



GWICH'IN TRIBAL COUNCIL

Annual Report 2011-2012

“Honouring Our Values, Traditions & Culture”





Annual Report 2011-2012

Vision Statement

The Gwich'in Tribal Council will support and promote a culturally vibrant, self-sufficient and independent Gwich'in who are environmentally responsible, socially, economically and politically self-reliant in a global economy.

Mission Statement

Inspire, encourage and build Gwich'in by working together for the good of the Gwich'in; build relationships, creating opportunities and nurturing innovative partnerships that result in healthy people and a thriving economy through leadership of respect, integrity, love and sharing.

Board Values

We will adhere to the following values as a governing Board of Directors:

Respect means a positive feeling of esteem for a person or other entity and also refers to specific actions and conduct representative of that esteem;

Commitment means to show loyalty, duty or pledge to something or someone;

Integrity has to do with perceived consistency of actions, values, methods, measures, principles, expectations and outcomes;

Trust means reliance on another person or entity;

Accountability refers to being fully accountable for one's actions; and

Knowledge is the expertise and skills acquired by a person through experience or education.

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Board of Directors

Members



Top row left to right:

Jozef Carnogursky, Richard Nerysoo, Eugene Pascal

Middle row left to right:

Johnny P. Charlie, Mary Ann Ross, Carolyn Lennie

Bottom row left to right:

Danny Greenland, Archie Norbert, William Koe

GTC Board of Directors Meeting Dates

2011 Meeting Dates

April 29, 2011 - Leadership Meeting – Fort McPherson

July 8, 2011- Board of Directors Meeting

August 9-11, 2011- 29th Annual General Assembly

September 27, 2011 - Board of Directors Meeting

November 4, 2011 - Board of Directors Meeting

December 7, 2011 - GSC Meeting

December 8, 2011 - Board of Directors Meeting

December 16, 2011 - Board of Directors

2012 Meetings Dates

January 10-11, 2012 - GTC - GNWT Leadership Meeting

February 22-23, 2012 - Board of Directors Meeting

March 19, 2012 - BOD Strategic Plan Update

March 20, 2012 - BOD Leadership Meeting - Devolution

March 21, 2012 - Board of Directors Meeting

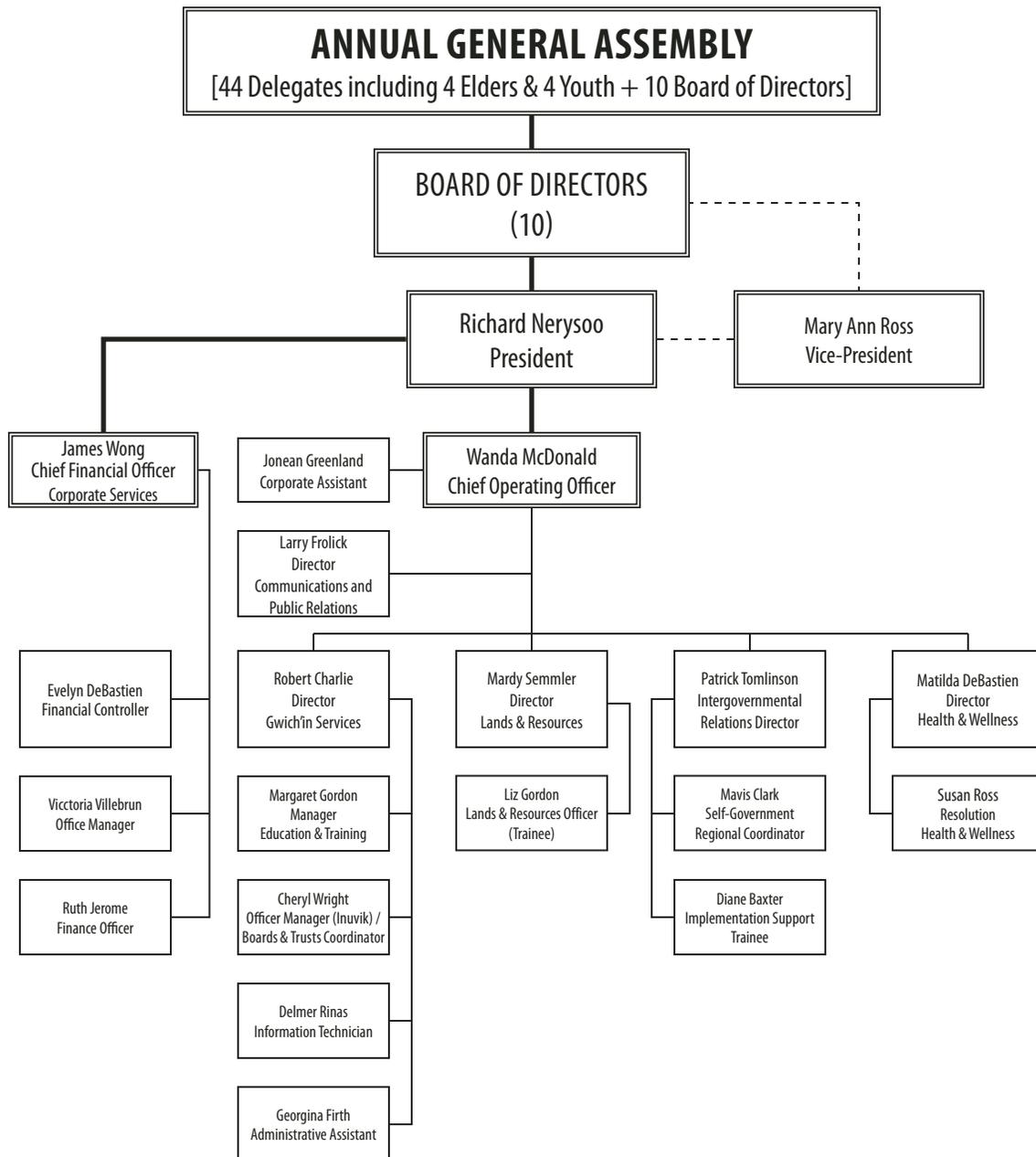
April 17, 2012 - Board of Directors Special Meeting

May 24-25, 2012 - Board of Directors Meeting

July 11-12, 2012 - Aklavik- Board of Directors Meeting

Board of Directors

GTC Governance to Operations



Executive Team

President, Richard Nerysoo

This past year has been a momentous year, a year of which we can all be justly proud at the economic gains achieved and the political progress made. Not only did the fiscal year 2011-2012 lead up to the 20th Anniversary of signing of the Gwich'in Comprehensive Land Claim Agreement back in April, 1992, an event I personally remember with great fondness and gratitude for our historic achievement, but it was also a year that continued boldly on the path set by our great leaders towards a strong political and economic future for all our people.

This past year included a new level of political awareness, economic gains, and social achievements. The Gwich'in Tribal Council Leadership excels in promoting accountability and transparency to our Participants. As part of our commitment, we held Information sessions in Yellowknife co-hosted by Izhaii K'aiik'it Gwich'in on October 22, 2011 and in Whitehorse on November 12, 2011. We received positive feedback from Participants outside the GSA with respect to the information provided, and took the opportunity to meet face to face with Leadership and GTC staff for sharing stories, laughter and dancing.

In January 2012, the Gwich'in Leadership met with the newly elected Premier and Cabinet Ministers. This is an annual meeting and we look forward to what the 17th Assembly brings. The Gwich'in Leadership, including DGO Presidents, Chiefs, Elders and community representatives, met directly with GNWT Cabinet and the Premier to discuss our concerns over a wide spectrum of key issues. One issue raised with the Territorial government is the connection between a strong economy, jobs and healthy lifestyles.



President, Richard Nerysoo

The Premier acknowledged that the Territory needs to raise its debt ceiling with the Federal Government in the coming year in order to carry out its economic mandate. We will continue to press hard to ensure that we see our fair share of economic opportunities and real partnership participation in any and all projects.

An ongoing economic concern, one I have repeated publicly to all levels of government, is that a successful economy must include successful businessmen who can compete in the world marketplace. We simply cannot rely exclusively on governments' efforts at infrastructure investment and cyclical job creation. We must take charge of our own economic future.

One of our GDC partnerships, with Gwich'in Helicopters, has successfully expanded into profitable deployment in Argentina's mining regions, securing new technological and investment opportunities. We will continue as active in the global business arena as in the political arena.

We are also pleased to provide a brief report on the Crown - First Nations Conference held on January 24, 2012 in Ottawa. This was a historic meeting where the five regions, Gwich'in, Sahtu, Tlicho, Akaitcho and Dehcho, presented common northern issues and recommendations to the Prime Minister.

I was honoured to accept the role of Spokesperson for the Northern Aboriginal First Nations along with Grand Chief Eddie Erasmus and Chief Jim Antoine. We met directly with Prime Minister Harper. This meeting is important because it is the first time the Crown has historically acknowledged

that the problems of the North are unique, therefore, solutions to Northern problems must be unique, too.

GTC has initiated a court action against the GNWT and Canada on the grounds of a lack of consultation on the process of Devolution. This action is proceeding through the Courts and a decision is expected sometime in [late 2013]

Another progressive GTC initiative, the Gwich'in Business Conference, was held in Inuvik on February 8 - 10, 2012, in conjunction with the Gwich'in Development Corporation. The theme was Forging Ahead to Prosperity. The audience heard talks and presentations from successful Northern businessmen on a variety of present and upcoming economic opportunities. My address to the business community stated we cannot rely on the Governments to drive the region's economy. We must form partnerships and take strategic



First Nations Crown Meetings in Ottawa February 2012



initiatives with businesses that share our concern for the protecting the environment, generational stewardship, local job creation, skills enhancement, and appropriate equity participation at the investment level.

In February, the GTC held a Fiscal Harmonization Symposium to review the Federal Government's proposed fiscal harmonization policy which would change how Aboriginal governments are funded. There were representatives from across Canada in attendance. Mary Ann Ross, Vice President, has been working diligently to advance the Self Government file. For more on that important matter, please refer to the Self Government Report for an update.

Another important issue we have addressed this year is with respect to the Peel Watershed and the Yukon Governments attempts to side step First Nations. We have joined the consortium of Yukon First Nations opposed to this action.

We also held a number of workshops related to health and wellness. We recognize the importance of continuing our work in this field. Since the TRC National events were held in Inuvik June 2011, we have seen an increase in demand for wellness programs to assist our participants in dealing with the Residential School experience.

In February 2012 the Gwich'in Tribal Council and Gwich'in Development Corporation were Official Sponsors of the Arctic Winter Games, Arctic Level sponsors of the Arctic Sports and Dene Games Feast. We believe this is an excellent showcase to promote Gwich'in Youth participating in the individual and team events.

