conform to various policies and procedures within our Government. The Human Resources Department also manages the employee benefits and compensation, employee records, and personnel policies to ensure that everything is fair and equitable.

### Accomplishments

- Completion and approval of TEO Job Description
- Creation and approval of new positions and job descriptions including Communications Advisor and Programs & Services Manager
- Development of Programs and Services Manager position
- Review of Organizational chart and creation of new positions and reporting structures
- Creation of processes to accompany the new policies, which ensure the human resources department is running efficiently

### Work in Progress

- Comprehensive job description review
- Development of a leave tracking system



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## Communities

### Introduction

Our communities contain our greatest assets...our people. Families, elders, and youth are the center of Tłı̨chǫ life. We want to support our people and make sure they can access services and programs that lead to healthy living. This helps our communities to continue to grow and develop into a place where Tłı̨chǫ people want to build their lives, and raise their families.

### Accomplishments

- Completion of Jean Wettrade Gameti School, a project the Tłı̨chǫ Government contributed \$865,000.00 towards
- Completion of Wekweëti Church, a project the Tłı̨chǫ Government contributed \$262,822.73 towards

### Work in Progress

- Support of community development projects such as
  - renovations to Whati Youth Centre,
  - Whati Trails Project,
  - Jean Wettrade Gameti School library project,
  - Northern Youth Abroad project,
  - Caribou Monitoring,
  - Alexis Arrowmaker School workshop,
  - Whati school cultural field trip,
  - Wekweëti Ancestry Trail,
  - Gameti Community Church Renovations,
  - Bay Island Bridge design plan,
  - Support for Edzo Youth Center
- Upgrades to Edzo airport
- Development and promotion of local artists
- Fuel subsidy for elders

### Work in Progress

- Developing plans for a new elders home in Behchokö
- Developing a Youth Coordinator pilot project out of Chief Jimmy Bruneau High School
- Developing plans for modifications and improvements of the Behchokö arbor
- Constructing of a community complex in Wekweëti

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## Finance & Administration

### Introduction

The Tłı̨chǫ Government Finance and Administration Department is a vital and important part of the Tłı̨chǫ Government. The department provides finance and administration services that contribute to the efficient operations of the Government. In addition to overseeing the operation and maintenance of Tłı̨chǫ Government assets the department is also responsible for the overall management of activities related to collecting and spending the Tłı̨chǫ Government money. The Department provides the Assembly, Chief's Executive Council, staff and citizens with authorized financial information.

### Accomplishments

- Creation of processes to accompany the new policies, which ensure the finance department is running efficiently
- Implementation of streamlined financial reporting protocols
- Reorganization of staff to increase productivity and efficiency

### Work in Progress

- Implementing the "Healthy Workplace Initiative" to ensure the well-being of staff and minimize stress. A healthy workplace includes respectful staff relationships and a strong supportive teaching approach to accomplishing objectives
- Tracking the performance and effectiveness of the policies to ensure they are effective and appropriate.
- Designing risk management initiative to ensure practices are physically, financially and legally safe.
- Creating an electronic financial records management system to ensure all financial accounts payable source documents are available to all managers.



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Tłı̨chǫ Government

# Tłı̨chǫ Government Annual Report 2010



Tłı̨chǫ Government

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## Lands & Environment

### Introduction

The Government has a responsibility to protect the land, animals, fish, water, plants, trees, resources and heritage sites on Tłı̨chó Lands. The Lands Protection Department was created to ensure that the lands and its resources are managed in a way that ensures it will be available for future generations. The Department integrates Tłı̨chó traditional knowledge and contemporary science to develop sustainable policies and plans.

### Accomplishments

- Completion of the first draft of the Tłı̨chó land use plan
- Submission of Bathurst Caribou Management Plan to Wek'ezhii Renewable Resources Board
- Support of North Arm Protected Area through Protected Areas Strategy.
- Development of new office space to meet the needs of the department and citizens

### Work in Progress

- Development of Marian Watershed Stewardship Program
- Implementation of Bathurst Caribou Management Plan
- Collection and continued update of TK Database
- Development of a fish monitoring program in Behchokó area



## Language & Culture

### Introduction

The Tłı̨chó Government strives to protect and promote Tłı̨chó language, culture and way of life. In order to strengthen these things we invest in cultural programs that promote our culture, inform our citizens and make our young people more aware of what it means to be Tłı̨chó. Our elders hold knowledge, wisdom and ways of being that are uniquely Tłı̨chó. To ensure this knowledge is recorded our government engages in programming and activities preserving this information so it is always available.

