



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 2008 and 2009 and ongoing projects that the Tłı̨chǫ Government has undertaken.



## Human Resources

### Introduction

The Tłı̨chǫ Government needs to find the right people with the right skills to do the work we need to do and provide the services people expect of us. The Department of Human Resources is responsible for doing this. We hire people, train people and provided advice to managers. We also set up and run systems to track leave and attendance, develop employee records, help managers evaluate staff performance—all things that our organization needs to do to keep track of employees and help them in their work.

### Accomplishments

- We created a number of job descriptions to clarify roles and responsibilities.
- We developed an Automated Leave Tracking System. It provides time sheets and helps supervisors determine leave entitlements.
- We developed a training plan for each staff member.

### Work In Progress

- Further refinement of training plans and professional development activities for staff.
- The development of a job description and performance evaluation for the Tłı̨chǫ Executive Officer.



## Communities

### Introduction

Families and communities are at the centre of Tłı̨chǫ life. Communities strengthen families through the services and support systems they provide. Families strengthen communities by choosing good leaders, working for local governments and employers, volunteering and becoming involved in local projects. The Tłı̨chǫ Government is committed to strengthening local communities so they are healthy and prosperous places for Tłı̨chǫ families to grow and succeed.

### Accomplishments

- We worked with other groups and organizations to deliver health, wellness and justice programs.
- We sponsored on-the-land programs.
- We spent over two million dollars on community projects: Behchokò Youth Center, Arbor renovations in Whati and Wekweèti, infrastructure upgrades in Gamèti

### Work In Progress

- Community infrastructure improvements.



## Language & Culture

### Introduction

The purpose of the Tłı̨chǫ Government is to create our own unique government—a government that reflects our culture, language and way of life. To do this 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 Tłı̨chǫ.

### Accomplishments

- We sponsored several Handgame Tournaments throughout the year including the 4th Annual Men's National Handgame Championship.
- We attracted a record number of participants in our snowmobile Trek to Tradition trip to Kugluktuk and the Trails of Our Ancestors Canoe Trip.
- We provided \$270,000 in support of traditional economy activities.

### Work In Progress

- Partnership with TCSA in translating and archiving of Tłı̨chǫ history and stories.



### Photo Credits

**Cover:** front cover: Aalice Legat; back cover: Jacqueline and Carly Gon.

**Page 1:** main: John B. Zoe; top left to right: Lisa Mantla; Dahti Scott; Jacqueline and Carly Gon; Nora Jean Gerrior; middle: *Oree and Dad James Wah-Shee*; bottom: Tessa Macintosh.

**Page 2:** top left to right: Carole Rabesca; Lisa Mantla; *Paul Rabesca and wife, Making dry fish at Gamèti*; Jacqueline and Carly Gon; *Paul Rabesca drumming*; middle: *Margaret Nitsiza sewing*; bottom: *Maryrose Charlo*.

**Page 3:** top left to right: *Tso Kwe, Gamèti; Caribou; Aurora, Ft. Rae; Jacqueline Gon; Baby of Freddy Tinqui; Madeline Chocolate*; middle: *Tłı̨chǫ Investment Corporation meeting*; bottom: Cecilia Judas.

**Page 4:** top left to right: *Rainbow, Gamèti; John B. Zoe; Terry Garvin; Bradley in front of the new flag; Hon. James Wah-Shee; Eagle's nest*; middle: Carly Gon.

**Page 5:** top left to right: Carole Rabesca; Jennifer Wettrade; Mary Adele Football; Bradley with berries in hat; Jatonia Nitsiza; Tessa Macintosh; bottom: Rae drummers.