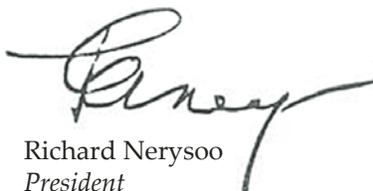
This year we also paid tribute to one of our talented Gwich'in photographers – the late James Jerome. James played a key role in preserving our Gwich'in culture and people in the early 1970's, and his work is displayed in the Prince of Wales Museum in Yellowknife. A Gwich'in Youth Photography Contest in honour of James' memory was organized in March 2012 by GTC staff. Shayla Snowshoe

of Fort McPherson won for her artful photo of her grandmother chopping wood.

Due to recent staffing changes over the past few years, I am pleased to provide you with a brief biographies of all GTC staff. Our new GTC Inuvik staff this year includes James Wong, CFO; Patrick Tomlinson, Director of Self Government; Dianne Baxter, Self Government Intern; Larry Frolick, Director of Communications; Christopher Schab, Communications Assistant; Jonean Greenland, Administrative Assistant; and Susan Ross, Resolution Support. We welcome them to our organization and look forward to increased productivity and professional capacity. As you will see from this Report, we have approximately 20 staff and we expect to increase our staffing as our work load increases in the future.

I am extremely pleased to be your President during this momentous year. We celebrated our 20th Anniversary on April 22, 2012 in Inuvik, with a series of rolling events organized by our communities in Aklavik, Fort McPherson, Tsiigehtchic and Inuvik. Our participants happily celebrated in the traditional style of our people and we thank you all for attending this historic Commemoration, including Tom Siddon and his wife Pat, who attended the original signing in Fort McPherson in 1992 on behalf of the Crown as Minister of Indian and Northern Affairs.

Finally, I would like to thank the Executive and Senior Management team, the Board of Directors and staff for all their hard work and contributions on these various events hosted, organized, or attended by the GTC. Mahsi Cho!



Richard Nerysoo
President

Executive Team

Vice-President, Mary Ann Ross

This year was a great milestone for me, and for the Gwich'in people. I took part in the 20th Anniversary Celebration of the GCLCA. In the past 20 years, I have served 10 years with the Gwich'in Tribal Council, nine of those years as Vice-President. I fondly look back at my tenure. I am pleased to recall my first few years as productive years of learning, gaining experience, and building confidence in myself, and gaining the trust of my fellow Gwich'in Participants.

I served under the leadership of Fred Carmichael, and Richard Nerysoo. Their leadership styles were different but they had the same interests in their hearts and minds to implement the GCLCA. I learned from both great leaders, who gave me real responsibility over many portfolios, and the opportunity to participate, learn, and experience firsthand the task of leadership. I also worked over the years with many Chiefs, Presidents, and Board members.

The unique structure of the GTC is democratic, transparent, and responsible. The vision of the people, prior to the signing and ratification of the Land Claim Agreement, was a strong vision of the future, and for generations to follow. I cannot help but admire the forward thinking of our people 20 years ago, and further, to that historic day 91 years ago when Treaty 11 was signed in 1921. I am humble and proud to have accepted the honourable role granted me as a leader and a woman. I have done my best to carry forth that long term vision for a strong Gwich'in Nation. With four First Nations community Governments under the Self-Government process, we have accomplished much along the way.

I truly believe going forward we will continue to build a stronger Nation Government under Self-Government, and build the capacity of our people to take on full responsibility of a



Vice-President, Mary Ann Ross

Self-Governing Nation. I have lived, breathed, and worked diligently to ensure that the foundation is in place for the leaders to build on, and I know that our Team approach will be beneficial to its success.

Twenty years ago was a huge milestone: our success in achieving the GCLCA. Twenty years later, we have further and other success in many areas, and we have met challenges of protecting the Rights and Interests of our people and the GCLCA. I see those challenges as milestones to surpass in time.

I have served 10 years of service with the GTC, learned firsthand more than most university students, gained a lot of experience, and confidence and the trust of my fellow leaders, colleagues, Directors, Staff, and my fellow Gwich'in Participants. I am truly grateful to have served as the Vice-President of the GTC. I look forward to another 20 years of democratic, transparent, and responsible government.

A handwritten signature in black ink, appearing to read 'Mary Ann Ross'.

Mary Ann Ross
Vice-President



Executive Team

Chief Operating Officer, Wanda McDonald

Drin Gwiinzih,

I would like to take this opportunity to provide our Participants with the Gwich'in Tribal Council operational report for the period of April 1, 2011 to March 31, 2012. We have been extremely busy over the past year and completed a number of key initiatives to move the GTC agenda forward as identified in the 2011 GTC Strategic Plan and supported by the approved Annual Operational budget.

GTC Board of Directors review and approval of the following key initiatives:

- Conduct annual review of GTC Strategic Plan and prepare a progress report – 2011
- Commence Human Resource Project – GTC Internal Staff capacity building initiative
- Establish Intergovernmental Relations department (New) – Previously GTC Executive and Land, Resources and Implementation Director assumed responsibility for this portfolio.
- Update GTC Annual Strategic Plan for the 2012/13 fiscal year.
- GTC Operational Budget 2012/2013
- Approve and implement Conflict of Interest Policy – GTC/GDC
- Gwich'in Tribal Council Information Sessions – Yellowknife (October) & Whitehorse (November)
- Devolution – Next Steps Strategy approved by Gwich'in Leadership and currently in Litigation



Chief Operating Officer, Wanda McDonald

Projects:

- Completion of Mackenzie Valley Highway Project Description Report – under budget and within timeframe.
- Truth and Reconciliation Commission National Event – Inuvik
- Gwich'in Tribal Council Pre & Post Events – Inuvik – GTC hosted these events to assist our Participants in dealing with residential pre & post trauma associated with Residential School experience.
- Arctic Winter Games Sponsorship – support Gwich'in Athletes
- Implementation of Resolution Health Support Worker Program (New)
- Annual participation in Inuvik Petroleum Show

Intergovernmental Files:

- Annual GTC/GNWT Leadership meeting – Inuvik

- Crown/First Nation Meeting – Ottawa
- Commence 10 Year Implementation Review – in progress and to be completed by September 2012
- Fiscal Harmonization – continue to implement Lobbying strategy
- MVRMA – continue to implement Lobbying strategy
- Co-Management Board appointments – on-going
- Northern First Nations Economic Agreement – Implementation underway

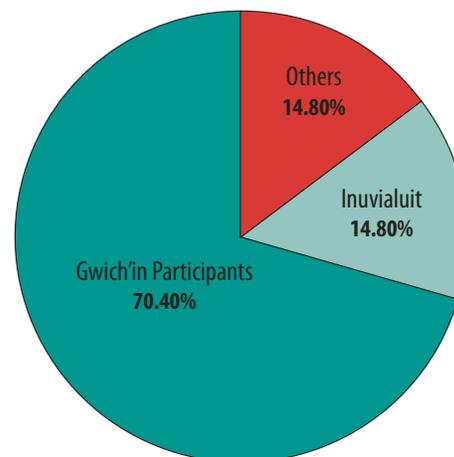
- Christopher Schab, Communications Assistant
- Jonean Greenland, Administrative Assistant
- Susan Ross, Resolution Support Worker

Over the past year the office building in Inuvik was renovated to accommodate staff changes. We relocated all front line program staff to the front entrance of the office building for easy access for our Participants. The Executive members are situated at the back of the building to accommodate team building and communications. We have also relocated staff to situate them according to their departments. As of the date of this report, GTC has reached its capacity in terms of office space.

Internal Operations/Controls:

- Hold bi-weekly Senior Management meetings
- Monthly Staff meetings
- Submit written departmental Reports - Quarterly
- Review and monitor interim financial variance reports - Quarterly
- Annual proposal submissions to access government funding
- Year end reporting for all third party contribution agreements
- GTC Open House: Thanksgiving; Gwich'in Day; Christmas; Aboriginal Day

Refer to pie chart graph for a breakdown of staffing, as you can see GTC has a strong representation in Gwich'in participants.



GDC acquisitions:

- Conduct internal due diligence process approved by GDC Board of Directors
- Public Relations
- Annual General Meeting

Human Resources:

Due to recent staffing changes over the past few years, we would like to welcome new GTC Inuvik staff this year:

- James Wong, CFO
- Larry Frolick, Director of Communications
- Patrick Tomlinson, Director of Self Government
- Dianne Baxter, Implementation Support Trainee

Fiscal Resources:

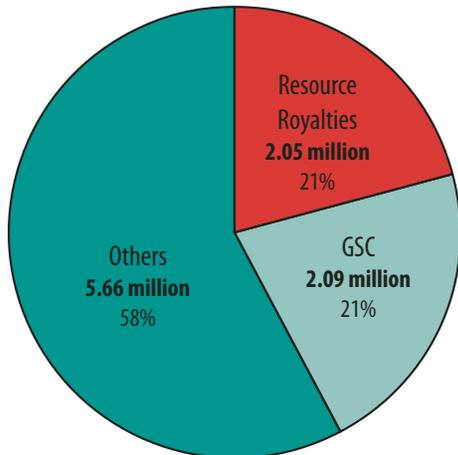
Annual operational budget for 2011/12 was approximately \$9.8 million. Third party contribution agreements totalled \$5.66 million or approximately 58% of operational budget; Resource Royalties totalled \$2.05 million or approximately 21% of operating budget and Gwich'in Settlement Corporation annual contribution totalled \$2.09 million or approximately 21% of operational budget.

In comparison to last year 2010/11 we decreased revenues in Third Party contribution agreements by approximately



9%; Resource Royalties increased by approximately 3% and Gwich'in Settlement Corporation increased by 6%.

Based on this annual comparative analysis, GTC must continue to seek additional revenues sources to supplement operations.



Essential Services:

- Bereavement Assistance 2011/12:**
The Bereavement Assistance Program provides up to a maximum of \$1,000 per Family in the event there is death or imminent death of an immediate family member. In 2011/12, 23 payments at \$1,000 totalled \$23,000 and other (donation to purchase food) at \$388.
- Emergency Assistance 2011/12:** The Emergency Assistance Program is intended for Participants who require financial assistance in the event there is an emergency situation whereby a Participant or family is undergoing undue financial hardship and stress due to unforeseen circumstances. In 2011, 39 Participants received a total of \$16,750.
- Christmas Hamper Distribution 2011/12:** 868 hampers purchased for Participants in the GSA for a total of \$73,364 dollars. 693 hamper payments were issued to Participants outside the GSA at \$50 each for a total of \$34,650 dollars. (Total hamper distribution \$108,014 dollars)

For the 2011/12 fiscal year Essential Services totalled \$148,152, we have seen a decrease

in accessing both the Bereavement and Emergency Assistance programs and an increase in Christmas Hamper distributions.



Accountability and Transparency:

The GTC Executive and Board of Directors, along with Staff have worked very hard to develop internal systems to improve accountability and transparency to our Participants.