### Accomplishments

- Support for hand games tournaments
- Elders gathering in March in Gamèti

### Work in Progress

- Tłı̨chó Leadership and Healing workshop
- Russel Lake Spiritual gathering
- Trails of our Ancestors Canoe trip



JACQUELINE GON

## Tłı̨chó Community Services Agency

### Introduction

On August 4, 2005, the effective date of the Tłı̨chó Agreement, the Tłı̨chó Community Services Agency (TCSA) was created. The TCSA is the result of the Intergovernmental Services Agreement that allows Tłı̨chó management, administration and delivery of GNWT health, education and social programs and services on Tłı̨chó lands and in Tłı̨chó communities. Although the Agency is a creation of the Tłı̨chó land claim and self government agreement, it is also a direct descendant of previous community based education, and health and social services organizations including the Rae-Edzo School Society 1972-1989, the Dogrib Divisional Board of Education (1989-1997) and the Dogrib Community Services Board (1997-2005). The purpose of the Agency is to improve the health, wellness and education of the Tłı̨chó communities by providing a range of easily accessible, integrated programs and services to all people. The Agency manages the delivery of education, health and social programs and services for the communities of Behchokó, Gamèti, Wekweèti and Whati.

The Tłı̨chó Intergovernmental Services Agreement recognized that although the Tłı̨chó Community Services Agency is a "GNWT agency" it would be unlike any other GNWT Board, Authority or Agency in that it was also enabled to deliver programs and services on behalf of the Tłı̨chó Government. The Agency was designed to be an interim instrument through which the Tłı̨chó Government will exercise their rights to assume responsibility and accountability for the delivery of all of these programs and services.

### Accomplishments

- The Agency was one of the largest employers in the Tłı̨chó region with over 225 employees, over 70 percent who are Tłı̨chó citizens.
- There were six core emphases in the strategic framework and business plan for 2009-2010 including the
  - Tłı̨chó Plan,
  - Intergovernmental Relations: The Tłı̨chó Government, the GNWT & the Agency,
  - Program Development including
    - i) Integration of Services;
    - ii) Community Education;
    - iii) Child & Family Services
    - iv) Health & Wellness and Accountability including
      - i) Information Systems;
      - ii) Planning & Development;
      - iii) Communications; and
      - iv) Capacity Building.
- In 2009-2010 fiscal year the TCSA received funding from both the Government of the NWT and the Tłı̨chó Government:
  - Government of the NWT
    - i) \$11 million for public healthcare, wellness child & family services
    - ii) \$14.9 million for public K-12 Education programs & services
  - Tłı̨chó Government
    - i) \$4.4 million for First Nations programs & services

### Work in Progress

- restructuring of funding for public healthcare programs and services
- planning for the implementation of a major restructuring of the organization to ensure its' sustainability which began in 2009-2010 with implementation in 2010-2011.

## Public Relations & Communications

### Introduction

The Tłı̨chó Government communicates with a number of different stakeholders including citizens, other governments, boards and agencies and other aboriginal groups. They also strive to showcase Tłı̨chó culture and way of life and local success stories through a variety of mediums. The goal is to use modern and traditional methods to communicate to Tłı̨chó citizens both near and far.

### Accomplishments

- Appointment of a cultural coordinator
- Development and recruitment of a Communications Advisor position
- Attendance at the 2010 Olympics in Vancouver to showcase Dene culture
- Donation to victims of the Haiti catastrophe
- Citizen Payout

### Work in Progress

- Developing a protocol for the approval of public communications and press releases

## Investment Corporation

### Introduction

The Tłı̨chó Government created the Tłı̨chó Investment Corporation (TIC) as a legal entity to undertake commercial activities on behalf of the government. The TIC, with its broad range of investments and businesses supports our smaller community businesses, trains our people and secures money for our future. The goal of TIC is to ensure economic self-reliance, prosperity and future certainty for Tłı̨chó citizens by creating sustainable economic development.