**Page 6:** top left to right: Belinda Simpson; Nora Jean Gerrior; Tłı̨chǫ Grand Chief George Mackenzie.



Tłı̨chǫ Government

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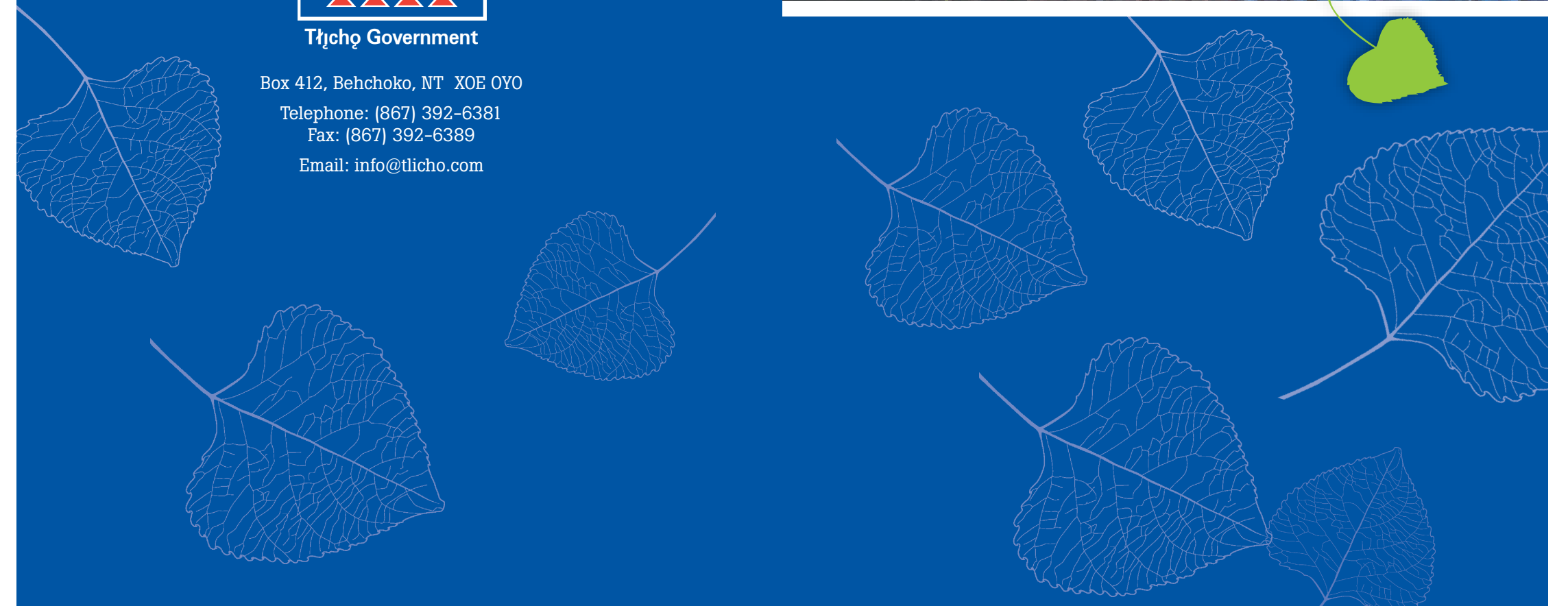
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# Tłı̨chǫ Government Annual Report 2009



Pages 2 and 3 (spread)

Back Cover

Front Cover

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## Lands & Resources

### Introduction

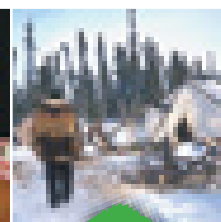
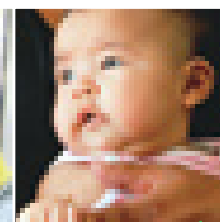
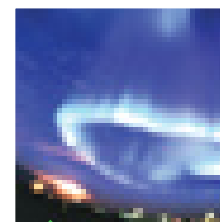
As a government we own, manage and control our Tłı̨chǫ Lands. We are responsible for protecting everything on the land—the animals, fish, waters, plants, trees, resources and heritage sites. We work to ensure the land, its resources and its species are available for our children and for the generations to come. We do this by using modern land management techniques combined with our Tłı̨chǫ Traditional Knowledge.

### Accomplishments

- We created an administration system to manage land use permits, research permits, and water licenses.
- We developed plans for all-weather roads.
- We have considered the realignment of the existing Winter Road.
- We created a monitoring program for Tłı̨chǫ Lands.

### Work In Progress

- The development of a database that captures and stores geographic information about significant sites on Tłı̨chǫ Lands.
- The development of Lands Administration policies and procedures, an application & review process and a permit issuance process.
- We are developing a land use plan with the assistance and guidance of our elders.