We continue strive to work towards our Vision "...support and promote a culturally vibrant, self-sufficient and independent Gwich'in who are environmentally responsible, socially, economically and politically self-reliant in a global economy."

As you can see, we've had a very busy year. We have managed to carry out our initiatives, program delivery and uphold the rights and interests of Gwich'in within budget with a slight increase in revenues, resulting in a overall forecasted surplus of \$1.05 million dollars.

I would like to thank the GTC Executive team, Board of Directors, Senior Managers and Staff who have contributed to serving our Participants. I would also like to thank the various government departmental staff and corporate partnerships who have assisted us collaboratively.

We look forward to another successful year for 2012/13.

Wanda McDonald
Chief Operating Officer

Executive Team

Chief Financial Officer, James Wong

Drin Gwiinzih,

My name is James Wong and I was appointed and approved by the Board as the CFO in November 2011. I have called the North home for the last twenty-three years.

I am a Chartered Accountant (CA) from United Kingdom and I am also qualified as a Certified General Accountant (CGA) and Certified Management Accountant (CMA) of Canada. My international working experience will bring new perspective and professionalism to this position.

I have over thirty years of senior financial management, auditing - internal and external, due diligence review, management consulting experience in the public and private sectors. It is my honour and privilege to be able to serve as CFO of the Gwich'in Tribal Council (GTC) and the Gwich'in Development Corporation (GDC).

Results for the year

We have extremely encouraging financial results for the year 2011-12 and the GTC consolidated financial statement along with my CFO report will be under separate cover. This supplementary financial report will accompany the annual report.

Achievements, Progress and Initiatives in 2011-12

We have been making great progress and improvements in the Finance department relating to staffing, accountabilities, controls, and portfolio evaluation. We completed the year end closing without hiring any external consultant due to proper planning and hard



Chief Financial Officer, James Wong

work of the Finance staff. The audit was finished by KPMG at record time due to the completeness of record and extra effort of our staff. The Aboriginal Affairs and Northern Development Canada (AANDC) classified GTC as low risks and we were awarded triple A standing.

Staffing

The staff of the Finance department are myself (CFO), Evelyn DeBastien (Financial Controller), Ruth Jerome (Finance Officer), Norma Blake on education leave (Senior Finance Officer – Fort McPherson), and Vicky Villebrun (Senior Finance & Administration Officer – Fort McPherson).

We have been striving to build capacity in the department; this will eliminate the use of external consultants and save thousands of



dollars of accounting costs. We are also able to provide financial reporting on a timely basis.

Evelyn and Ruth provide financial and payroll services in Inuvik and record daily financial transactions and prepare reconciliations of bank transactions.

Accountabilities

An annual operational budget is approved by the Board annually to monitor the expenditures of different programs and services provided by GTC and GDC. We also provide quarterly financial statements including budget variance reports.

Our staff is working closely with the department managers to ensure compliance with budgets and reporting requirements by providing monthly transaction reports and quarterly budget variance reports.

To increase transparency and accountability, the Gwich'in Settlement Corporation requires an annual budget and work plan in addition to quarterly progress reports from organizations that receive funding, which includes the DGO's and RRC's.

Internal Controls

The internal controls system is working effectively and will be updated immediately

if weakness is identified. This is to ensure Gwich'in assets are properly protected and safeguarded.

All travel expenses must be properly approved and supported with receipts before payment is made and employees have to complete travel expense claim form for all business trips. Our auditor, KPMG, has expressed no concern in our internal controls system.

Moving forward

During my first six months as the CFO, I am confident that I have already made a positive difference in the Gwich'in Tribal Council as this year financial results speak for themselves. I would like to take this opportunity to thank all the Executives, Directors and Managers for their continuing support and all the Finance staff for their hard work, commitment and dedication. I look forward to continue to contribute my financial expertise to the GTC and GDC in the future years to come.

Mahsi' Choo,

James Wong, MBA, CA(UK), FCPA, CMA, CGA, CFE

Chief Financial Officer



GTC Finance Department: Evelyn DeBastien, Financial Controller; James Wong, CFO; Ruth Jerome, Finance Officer

Tribal Operations

Business Development

HSE Policy Development and Implementation:

HSE will remain a work in progress, and the packages will continue to be updated and delivered to all interested businesses as the industry standards change. The Manager of Business Development will solidify relationships within each DGO, and specifically with businesses and business people in the various communities.

Inuvik Petroleum Show:

The 2011 Inuvik Petroleum show was a success, our booth and products was a success. In addition for the upcoming year, there is some interest expressed in partnering, by way of location by other vendors. We had a large volume of traffic at our booth, this year we incorporated a youth ambassador which was a success. We would like to have better communications tools such as pamphlets and perhaps build upon the presentation of our culture.



GTC Business Conference, February 2012



Build Successful Partnerships:

On February 8th, a three day business conference was held in Inuvik, NT with approximately 30 participants and a wide variety of speakers ranging from oil and gas, airline industry to the Federal Government. The conference was well attended by Gwich'in Business and follow up to the conference will be through business development workshops in the areas of partnerships, business skills and operations.

Maintain Strong Linkages with, and within, Gwich'in Communities and Communicate with Gwich'in Participants:

The Manager of Business Development will commence community visits to determine business needs and interests. Ongoing Entrepreneurial seminars and advisement will be delivered, as well as other community initiatives requested specifically by the DGOs. Through working together and relationship building, stronger links will be achieved between the DGOs and the Business Development Office.

Tourism:

The NWTTA Board position is still available to GTC and at the present time the position is vacant. As follow up, an aggressive objective of one new tourism product from each DGO will attempt to be achieved. Through working with the DGOs, the new product will be identified, as well as individuals who wish to partake in such an entrepreneurial activity.

Website training completed and maintenance has continued to be in progress:

The website has examined and assessed for potential ways to update and improve the message and it's user friendly status. A review of other sites is underway.

Other Initiatives for 2010

Gwich'in Business Policy and Registration

- Continued promotion of the positive effects of policy adherence and further registration. A review has been completed on the current site and many of the businesses are no longer active. Continued registration will likely improve especially when the Business site is brought up to date. This will be continued once a decision has been made on the website.

Tribal Operations

Communications & Public Relations

The mandate of GTC Communications and Public Relations is quite broad. It encompasses five (5) general areas of professional expertise and specialized technical requirements as follows: (1) Preparing significant advertising production for Territorial magazines and newspapers; (2) Producing in-house print publications such as the GTC and GDC newsletters; (3) Drafting press releases, public addresses and position statements on policy issues, sometimes on an emergency basis; and (4) Website production; and (5) Digital technical equipment upkeep.

Communications works closely with Executive and the Chief Operating Officer in setting long-term goals; and meets on a regular basis with Managers of the Regional Wellness, Self Government, and Land Administration and Resources Management departments for the purpose of promoting their specific monthly goals. Communications also works with Human Resources, Education and Training, in identifying and promoting realisable career goals for Gwich'in youth, as well as assisting in all job advertising placements.

I was hired as Communications Director pursuant to an open public competition in December 2011 and began work in early January 2012. The position of Communications Director had been vacant for some months prior to my arrival. This Report is therefore necessarily more focused on the documented progress and results made by our Department from January 2012, to March 31, 2012 except where otherwise specifically noted.

1. Advertising

Historically, the advertising budget for the Gwich'in Tribal Council has been about



Director of Communications and Public Relations, Larry Frolick



Communications Associate, Chris Schab



\$60,000 for Tribal Operations, with associated costs and advertising for the General Assembly of over \$15,000 bringing the total advertising budget to about \$75,000. The fiscal year 2011-2012 appears to have stayed close to these historical levels. Communications has since concentrated on creating a brand-enhancing consistent advertising strategy where the GTC logo and the new motto, "Honouring our Traditions, Values and Culture," are promoted along with cultural and economic achievements of Gwich'in Participants, and specific Elders and Youth, rather than generic nature photos such as were used in the past.

2. Print Publications

With the Annual Report costing about \$17,000 and other publications such as newsletters costing about \$20,000 or about \$5,000 per issue, most of the balance of the historical Communications budget of about \$112,000 is used up, with little left to spend on a new GTC website. The GTC Fiscal Year 2011-2012 also saw significant pre-production work and expenses incurred by Communications for poster production for the 20th Anniversary of the Gwich'in Comprehensive Land Claim Agreement signed in April 1992 in Fort McPherson. These costs were actually met early in the following Fiscal Year 2012-2013, but most of the work was done before March 31, 2012 and consisted of the design and print run of three (3) different large, gallery-quality posters of 40 copies each which were professionally framed and awarded to named individuals. Communications organized the collection and anticipated receipt of 2,000 Commemorative 20th Anniversary photos for archiving (which were indeed collected and received after April 2012).

3. Press Releases and Public Relations

Maintaining and expanding good working relationships with the media on a professional basis is the key to successful management of this organization's good will and public stature. Numerous upbeat and positive press releases were drafted and disseminated publicly by communications on a variety

of significant issues, ranging from the leadership meetings in Inuvik in January, 2012, and the Crown-First Nations Meetings in Ottawa in January 2012, to the Arctic Winter Games in Whitehorse in February 2012, the Business Conference in Inuvik in February 2012 and the many events of the GTC 20th Anniversary including the Youth Photography Contest starting early in March 2012. It is important to recognize that positive publicity is enhanced by the delivery of good photos that are edited, timely and print ready, a labour-consuming but rewarding task. Pursuant to my technical recommendations, the GTC purchased new studio equipment to complement its existing photography and editing equipment, including a state-of-the-art Canon 7D high megapixel digital camera system that is compatible with our existing lenses and tripods, proper editing software like Photoshop Elements, and a fast new i-Mac desktop computer used by professional designers globally. This equipment has significantly improved our turn-around production time and puts the GTC in a competitive position with other media outlets. The GTC, let it be said, is a professional media outlet, too. Our communications trainee is a Gwich'in Participant who is receiving a thorough grounding in all aspects of public relations as well as a technical experience in these production craft processes, both through hands-on daily practice, and through economical digital classes on Lynda.com, the premier international website for media skills upgrades.

4. Website Redesign

Quotes from various IT designers both in the Territory and in the south were elicited in January and February 2012 to commence a much-needed technical and design overhaul of the GTC Website. Accessibility, stability, expanded functionality and a social media component are the chief items on the agenda for this important project. The quotes so far range from a low of \$10,000 to \$60,000; the price differences appear to lie in technical issues that may or may not be necessary for the propose of this organization. We have carried out research and drafted a full critique of the existing website and this study exercise

will form the basis of a request to tender from our final IT supplier list, now rescheduled for September 2012. This anticipated website redesign cost formed a significantly increased part of the new communications budget for 2012-2013 prepared in March 2012 from historical figures. It is a necessary expenditure in the opinion of communications as media continues to migrate online.