### Accomplishments

- Acquisition of Rae Lakes General Store (100% ownership)
- Acquisition of 6224 NWT Ltd. (Operating as Lac La Martre Lodge 40% ownership)
- Acquisition of Ventures West Transportation Company (60% ownership)
- Awarded 100% of Ekati's and Snap Lake Winter fuel haul contract and 50% of Diavik's
- Creation of Tlcho Engineering and Environmental Services

### Work in Progress

- Expansion of Tlcho Engineering and Environmental Services to southern Canada
- Investment in the expansion of the Behchokó Airport
- A complete list of projects and detailed report is available from TIC



## Governance

### Introduction

The Tłı̨chó Assembly makes laws, protects Tłı̨chó lands, protects the rights of Tłı̨chó citizens, creates strategic plans, and makes decisions on the programs and services. In the past year new leaders were elected in the communities including a new Grand Chief. These elections resulted in many new members on the Tłı̨chó Assembly. In the past year they have spent time orientating themselves and hearing from the people in the communities in order to guide the direction of the Assembly in the future years.

### Accomplishments

- Reinstated the Chief's Executive Council with direction to CEC for their operation
- Completed a review of Assembly Member Fees
- Appointed new members to sit on committees of the Assembly
- Held the 2nd Grand Chief Election
- Intervened in the Little Salmon/Carmacks First Nations case at the Supreme Court of Canada. The case was based on a dispute between the Yukon First Nation who settled their land-claim and the Yukon territorial government. The dispute was over the territorial government's duty to consult First Nations about development on their traditional territory.

### Work in Progress

- Development of procedures and rules of order for the Assembly
- Review of Legislative policies and procedures
- Preparations for 6th Annual Gathering



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## Policy Development

### Introduction

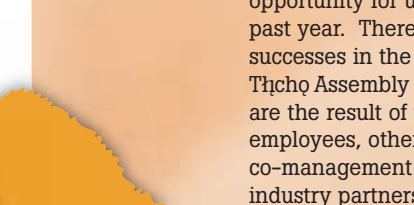
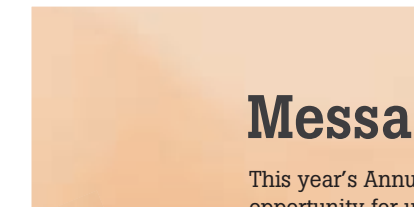
Policies communicate to employees, citizens and the greater public how the Tłı̨chó Government conducts its business. It is an important tool of government as it creates and manages expectations, provides instructions, and sets forth the basic principles that all individuals who conduct business, access services and are employed by the Tłı̨chó Government must follow. The Tłı̨chó Government strives to create policy that respects and is informed by Tłı̨chó culture and way of life but also strives to meet and exceed government standards.

### Accomplishments

- A complete review of the policy and procedures document with substantial amendments approved by the Chief's Executive Council
- A change management project to implement changes
- A comprehensive communication and training process to ensure all staff are aware and properly informed of the new policies

### Work in Progress

- Continued development of processes to accompany and compliment policy
- Continued review of policy and procedures to ensure its effectiveness
- Continued development and research of new policies and procedures as needed



## Message from the Grand Chief

This year's Annual Gathering is an opportunity for us to reflect on the past year. There have been many successes in the first year of the 2nd Tłı̨chó Assembly. These achievements are the result of the citizens, leaders, employees, other governments, co-management boards and other industry partners working together to achieve our mandate and improve our government for the benefit of our citizens.

citizens, most notably the reported declining population of the Bathurst Caribou Herd. In an effort to protect this valuable resource we have formed partnerships with the GNWT to create a joint management proposal. In March the Weke'ezhii Renewable Resources Board held a public hearing and granted an adjournment. The Tłı̨chó Government and Government of Northwest Territories then submitted an amended proposal.

One such achievement is the comprehensive review of the Tłı̨chó Government administrative policies and procedures. This review and the resulting amended policy book, is the culmination of two years of research. The implementation of these new policies and procedures will result in the betterment of our Government. The Government will be more responsive to the needs of our citizens, have greater transparency and provide uniform guidelines for our government. Our staff and citizen will have increased confidence in our government as we move our government forward to becoming an exemplary model of Indigenous Governance.

In the Tłı̨chó Government's 6 years of existence the Annual Gathering has been a time to reinforce the important values that are a priceless part of our heritage. It is an opportunity to remember the strength of our nation, strength that is drawn from our unity, our understanding of co-existences and our respect for others. I welcome all citizen and participants to this Annual Gathering and proudly share this annual report. Take this time to celebrate our success and help us determine our bright future.

Masi-cho,

Grand Chief Joe Rabesca

Also in the past year we have witnessed the government address issues of great importance to our