## Investment & Economic Development

### Introduction

Several years ago we created the Tłı̨chǫ Investment Corporation (TIC). It invests and manages our monies and oversees the operations of our Tłı̨chǫ businesses. Profits are used to grow our businesses, train our people and support the operations of our Tłı̨chǫ Government. We also use funds, in cooperation with the GNWT, to create new businesses and strengthen existing ones.

### Accomplishments

- Many Tłı̨chǫ owned companies showed record profits in 2008.
- TIC diversified its investments to help it weather the economic recession.
- TIC purchased the Gamèti Store.
- We have helped a number of small Tłı̨chǫ businesses get started and assisted some existing businesses improve their business capabilities.

### Work In Progress

- Efficiency checks on corporations.
- Research and development of new business opportunities to prepare for the economic rebound.



## Policy Development

### Introduction

Policies are guidelines. Developed by our leaders, they explain to staff and to the people we serve, what things we are committed to do as a government and how we are going to do them. Policies also help ensure that we do things in a consistent and fair manner. In 2005 when we first became a government, we had very few policies. Since then we've continued to develop policies for all of our major activities.

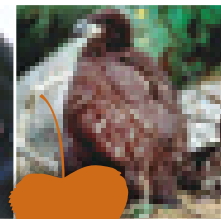
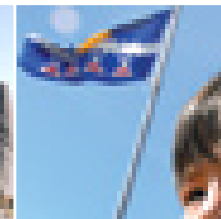
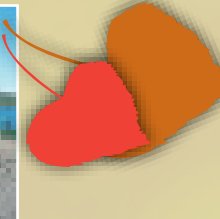
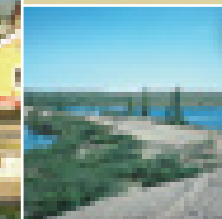
They are guiding the creation, development, and changes that are occurring within our government and communities.

### Accomplishments

- We changed and improved our management systems for programs and services.
- We improved our organizational structure by clarifying reporting relationships.
- We conducted a comprehensive review and updated existing policies, and made recommendation for further policy development.

### Work In Progress

- Review of the relationship between the GNWT, TCSA & Tłı̨chǫ Government.
- The development of a position and mandate for the Cultural Coordinator.



## Governance

### Introduction

The Tłı̨chǫ Assembly is the nerve centre of our political system. The people we have elected come together to make laws, set direction, decide on programs, protect our land and safeguard our Aboriginal rights. We expect our representatives to listen to the people who have elected them and bring their concerns to the assembly. During the year the Tłı̨chǫ Assembly met eight times and visited each of the four communities.

### Accomplishments

- In August of 2008 the 4th Annual Gathering was held in Whati. Annual reports were presented and Tłı̨chǫ citizens were provided an opportunity to ask questions and make recommendations.

- The assembly created a number of committees and advisory bodies to make its work more effective and efficient—and it developed an appeal process.
- It conducted a comprehensive review of policies and laws.
- The Tłı̨chǫ Assembly successfully defended its rights and authority in a lawsuit that was brought against it.

### Work In Progress

- Developing procedures for the Assembly.
- The development of Policies and Laws for running the government.

## Finance & Administration

### Introduction

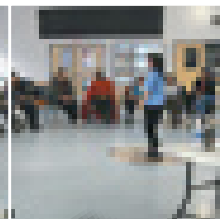
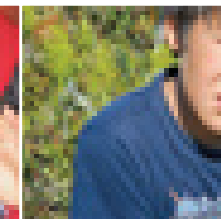
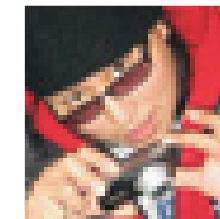
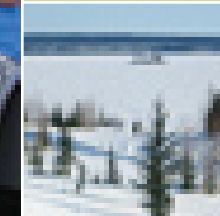
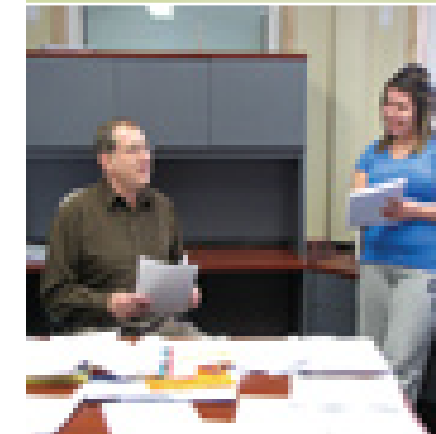
Our Finance and Administration division does three things. It collects money from programs, royalties, leases—as well as funds we receive from the federal and territorial governments. It distributes money to pay bills, provide salaries and run programs. And it saves money to pay for future projects and for major purchases of buildings and equipment.