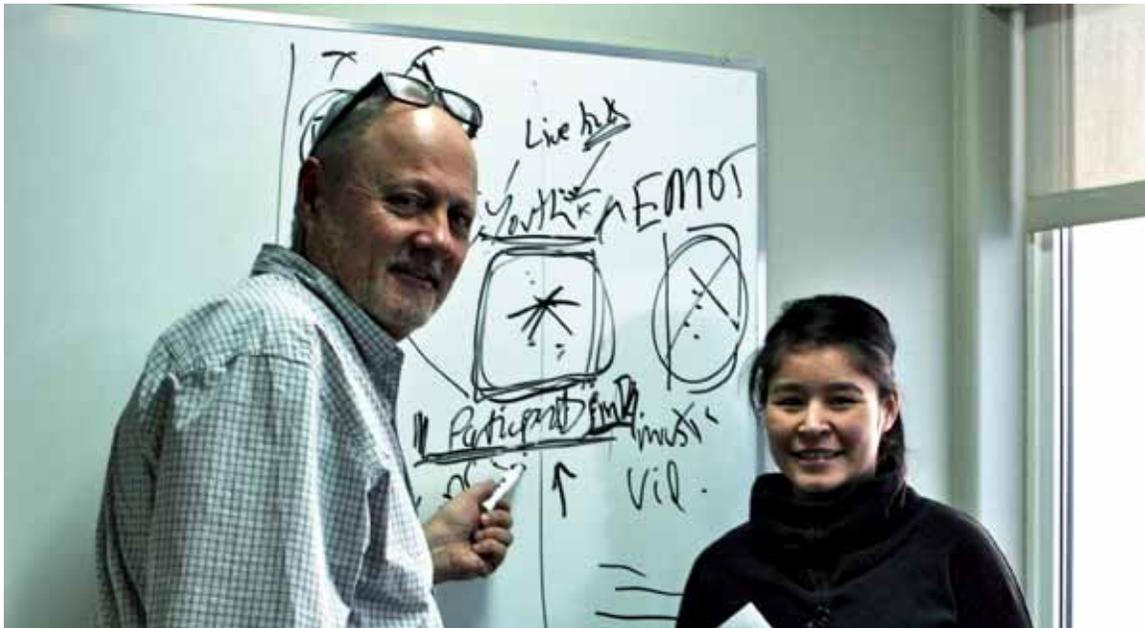
5. Digital Equipment Assets Inventory

Communications was given the task by the C.O.O. of creating an inventory of existing digital assets including printers, copiers, laptops and back-up drives located at the GTC

offices in Inuvik. This task was accomplished in February 2012. Video recording of the equipment was made as well. Issues regarding the system's Internet speed and overall stability were highlighted in various internal reports and they will be addressed along with the GTC Website redesign scheduled for after September 01, 2012.

I would like to thank the Executive and staff of the Gwich'in Tribal Council for their kind support and active encouragement in this important and ongoing brand enhancement and media renewal process.

Larry Frolick
Director of Communications



Communications training session with Jennifer Greenland of Fort McPherson



Tribal Operations

Gwich'in Services

The Gwich'in Services department is responsible for a wide ranging list of activities. Our team attempts to provide as much support as we can to our participants, staff, partners and communities.

Currently the Staff in the department is as follows. They will be providing individual reports on specific activities that will be included in the 2011-2012 Annual Report.

- **Margaret Gordon** – Manager Education and Training
- **Cheryl Wright** – Office Manager
- **Career Development Officer** - Vacant
- **Administrative Assistant** – Gina Firth

Recruitment

Gwich'in Services is responsible for all recruitment activities. During the period of 2011-2012 we have had a number of vacancies that we have advertised, screened, interviewed and completed reference checks for. Due to resignations, internal promotions and the creation of the Intergovernmental Relations department we have had a busy year of recruitment. We have not been able to fill some positions due to the qualifications of the applicants not meeting our needs.

Our process is that we have a job description identifying the job duties and educational requirements. We then post an ad in the newspapers and distribute posters to the four communities plus on the internet job websites. Once we have received all the resumes, we convene a panel usually composed of the Chief Operating Officer, Director Gwich'in



*Director of Gwich'in Services and Human Resources,
Robert Charlie*

Services and the Director of the department. Screening is completed and we move to the interview stage where we ask a series of questions to gauge the applicants suitability followed by reference checks to get more information from past supervisors on the applicant. Once this has been completed the panel will meet and select the most qualified candidate. There is also a Gwich'in preference which is taken into consideration. We then do a job offer letter. If the applicant accepts we determine a start date, do an orientation to the work place including introduction to all staff and there is also a six month probationary period, followed by a yearly performance review.

Education and Training

The Aboriginal Skills and Employment Training Strategy is in its second full year of delivery and we have had some success in delivering programs which enable our Participants and aboriginal clients to gain employment. Due to the economic downturn in the region and specifically the Gwich'in communities it has been a challenge to form partnerships with employers to offer training. We have had success in partnering with other organizations responsible for delivering education and training programs to deliver programs in the communities

The Vision/Mission of the Gwich'in Tribal Council is "to provide participants of the GCLCA with the opportunity to maximize their potential through education and meaningful employment.

To provide a high level of service in the areas of funding, programming, education and training, while maintaining a supportive network, in an inclusive and efficient manner.

We feel that to ensure our Participants become more skilled and employable, the completion of the following steps are necessary:

- Education and training must be given a high priority among all Gwich'in Participants and this must be reflected in the priorities of the Gwich'in Tribal Council and their subsidiaries and associated organizations.
- The training needs must be identified for Gwich'in Organizations.
- Individual training/career plans should be prepared for all applicants requesting assistance. For Gwich'in employees employed by Gwich'in organizations, training plans should be prepared in conjunction with the manager of the Gwich'in organizations.
- Formal on the job training or mentorship programs must be developed, to ensure that Gwich'in Participants will be able to undertake key positions that are currently held by non-Gwich'in individuals.

Aboriginal Skills to Employment Training Strategy (ASETS)

For the period of April 1, 2011 to March 31, 2012 we continued our efforts to improve the "employability" of all aboriginal clients that came to our office for assistance. We supported the Local Employment Officers in the communities of Aklavik, Ft McPherson and Tsiigehtchic and received funding from GNWT Education, Culture and Employment for a Career Development Officer in our GTC office in Inuvik. We also supported the Child Care Centers in the communities of Aklavik, Ft McPherson, Inuvik and Tsiigehtchic. This funding goes towards the infrastructure needs of the centers and is not used to provide funding for individual child care needs. We also have funding available for youth initiatives and funding to support clients with disabilities. We have also partnered to deliver some training programs that have improved the skills of our Aboriginal clients in the communities to improve their ability to obtain employment.

Program Activities

We have partnered with other groups to deliver Safety training and have also developed a template for delivering employment and workplace readiness seminars in each community. We have recently completed a "needs assessment" for all Gwich'in communities so this will assist us in providing programs relevant to the needs identified.

Service Delivery Improvement

We continue to support our Local employment officers in the communities and have provided skills training in Employability Skills training and also Foundation Skills training. These will provide skills for interviewing clients that we meet with on a daily basis. We have also attended ASETS workshops which gives us an opportunity to meet with other ASETS holders to network and share information.

Partnership Activities

We continue to participate on the Regional Training Partnership which is composed of all organizations responsible for delivering



education and training programs. We meet on a quarterly basis and share information on our initiatives and try to find ways to partner in the delivery of programs. We also travel periodically to the communities to meet with the Employment Officers, Child care centers Gwich'in governments and employers in the communities.

Communication and Marketing

As above we share information on the ASETS agreement whenever the opportunity arises. We will attempt to engage employers in all four communities to update them on the opportunities to meet their employee needs through the ASETS agreement.

First Nation and Inuit Child Care

Under the ASETS agreement we also provide support to Child Care Centers in all four Gwich'in communities. These child care centers provide a valuable service to parents who are unable to find employment due to lack of facilities for child care. These centers also provide a valuable service by providing a fun but structured environment for these young children who will then be ready to enter preschool or kindergarten.

Other Initiatives/Partnerships

In addition to ASETS we also have the Gwich'in Education Foundation, Imperial Fund and Dowland Fund that provide supplementary funding to students attending Post Secondary institutions. We provide supports in the area of tuition/books, living allowance and in some cases transportation cost.

We are also invited by Aurora College and Yukon College to participate in their planning sessions that they hold throughout the year. At these meetings we provide our input on what educational initiatives we are working on and we provide input into the plans that Aurora College or Yukon College have for their institutions.

We also work with the Schools to provide information on our Land Claim Agreements. We are also on the committees at SAMS and SHSS to work on the "Aboriginal Student Achievement" initiative.



Kitchen Helper Program, Tsiigehtchic



Job Fair in Inuvik, February, 2012

Over the course of the upcoming year we plan to work more closely with the communities especially the schools as we recognize that we need to work on the Career Planning process so that students can identify early on what their career plans are. We can then assist with course selection that will enable them to be successful in their chosen career. We also encourage parents, leaders, teachers and Gwich'in organizations staff in the communities to encourage the students to continue the pursuit of their educational goals.

Haii Cho

Robert Charlie
Director Gwich'in Services

Tribal Operations

Gwich'in Services

Bursaries

Bursaries are available to all Gwich'in Participants attending school on a full time basis for a period of two months or longer. This fund is intended to assist students who may require additional financial assistance to assist them with their education costs and living expenses. These funds can be provided to Participants within and outside of the Gwich'in Settlement Area. For the 2011/2012 Fall and Winter Semester we provided a bursary of \$200 per month and a top up bursary of \$250 per month for students without dependents and \$350 per month for students with dependents. The value of the top-up may change from year to year based on the demand and the availability of funding.

During the 2011/2012 year we assisted 120 students and spent \$179,450.00 from the Education Foundation and \$99,895.00 from the Imperial fund for a total of \$279,345.00 towards bursaries to students attending school.

Scholarships

Scholarships may be awarded to Gwich'in Participants who achieve an overall average of 80 percent in their program of studies based on a complete year with a full course load. A total of 5 scholarships were awarded for a total of \$5,000 with 4 allocated from the Education Foundation and 1 from the Imperial fund.

Graduation Gifts

A graduation gift of \$250 is awarded to each Gwich'in Participant that successfully completes a College or University program. Graduation gifts of \$100 each are awarded to students graduating from high school who bring in their diploma. A total of 31 graduation gifts were awarded in 2011/2012 for a total of \$5,500.00. 15 high school students received \$100 each for a total of \$1,500 and 16 post secondary students each received \$250 for a total of \$4,000.

Gwich'in Services - Children's Trust

The Gwich'in Children's Trust was established to maintain and invest capital distributions made pursuant to the *Gwich'in Comprehensive Land Claim Agreement* to Gwich'in Participants under the age of 19, and to disburse these capital distributions and accumulated

earnings when these participants reach the age of 19 years.

A total of \$192,762.00 was disbursed to 74 participants who turned 19 in 2011.



Tribal Operations

Gwich'in Services - Gwich'in Harvesters Assistance Program (GHAP)

Background

The Gwich'in Harvesters Assistance Trust (the "Trust") was established on November 1, 1995 to provide assistance to Gwich'in harvesters in traditional and emerging renewable resource activities through the Gwich'in Harvesters Assistance Program ("GHAP"). Under the GHAP, funds are used to provide assistance to individual Gwich'in harvesters and to certain community groups including the Renewable Resource Councils ("RRC's") for items like:

- Equipment repair, maintenance and replacement,
- Fuel costs to access harvesting areas, and
- Training in traditional and emerging harvesting activities.

In 2008, the GTC Board of Directors ("Board") approved changes to the GHAP Policy to give more responsibility to the community RRC's for hearing appeals as well as administering the program.

The resources of the Trust are invested in a combination of fixed income and equity

investments (i.e. bonds and stocks). The economic slowdown in 2011 resulted in a change in fair value of investments for the Trust. At the end of 2011, the Trust had accumulated earnings of \$261,041 (2010: \$551,992).

Results

We continued to see economic slowdown in the financial markets in 2011, which resulted in overall net loss of \$149,208 (2010 - \$431,854 earnings). The current structure of the Trust requires that it distribute all of its realized net earnings each year if it is to operate in the most tax efficient way. The distribution during the year to harvesters was \$124,054 (2010 - \$176,182). A total of 95 individual harvesters were assisted in 2011.

The fiscal year for GHAP ends on December 31, and there are two allocation periods for this program: Spring (opens February 28) and Fall (opens August 15). The following tables outline the assistance to individual harvesters by season and community.

GHAP Summary

Inuvik	Payments	Applicants	Funded	Denied	N/C*
Spring 2011	\$12,055.63	10	8	2	
Fall 2011	3,250.00	6	2	3	1
Community Based Initiatives					
Admin Fees					
Total	\$15,305.63	16	10	5	1

Fort McPherson	Payments	Applicants	Funded	Denied	N/C*
Spring 2011	\$29,097.33	43	34	8	1
Fall 2011	30,100.00	31	31		
Community Based Initiatives					
Admin Fees	4,000.00				
Total	\$63,197.33	74	65	8	1

Tsiigehtchic	Payments	Applicants	Funded	Denied	N/C*
Spring 2011	\$12,523.49	9	6		3
Fall 2011	20,643.00	8	4	3	1
Community Based Initiatives					
Admin Fees	4,000				
Total	\$37,166.49	17	10	3	4
Outside of G.S.A.		1			1

Total GHAP Districuted	\$136,054.61				
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	Applicants	Funded	Denied	N/C*
Aklavik	19	10	7	2
Fort McPherson	74	65	8	1
Inuvik	16	10	5	1
Tssigehtchic	17	10	3	4
Out of G.S.A.	1	0	0	1
Total	127	95	23	9

	Totals
Payments for Harvesters	\$124,054.61
Community Based Initiatives	0.00
Admin Fees	12,000.00
Total	\$136,054.61

N/C is short for “no commitment”, which indicates that the harvester was allocated funding but did not follow through.



Actions

The Board reviewed the status of the Trust in March 2011. While the Trust has experienced some recovery, it has not yet returned to the level it was prior to the economic downturn. Suggestions were made to retain an adequate surplus to be able to withstand market fluctuations with reference to the 17 percent decline in value that the Trust experienced in the 2008 downturn. While no resolution was passed, the Board plans to revisit allocation levels and re-consider policies related to part-time harvesters after the Trust has reached a minimum \$5 million in net assets. Before recommending any new policies, the Board wants to ensure that Trust can sustain an increased disbursement level year after year irrespective of any market fluctuations.

The allocations for 2012 will continue to be closely monitored in response to concerns with continuing fluctuations in the financial markets and decreased interest rates. At a minimum, the principal contribution of \$4,350,000 must be maintained for the Trust to be self-sustaining.

In order to continue minimizing income tax costs, management will be working with the Trust's investment portfolio manager to discuss the investment changes required to produce predictable earnings timed to meet the Trust's need for funds, which will include an analysis and ongoing tracking of realized earnings that would need to be distributed annually and unrealized earnings and capital gains which can be retained within the Trust until realized.

Tribal Operations

Lands and Resources Management

The Lands and Resources (L & R) department is responsible for coordinating and facilitating various activities and programs related to lands administration and resources management of the *Gwich'in Comprehensive Land Claim Agreement (GCLCA)* including but not limited to:

- the management and administration of Gwich'in-owned lands within the NWT and Yukon;
- issues, policies, regulations and guidelines relating to the management and planning of land use, wildlife including wildlife harvesting, water resources management, the environment, including forest management, and;
- other *GCLCA* related issues.



Director of Lands and Resources, Mardy Semmler

Lands Administration

Lands Administration processed the following authorizations or leases for access to Gwich'in owned land.

Total Authorizations issued in 2011:	8
Access/Quarry	1
Quarry/Research	2
Quarry	5
Authorizations issued in first half of 2012:	4
Quarry	4



Lands and Resources Officer Trainee, Liz Gordon



SIGNIFICANT PROJECTS

Land Administration

Land Management and Control Guidelines and Fee Schedule: The GTC land access fees have been updated for the 2012-2013 fiscal year. The Land Management and Control Guidelines is a working document and will be updated as required over time and approved by the GTC Board of Directors to ensure all elements of land use and policy are covered off within the Guidelines.

Subsurface Rights Issuance Policy: The GTC has a finalized draft for the GTC Subsurface Rights Issuance Policy. This policy identifies a process for subsurface rights issuance on Gwich'in Private Lands. The policy will allow for industry to file land use applications to the GTC Lands and Resources department to explore and develop oil and gas rights on Gwich'in Private Surface and Subsurface Lands.

NWT Water Strategy: The GNWT and INAC have completed Northern Waters, Northern Voices - A Water Strategy for the NWT. The GTC participated in the development of the Strategy through the Water Stewardship Strategy Aboriginal Steering Committee. The development of an Action Plan has been completed to implement the water strategy. A draft Communications and Engagement Plan is currently being finalized. The GNWT held Water Source Protection workshops in the regions, bringing organizations together responsible for water management within the communities to discuss potable water source protection for the communities. Trans boundary water negotiations are proceeding between the NWT/Alberta.

Harvester and Cabin Database: The GTC continue to register Participants cabins including harvesting areas within the GSR. The GTC is using Google Earth to complete this project until a more formal process through GIS is obtained. This information is required to ensure development projects do not affect participant traditional and cultural land use including peaceful enjoyment of Gwich'in lands. GTC has finalized a

residential lease authorization for all non-Gwich'in camps within the GSR and will require all non-Gwich'in cabin owners to enter into long term residential leases to occupy Gwich'in private lands.

Dolomite (Airport) Lake: The GTC L & R Department has been in discussions with MACA regarding the land freeze and long term leases being issued to camp and cabin owners at Airport Lake. The GTC will continue to participate in discussions with MACA, Town of Inuvik (ToI), Nihtat Gwich'in Council (NGC) and Nihtat Gwich'in Renewable Resources Council (NGRRC) to ensure the use of Airport Lake by non-Participants does not affect traditional and cultural use of adjacent private lands by Gwich'in Participants. A Working Group has been established with members from each of the NGC, NGRRC, ToI, MACA and the GTC to assist in the development of a Dolomite (Airport)Lake Development and Management Plan. Terms of Reference have been developed for approval and are being submitted to the Steering Committee which consists of the Deputy Minister – MACA, GTC President, NGC President, NGRRC President and ToI Mayor. The Working Group is proposing to meet on June 4 to discuss a work plan and schedule for the development of the Plan. The Plan is proposed to be finalized and signed off by December 2012.

Cumulative Impacts Monitoring Program (CIMP) and Audit: CIMP is a requirement of the GCLCA and the Mackenzie Valley Resource Management Act. Funding commitments from the Government of Canada Treasury Board were secured during 2011/12 to fully implement CIMP, including capacity development at the community level and community based monitoring programs. CIMP proposals are funded on an annual basis. Research projects may be longer than one year but the researcher has to resubmit proposals for funding each year. CIMP guidelines recommend researchers enter into partnerships with other organizations for research projects and encompass an ecosystem approach to research rather than individual projects. SENES completed the

2010 Environmental Audit Report and the State of the Environment Report and both reports have been accepted by the Minister of AANDC. Next steps will be for the Audit Sub Committee to follow up on the recommendations made in the Audit and State of the Environment Reports with AANDC and other organizations responsible for land and water management within the NWT. GTC has continued to participate in the CIMP through the working group.

Protected Areas Strategy: The GTC is a member of the PAS Steering Committee. The GTC does not have any PAS nominations put forth for the GSA and is utilizing the Gwich'in Land Use Plan (GLUP) as the vehicle for land use protection. The GLUP includes Conservation Zones, Special Management Zones and General Use Zones. The GTC Lands and Resources will continue to monitor the GLUP and the five year review process to determine if adequate protection of lands is provided within the Gwich'in Settlement Area. The GTC will continue to use the GLUP as the main instrument for Protected Areas within the GSA.

Northern Contaminants Program (NCP): The GTC L & R Department continues to be a member of the Northwest Territories Regional Contaminants Committee (NWT RCC). The federally funded NCP is for research projects looking at effects of long range contaminants brought to the north through ocean and air currents. Categories include Human Health, Communications, Capacity and Outreach, Environmental Trends and Community Based Monitoring projects. The GTC Lands and Resources submitted their annual funding proposal to participate within the National and Regional Coordination and Aboriginal Partnerships on the NWT Regional Contaminants Committee (NWT RCC). The GTC participated at the annual social and cultural proposal review on February 21 – 23, 2012. The NCP Management Committee met from April 11 – 13, 2012 to allocate funding for the approved research proposals submitted. The GTC member of the NWT Regional Contaminants Committee was re elected chair of the committee.

Yukon Environmental and Socio-Economic Assessment Act (YESAA) Implementation:

The YESAA 5 year review working group are continuing to work together to ensure the review recommendations are going to be followed up by AANDC - Yukon and YESAB. Yukon Government established a YESAA Forum which consist of all Parties to the YESAB 5 year review to work out the outstanding recommendations made by the Auditor.

YESAB has developed Proponent Guides for Sector Specific Quartz Exploration and Application Forms for review and comment. YESAB is of the view that the sector specific guides and application forms will assist in the streamlining of the review process. Other guides for Forestry and Land Disposition including application forms will also be distributed for review at a later date. The GTC will continue to coordinate activities associated with the YESAA Designated Offices in Dawson and Mayo, YT.