### Accomplishments

- We hired a financial expert to examine all our procedures and to recommend changes and improvements.
- We developed a new format to make our budget easier to read and understand.
- We created a budget committee to provide advice on how we develop and monitor our budget.

### Work In Progress

- A plan for implementing new policies and procedures, which will make the Finance and Administration more effective and efficient, is being created.
- Investment plans and programs for fluctuations in funding in the future are being created.



## Public Relations

### Introduction

The Tłı̨chǫ Government must be able to communicate effectively with its own people, with other governments and businesses it works with, and with the people of Canada and of other nations. It must continually explain to other people that we are a distinct people and nation—with our own culture, language and way of life. We do this in a number of ways but particularly through the media, through partnerships with other governments and through business arrangements.

### Accomplishments

- We worked with the History Channel to tell the story of how we are struggling to maintain our language, culture and way of life while being surrounded by the influence of Canadian culture.
- We developed a communications plan describing how we will communicate with our people and with others.
- We attended many meetings with other governments, businesses and agencies to find productive ways of working together.

### Work In Progress

- Improvement to communications including the website and a Facebook presence.
- The hiring of staff and the development of processes and policies.



## Tłı̨chǫ Community Services Agency

### Introduction

The Tłı̨chǫ Community Services Agency (TCSA) provides Health, Child and Family Services, Wellness and Early Child to Grade 12 Education programs in the Tłı̨chǫ Communities. It has a five-person Board of Directors made up of community representatives, more than 150 staff and service providers, the majority of whom are Tłı̨chǫ, and a unique service model of integrated services.

TCSA's vision is "Strong Like Two People." It also has a very specific mission:

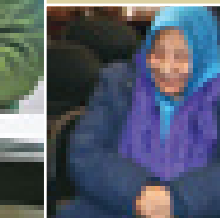
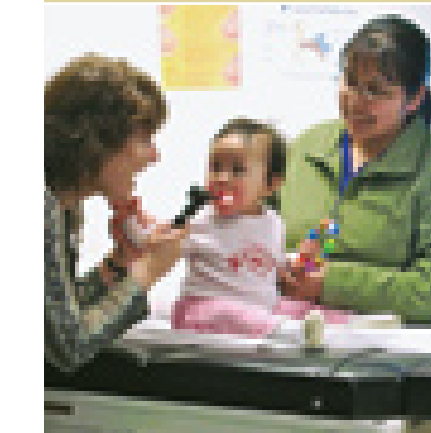
*We, the members of the Tłı̨chǫ Community Services Agency, are committed to the development of a continuum of care that will return control of education, health and social programs & services to the people of our communities, support them in the task of strengthening their families, promote the knowledge and skills they need to survive today, and model the values they need to live in harmony with their families, our communities and our land.*

### Accomplishments

- Cosmology project has continued specifically in the area of integrating Tłı̨chǫ values and principles into the social work practice.
- A Social Action Group called Community Action Research Team (CART) has been looking at social and health problems in the region and developing culturally appropriate ways to address them.
- An addition to the Jean Wettrade Gamèti School, which allows for high school programming.
- Completion of the addition to the Mary Adele Bishop Health Center in Behchokò.

### Work In Progress

- Developing new programs and implementing strategies for the improved health and well-being of the people of the Tłı̨chǫ region.
- Working towards becoming accredited with Accreditation Canada.
- Streamlining of the scholarship program.



During the past year the Tłı̨chǫ Government has enjoyed many successes. We have outlined some of those successes and other projects that we are continuing to work on in this report. This has all been made possible through the dedication and hard work of our leaders, staff and Tłı̨chǫ citizens, who support us and provide us with direction and advice. In the coming months there will be many changes and new experiences and opportunities. With the foundations we have laid and our strength as Tłı̨chǫ people, we will meet

challenges with confidence and see them through to their successful completion. Take time at the Annual Gathering to celebrate our successes and consider the direction we want to take in the future.  
In Tłı̨chǫ Unity,

*George Mackenzie*  
Grand Chief George Mackenzie