Peel Watershed Planning

Commission(PWPC): The Peel River Watershed Land Use Planning Commission finalized the recommended plan with modifications in December 2010. The land use planning staff finalized a plain language summary document of the plan prior to December 2011. Another round of final consultations was to be completed between December and February 2012 with the final recommended plan to the Yukon Government by March 2012. In February 2012 the Yukon Government presented the Parties with eight new principles to be used to shape the final plan. The Parties to the PW LUP were blind sided with the introduction of the principles at this late stage of the planning process and are considering options to move forward in finalizing the recommended land use plan including litigation. Yukon Government has proposed that YTG staff with rewrite the Peel Land Use Plan.

GTC Strategic Plan: The Lands and Resources staff assisted in the update of the 2011/12 GTC strategic plan and assisted in the development of the 2012/13 GTC Strategic Plan. Lands and Resources staff work plans



for 2012/13 identify projects that have been included in the GTC Strategic Plan, including proposed timelines for completion.

Resource Management

Dall Sheep Management Plan: The GTC will continue to participate in the development of the management plan for Dall Sheep in the Northern Richardson Mountains. The management plan has been presented to communities for feedback and is now in the final draft stage. The working group will then have the final plan signed by all plan partners.

Porcupine Caribou Management Board (PCMB) and Porcupine Caribou Management Agreement: Wilbert Firth is the GTC representative on the Porcupine Caribou Management Board. The GTC supported an amendment to the Porcupine Caribou Management Agreement to change “Dene Metis” to “Gwich’in”. PCMB Secretariat tracked down resolutions made in 1994 by each of the Dene Nation, Metis Association and GNWT to amend the PCMA to include the GTC as a party to the PCMA. The PCMB requires similar resolutions from CYFN for assigning responsibilities to NND, VFN and TFN in the Yukon. The GTC is a signatory to the Porcupine Caribou Harvest Management Plan (HMP) and the Implementation Plan for the Porcupine Caribou Herd in Canada. Both of these documents have been signed off by all parties and can be viewed on the PCMB website.

Cape Bathurst and Bluenose Caribou Management Plan: The GTC L & R Department reviewed the draft Cape Bathurst and Bluenose Caribou Management Plan. The L & R department submitted numerous comments back to the planning committee. The plan identifies a process for the use and management of the herd to ensure that the herd continues to increase in population for the future.

Forest Management in the GSA: The GTC participated in the development of a Forest Management Plan for the GSA in conjunction with the GRRB and GNWT Environment and Natural Resources (ENR). The GTC Board of

Directors approved the recommended plan in April 2009. The GTC has not signed off on the Plan and may have a signing ceremony during the Grand General Assembly. The plan is currently in effect and is being implemented.

Caribou and the Dempster Highway Elders Campaign: The GTC continues to bring Gwich’in Elders on the highway to discuss harvesting and traditional values of the caribou with harvesters along the Dempster. This project allows the GTC to be present on the highway during peak migration seasons from August to October. This project began through a request from the community of Fort McPherson and has been on going since 2006. The project will continue on an annual basis with funding support from GNWT ENR. The program also includes a harvester reporting component and the ENR Dempster Check Station as per the Porcupine Caribou Harvest Management Plan. The check station is situated at the Peel River and the GTC recommend that all Participants and harvesters report their harvest either at the check station or through a conservation officer that may be monitoring harvesting activities in the field.

NWT Wildlife Act Revisions: The GTC is participating in the revision process of the NWT Wildlife Act. GNWT ENR is completing the Wildlife Act revisions with participation from most of the Aboriginal Organizations in the NWT. The Draft Wildlife Act was to be presented to the NWT Legislative Assembly for approval in March 2012. The Aboriginal Governments were able to get the Bill withdrawn from the table due to lack of consultation of revised document being presented. The GNWT is requesting the GTC to complete a review of the proposed NWT Wildlife Act February 2012 for any potential infringements. Brian Crane – GTC Wildlife Act Revisions Legal Counsel, has provided a comprehensive review of the NWT Wildlife Act and cross reference with the GCLCA for any potential infringements on Gwich’in and/or Participants with regard to harvesting and/or wildlife management within the GSA. The GTC has submitted a comprehensive response to GNWT ENR prior to June 30, 2012.

Regional RRC Meeting: The GTC Lands & Resources staff participated in the Regional RRC meeting in Inuvik January 2012. Each community RRC is represented at the Regional RRC meeting. The Regional RRC meeting allows for the community members to come together with government and other wildlife and resource management groups within the GSA to discuss projects and programs with regard to resources and wildlife management for the GSA. The Regional RRC meeting is held in a different community of the GSR each year.

Peel River Water Quality Program: This annual water quality program has been completed in 2008 and follow up water and sediment samples will be collected every five years to track the water quality of the Peel River. The next samples will be collected in 2012 during the summer season. Previous samples indicated no issues or concerns with regard to the water quality of the Peel River.

Transboundary Negotiations: The GTC L & R Department has been assisting in the trans boundary negotiations and overlap agreement for Nacho Nyak Dunn. The First Nation of Nacho Nyak Dunn is currently negotiating a trans boundary and overlap agreement with the Federal and Territorial

Governments for traditional use rights for land within the GSA and Kasho Got'ine area of the Sahtu.

Departmental Restructuring

The GTC Lands, Resources and Implementation department has undergone some restructuring to remove the Implementation of the GCLC file out of the Lands Administration and Resources Management (L & R) Department. The GTC Lands Administration and Resources Management will be a separate department concentrating on lands administration and resources management for the GSR. The GTC L & R department is currently staffed by a Director – Lands and Resources and a Lands and Resources Officer Trainee and the GTC is currently recruiting for a Lands and Resources Technical Advisor to assist in the program management for the department.

Mardy Semmler

Director – Lands Administration and Resources Management

Elizabeth Gordon

Lands and Resources Officer Trainee



GTC and AANDC joint inspection – GSA July 13, 2012

Photo credit AANDC



Tribal Operations

Regional Wellness

Regional Wellness Department

The Director of Health & Wellness Programs is responsible for the Rachel Reindeer Wellness Camp. The Programs and Services are proposal driven which can include Residential School Programs, Grief Life Skills, Anger and Stress Management. Programs can also be specific to youth, women, men and elders.

Three areas of concern that provided guidance for Programs at the Gwich'in Wellness Camp

1. The Gwich'in Tribal Council has recognized the lack of support services for families of person's suffering from **abuse of drugs and alcohol and other related issues**. Activities that combine traditional practices of the Gwich'in and workshops to strengthen their identity and build healthy family and parenting skills in a natural and peaceful setting.
2. The Gwich'in Tribal Council values the **elders as the teachers and youth as the future** and utilizes this opportunity to provide workshops to connect the elders and youth and to provide insights of cultural values through traditional stories of life on the land. The Wellness Camp was rented by Beaufort Delta Education Council and Aurora College to host workshops for the Aboriginal Language Classes.
3. The **Residential School Legacy** has had a devastating impact on the Gwich'in people and all aboriginal people in general. The Gwich'in Tribal Council's Wellness Department has been working closely with Health



Regional Wellness Staff: Susan Ross (left) & Director Matilda DeBastien with Vision Board

Canada to provide counselling services and workshops on residential school issues regarding loss of language, parenting skills and abuse.

Brief Outline of programs:

The Healing Journey Workshops were:

Understanding Lateral Violence:

5 participants

Nonviolent Communication:

7 participants

Building Self Esteem:

11 participants

Managing Emotional Crisis:

16 participants, may even be 18 by the time we start

Understanding Relationships:

12 participants

The Resolution Health Support Program:

Susan Ross, Resolution Health Support Worker Indian Residential School: As of March 31st, 2012 there is a total of 13 on-going clients who stay in contact on a daily basis. Three clients are in their Independent

Assessment Process stage and are waiting to hear back on their status. Susan continues to provide support to all clients, referrals to counseling or cultural support workers. Susan is also working with the Inuvialuit Regional Corporation Resolution Health Support Workers to continue with networking as a team.

Cultural Support Workers:

On February 18th, 2012 Susan hosted an Information session with the Cultural support workers to review the roles and responsibilities, identify dates for community visits, training and meetings. The information session was very well received. Thank you to the Cultural Support Workers for their feedback. Susan continues to stay in contact with the Support Workers from each of the four Gwich'in communities.

Aklavik: *Annie Buckle, Eugene Pascal*
Fort McPherson: *Eileen Koe, Julianne Koe*
Tsiigehtchic: *Jenny Andre*
Inuvik: *Sarah Jerome*

Statement Gathering:

Sheila Mazhari

The Gwich'in Tribal Council took the initiative to continue offering private statement gathering services within the communities of the Gwich'in Settlement Area (GSA) including the addendum of the community of Tuktoyaktuk in the Inuvialuit Settlement Region (ISR), through a collaborative agreement with the Truth and Reconciliation Commission of Canada. From June 20 to September 30, 2011 a total of 36 statements were gathered and forwarded to the Truth

and Reconciliation Commission. Each client was given a reference number and can access their statement through the TRC Office in Winnipeg.

The Truth and Reconciliation Commission of Canada

Head Office, 1500-360 Main Street
Winnipeg, Manitoba R3C 3Z3
Telephone: (204) 984-5885
Toll Free: 1-888-872-5554 (1-888-TRC-5554)
Fax: (204) 984-5915
email: info@trc.ca

Conclusion:

The Gwich'in Tribal Council Resolution Health Support Program and the Healing Journey were very well received. Programs and Services will focus on getting past the hurts and traumas that have been experienced by many people.

The Regional Wellness Department will work with Health Canada and the Healing Drum Society to host trauma recovery programs.

Matilda DeBastien
Director
Health and Wellness Programs



Youth Programs



GTC Wellness Camp, Inuvik



Tribal Operations

Intergovernmental Relations

This is the first year that the department has operated under a separate mandate from the Department of Lands and Resources. The director was hired in August, 2011, and the department commenced regular operations in October, 2011. The majority of the department's work is classified under two broad categories: implementation and self- government. Implementation refers to the various files associated with the implementation of the Gwich'in Comprehensive Land Claim Agreement (GCLCA) and that do not deal strictly with settlement lands. Self- government refers to the ongoing negotiations between the Gwich'in Tribal Council, Canada and the GNWT to arrive at a Gwich'in Self-Government Agreement, as specified in Chapter 5 and Appendix B of the GCLCA.

Human Resources

At present, the department consists of a Director, a Self- Government Regional Coordinator and an Implementation Support Trainee. The department also works closely with numerous consultants, lawyers and with the Gwich'in Chiefs and Designated Gwich'in Organization Presidents and their staff.

Budget

The departmental budget in fiscal year 2011-2012 was \$1,429,998. This total is comprised of base funding (\$1,206,398) and supplementary funding (\$223,600), which represents monies successfully obtained by the Director over the course of the fiscal year.

The 2012- 13 budget is still undetermined. Self- government funding has not yet been approved and several contribution agreements



Director Intergovernmental Relations, Patrick Tomlinson



Implementation Support Trainee, Diane Baxter

have been submitted, but no responses have been received. GCLCA funding levels read as follows:



Lawyer Dave Joe in the Self-Government workshop

Recipients	2011-12
Gwich'in Arbitration Panel	\$ 47,091
Gwich'in Renewable Resources Board	\$ 749,004
Gwich'in Land Use Planning Board	\$ 288,638
Gwich'in Land and Water Board	\$ 783,731
Gwich'in Tribal Council	\$ 556,398
Gwich'in Renewable Resources Councils	\$ 302,389
Total	\$5,678,137

Recipients	2012-13
Gwich'in Arbitration Panel	\$ 48,028
Gwich'in Renewable Resources Board	\$ 763,906
Gwich'in Land Use Planning Board	\$ 294,381
Gwich'in Land and Water Board	\$ 799,324
Gwich'in Tribal Council	\$ 567,468
Gwich'in Renewable Resources Councils	\$ 308,405
Total	\$ 5,791,110

Implementation Committee

The Implementation Committee met in November, 2011. The purpose of the committee is to bring together representatives from the GTC, Canada and the GNWT to review progress on the implementation of the

GCLCA. At the November meeting, the GTC was presented with updates on large federal initiatives such as Devolution, and Canada's Action Plan, and the parties discussed progress on GTC initiatives and previously stated concerns. The GTC tabled an important resolution that would change the terms of reference of the committee, such that in the future the Implementation Committee would follow annual work plans and progress on individual files would be measured using a set of agreed upon criteria.

Implementation Plan Review

The expiry date of the current 10 year Implementation Plan is March, 2013. Canada, the GNWT and the GTC have commenced a technical review of the existing plan to prepare for a negotiation of another 10 year plan. The first stage of the technical review was an independent assessment of the current plan by GTC senior managers; the second stage was a clause by clause comparative review of the GCLCA with the existing Implementation Plan. The third stage, which will commence in the summer 2012, will involve a project by project review of the existing plan to make amendments and remove completed tasks. The last stage of the plan review process will involve a negotiation between the parties on the final content and the financial components of the next 10 year plan (2013 – 2023).

Amendments to the Mackenzie Valley Resource Management Act

The Director played a key role in the Aboriginal response to the amendment process of the MVRMA. Refusing to engage alone and separately with Canada on this issue, the GTC, along with over a dozen other Aboriginal organizations, formed a coalition response to the government of Canada and presented a draft proposal for a collaborative approach to considering changes to the Act. In March, the federal Minister of Indian Affairs met with Aboriginal leaders and rejected the coalition approach. Subsequent to this meeting, there has been renewed support by the various members for the coalition for the draft proposal. Canada plans on tabling legislative amendments to the Act in the fall, 2012.



Proposed Legislation to the Surface Rights Board

The GTC has abstained from participation in the process to create a Surface Rights Board. The position of the GTC is that a surface rights board is not required, as there have been no disputes to date that require such a board and because there exists at present an arbitration process in the GCLCA to address such disputes should they arise.

Self-Government

The GTC met with Canada and the GNWT 3 times in fiscal year 2011- 2012 to continue self- government negotiations. In addition to the main table negotiations, the GTC engaged in numerous community consultations in the 4 settlement area communities, as well as in Yellowknife, Edmonton and Whitehorse. By spring 2012, the Chiefs protocol had been signed and approved by all four Band Councils. The protocol affirms the Band Councils' support for the Self- government negotiations and confirms the participation of the Chiefs in future negotiations.

The self- government team is working to achieve an Agreement- in- Principle by

December, 2012. Numerous events are planned to help attain this goal, including visits with other self- governing First Nations, strategic planning sessions with consultants, and research initiatives to provide background information and proper context to decision makers.

In February, 2012, the GTC hosted a national symposium on the proposed federal fiscal harmonization policy. This policy would replace negotiations of self- government funding with a formula approach, whereby each self- governing First Nation would receive annual base funding according to a set pre-established totals. The symposium was attended by representatives of First Nations from Yukon and B.C., as well as by groups from across the NWT. It is the view of the GTC that self- government funding is properly dealt with by way of negotiations between the parties to the agreement, because the financial requirements of individual governments are dynamic and cannot be effectively managed in a "one size fits all" approach.

Patrick J. Tomlinson
Director



GTC Self Government Workshop, Inuvik, March 2012

Gwich'in Organizations

Gwich'in Enrolment Board

The Gwich'in Enrolment Board has operated since March 1993, and is responsible for enrolling all persons of Gwich'in ancestry in the Gwich'in Comprehensive Land Claim Agreement (GCLCA). Only those enrolled under the Claim are entitled to vote and run in GTC elections, participate in the activities of the GTC and its affiliated bodies, or receive benefits such as Christmas hampers or money from pay outs.

The Enrolment Card also meets the requirement for photo-identification necessary for airline travel. The first Gwich'in Enrolment Registry was issued in April 1994 and listed 1,245 Participants. By May 2012, we presently have 3,341 enrolled participants and continue to receive applications.

On Enrolment, each Participant receives a Gwich'in Enrolment Card bearing the logo of the Gwich'in Nation and the Participants four digit enrollment number and associated community. Enrolment in the Claim is not identical with membership in a Gwich'in Band: your ten digit Treaty Status Card Number (the first three digits of which indicate your community band) reflects Band membership. To change Band affiliation, you must contact both your local Band and the Enrolment Board. But you must enroll under the GCLCA itself to enjoy its benefits, and membership is not automatic even if you already belong to a band. To apply, you must request and complete an application form. Enrolment is open to all who qualify, regardless of age, so eligible Gwich'in can enroll their children and themselves.

Keeping the Registry up-to-date as people move, marry, have children, and become deceased is a major part of the Enrolment Board's work. Participants continue to receive



GTC Enrolment Board, Cheryl Wright

all the benefits to which they are entitled under the Claim only as long as we have current, accurate information. We urge you to ensure that we have up-to-date information on you and your family, and to contact us if you know someone who may be eligible but has not yet enrolled. It is easier than ever to stay in touch, through our toll-free telephone number, email or the GTC web site.

The Enrolment Board Members are:

Mary Ann Ross – Chairperson

Robert Alexie Sr. – Board Member – Fort McPherson

Peter Ross – Board Member – Tsiigetichic

Billie Lennie – Board Member – Inuvik

Leanne Nerysoo – Board Member – Aklavik

Cheryl Wright – Enrolment Coordinator

You can reach us at:

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Toll-Free: 1-866-414-4670

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Website: www.gwichin.nt.ca

Cheryl Wright

Office Manager/Boards & Trust Coordinator



Gwich'in Organizations

Gwich'in Social & Cultural Institute

The Gwich'in Social and Cultural Institute (GSCI) was established in 1993 as a non-profit society with charitable status and a mandate to document, preserve and promote Gwich'in culture, language, traditional knowledge and values. **The GSCI Board of Directors** are Mary Ann Ross, Chair, GTC; Gladys Alexie, Vice-Chair, Fort McPherson; Renie Stewart, Aklavik; Annie Jane Modeste, Fort McPherson; Ruth Wright, Inuvik; Sarah McLeod-Firth, Inuvik; and Anna May MacLeod, Tsiigehtchic.

The GSCI Staff are Sharon Snowshoe, Executive Director; Ingrid Kritsch, Research Director; William George Firth, Language Manager; Alestine Andre, Heritage Researcher; and Margaret Thompson, Resource Coordinator.

The GSCI 5-year plan (2006-2010) and the GSCI Board directs the heritage and language projects of the GSCI that were carried out from April 1, 2011 to March 31, 2012 as listed:

Heritage Projects

Briefing Notes for the GTC Leadership

GSCI staff prepared three briefing notes for the GTC Leadership-GNWT Leaders meeting in Inuvik regarding (1) the Dene fonts, (2) palaeontological legislation, and (3) funding cuts to the Gwich'in Teaching and Learning Centre.

CBC Radio Legacy Project

Last summer, GSCI received 2,000 Gwich'in Legends CDs, 300 CDs were mailed out to Gwich'in Elders, language and cultural centers in the north, schools, libraries, government, churches, and the media. Additional CDs are mailed out as they are requested.



Executive Director of the Gwich'in Social and Cultural Institute, Sharon Snowshoe

Canadian Museum of Civilization (CMC) Gwich'in Collections Web Module

GSCI, the Vuntut Gwitchin and CMC created an on-line exhibit showcasing Gwich'in cultural materials from the CMC ethnographic titled Gwadàl' Zheii: Belongings from the Land. The website (www.civilization.ca/gwichin) was officially launched on April 13, 2012.

Digitization and Update of Gwich'in Archival and Research Materials

GSCI continues to digitize files such as typed interview transcripts, computerized mapping files, digital photos, reports, sound files of interviews, and other materials are being updated so the data will not be lost or become obsolete by rapidly changing computer programs.



Fort McPherson map workshop, March 2012

Five-year GSCI Strategic Planning for 2012-2017

The GSCI Board and Bill Davidson of RT Associates reviewed and updated a new 5-year strategic plan that will direct the research and language activities of the GSCI from 2012-2017.

Gwich'in Legends Workshop DVD Production

Gwich'in legends video-taped at the Aklavik Gwich'in Legends Workshop in January 2010 were produced to DVD format by NCS-TV. The legends of Deetrin', Diniizhok, Atachuukaii and others are told in Gwich'in by Elders with English sub-titles. DVDs will be distributed to Elders and others by summer 2012.

Gwich'in Goonah'kak Googwandak: The Places and Stories of the Gwich'in

This major work include (1) an on-line atlas, (2) topographic maps, (3) oral history descriptions for place names, (4) photos and video for place names, (5) on-line Atlas development by Geomatics and Cartographic Research Centre (Carleton University), and (6) submission of names for official recognition on maps.

Gwichya Gwich'in Genealogy Project

To date, all Tsiigehtchic RC church records (ca. 1860-1933) were entered into a genealogy database; ca. 50 interviews were completed with people with family ties to Tsiigehtchic; the first of two verification workshops was

held with Elders; and Tsiigehtchic family tree charts are drafted with information collected.

Heritage Fair Posters

Four posters (Caribou Snare, Dog Pack, Fish Trap, and Willow Bark Net) based on the CMC on-line Gwich'in materials exhibit were created for the Heritage Fair in Inuvik in September 2011 and these were later sent to the Aboriginal Language Instructors, to GSCI offices and the CMC.

Linguistic Posters – Gwich'in Language Lessons

Posters showing Gwich'in terms and words for (1) different parts of a coney (Sryuh), (2) a caribou-leg skin bag (Edreedhoh Uhtshuḥ), and (3) lacing snowshoes (Aih Tr'aghat), and the tools required to work with each item were sent to the Gwich'in Language Instructors, Aurora College, and Gwich'in offices in our area.

Teet'it Gwich'in Land Use History Book

Ingrid Kritsch continued to forward information to Dr. Michael Heine (University of Western Ontario) in preparation for his working on the Teet'it Gwich'in Googwandak book.

Muskrat Exhibit at the PWNHC

GSCI assisted Wendy Stephenson and PWNHC with finding an appropriate muskrat story for the Muskrat Exhibit. Eleanor Firth recorded The Flood Story in Gwich'in and English.



Aklavik map workshop, March 2012



PinCH (Intellectual Property in Cultural Heritage) Conference – Vancouver

Ingrid Kritsch attended the IPinCH conference in September 2011 and met with the Social Sciences and Humanities Research Council Review Team as we are a partner in this research initiative.

Projects Related to Implementation of the Gwich'in Claim

GSCI reviews Land Use Permit, Archaeological Permit and Scientific Research Licence applications. GSCI staff reviewed the Implementation Plan activity sheets and provided information on our activities and costs for the past 10 years (2003-2013) and project activities and costs for the next 10 years (2013-2023).

Supporting Academic Research

GSCI worked with Dr. Lynda-Ann Blanchard, University of Sydney, Australia; Harneet Gill, University of Victoria; Dr. (Gwich'in) Peter Loovers, Royal Anthropological Institute, London; Thea Luig, Ph. D. Student, University of Alberta; Aliana Parker, Graduate

Student, University of Victoria; and Dr. Theodore Schurr, University of Pennsylvania, Philadelphia.

The Sun at Midnight Film

GSCI provided information and advice, reviewed several draft scripts and the film teaser that was produced to market The Sun At Midnight film. We continue to explore sources of funding for the production of the film with Kirsten Carthew. Depending on funding, the possible film location may be in and around Fort McPherson scheduled for late summer /early fall with a cast of Gwich'in actors.

Language Projects

The Gwich'in language activities fall under the (1) Gwich'in Language Plan and include Gwich'in Dictionary, Elders' Biographies, Gwich'in Literacy Funding, Gwich'in Terminology Workshop, and the (2) Language Resource Material Development that include Gwich'in-Inuvialuit Second Language and Dene Kede Curriculum; Intensive Language Integration Camp; Photo Identification Workshop; and UVIC Linguistic Courses.



Aklavik Map Workshop March, 2012

Gwich'in Organizations

Gwich'in Settlement Corporation

Prepared by Towers Watson

History

The Gwich'in Settlement Corporation (GSC), the investment arm of the Gwich'in Tribal Council, was established in 1992 as a "settlement corporation" pursuant to Chapter 7 of the Gwich'in Comprehensive Land Claim Agreement (the Agreement).

The GSC is responsible for receiving and investing the majority of the capital transfer payments payable to the Gwich'in, pursuant to Chapter 8 of the Agreement, so that future generations of the Gwich'in can use the funds for "permitted activities" as described in Schedule 1 to Chapter 11 of the Agreement.

At inception in 1992, the fund was conservatively invested in a portfolio of short term guaranteed investment certificates. In 1995, this strategy was modified to include investment in a Canadian bond portfolio managed by Wood Gundy.

In 1996, there were a number of significant milestones for the fund. The first was the appointment of TAL Global Asset Management as the external investment manager to the fund, replacing Wood Gundy. The appointment of TAL provided the GSC with access to a professional investment management firm with the ability to invest a portion of the fund assets in Canadian and foreign equities, in addition to Canadian bonds.

Another important development in 1996 was the adoption of By-Law #18 (now By-Law #3) by the Gwich'in Tribal Council (GTC), which formalized the amount of the capital transfer to be allocated to the fund from 1997 to 2008. The By-Law also improved the governance of the fund through the establishment of an Investment Committee, the retention

of an external investment advisor and the establishment of an investment policy that governs how the fund is to be invested and managed.

In April 2002, the Investment Committee appointed RBC Dominion Securities to manage a portion of the Canadian equity portfolio of the fund to provide additional diversification by investment style.

In 2004, the Investment Committee conducted a review of the asset mix and investment management of the fund. As a result of this review, modifications were made to the Statement of Investment Policy for the fund to permit investments in a global equity portfolio, which includes both US and international stocks.

In April 2004, UBS Global Asset Management (Canada) Co. was appointed to manage the global equity portfolio. As a result of this appointment, TAL's mandate, which had included management of Canadian and US equities and fixed income, was amended to exclude management of US equities.

By-Law #3 was revised in 2006 to provide for maximum annual disbursements for administration expenses, capital distributions to participants and transfers to Designated Gwich'in Organizations. These annual maximums as a percentage of the Fund balance are 1.0%, 1.0% and 3.5%, respectively. In addition, the Investment Committee has some discretion in determining the annual disbursements, subject to an overall maximum of 5.5% of the Fund balance. The goal over the long term is for the Fund balance to exceed the Gwich'in Legacy Capital adjusted for inflation. The Gwich'in Legacy Capital is the Fund balance at April 22nd, 2007. As of April 22nd, 2007 the fund balance was \$134.7 million.



The final capital transfer was received on April 22nd, 2007. During the 2011/2012 fiscal year, disbursements were \$5.5 million for permitted activities; \$3.85 million will be loaned to Gwich'in Development Corporation for business acquisitions approved by the Board.

Fund Management

At March 31st, 2012, the following professional organizations were involved with the investment management, administration and oversight of the fund:

- CIBC Global Asset Management is an investment manager, responsible for a fixed income mandate.
- GE Asset Management is an investment manager, responsible for managing a Canadian equity portfolio.
- Scheer Rowlett and Associates is an investment manager, responsible for managing a Canadian equity portfolio.
- UBS Global Asset Management is an investment manager, responsible for managing a global equity portfolio.

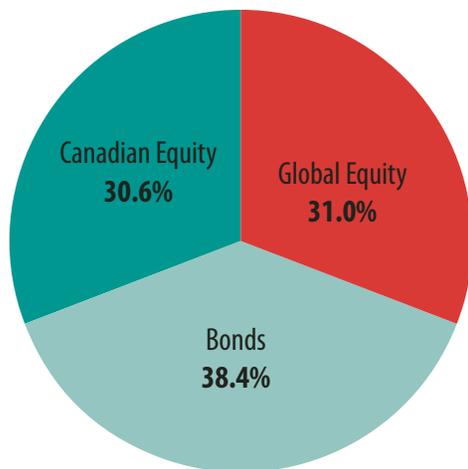
- CIBC Mellon is the custodian of the fund assets, responsible for safekeeping, administration, and financial reporting of the fund assets.

Towers Watson is the investment advisor to the GSC, responsible for monitoring investment performance and compliance with the terms of the investment policy, and advising the GSC with respect to the investment management of the fund.

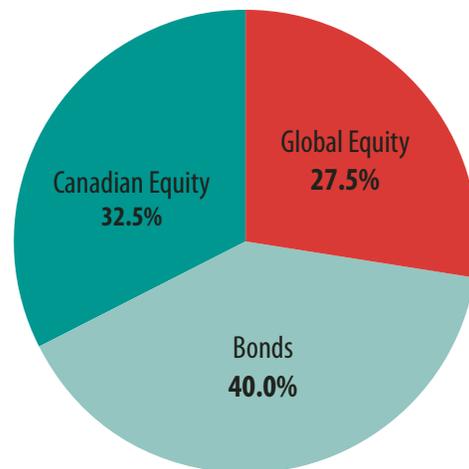
Investments at March 31st, 2012

At March 31st, 2012, the total market value of the fund was \$111,245,2001 compared with \$121,073,1601 at March 31st, 2010 and was invested as follows:

- ¹ The amount at March 31st, 2012 includes a Gwich'in Development Corporation receivable of \$17,986,531 and an investment in First Nations Bank of \$2,000,000. The amount at March 31st, 2011 includes a Gwich'in Development Corporation receivable of \$17,842,755 and an investment in First Nations Bank of \$2,000,000. These receivables have not been reflected in the asset allocation charts below.

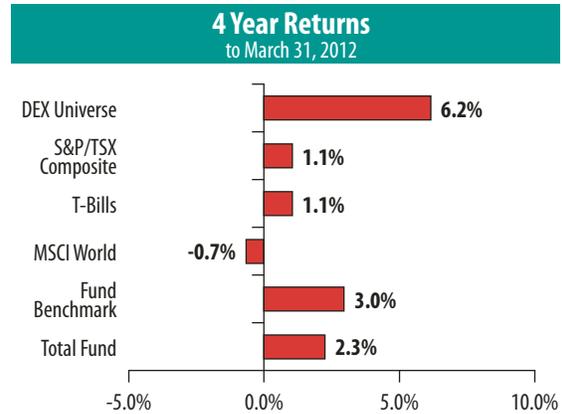
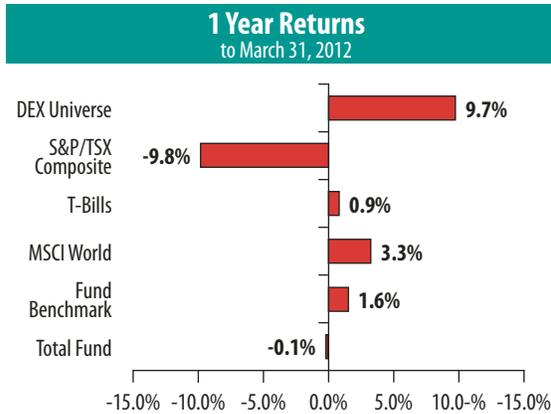


Total Fund
March 31, 2012



Policy Benchmark
March 31, 2011

The following chart shows the fund benchmark and asset class returns for the one year and four year periods ended March 31st, 2012:



Over the one year period ended March 31st, 2012 the top performing asset class was bonds with a return of 9.7%, followed by global equities at 3.3% (in Canadian dollar terms) and Canadian equities at -9.8%. Cash returned 0.9%.

The total fund returned -0.1% for the year ended March 31st, 2012 which was behind of the total fund benchmark return while ranking third quartile when compared to a universe of balanced funds with similar asset allocations. Underperformance within global equities as well as an overweight position in Canadian equities and an underweight position in bonds were the primary determinants of relative performance during this period.

Over four years, the total fund has returned 2.3% per annum, underperforming the total fund benchmark return of 3.0% per annum, ranking fourth quartile in a universe of other balanced funds. Relative performance during this period is primarily attributable to poor performance in Canadian equities.

Tax Status

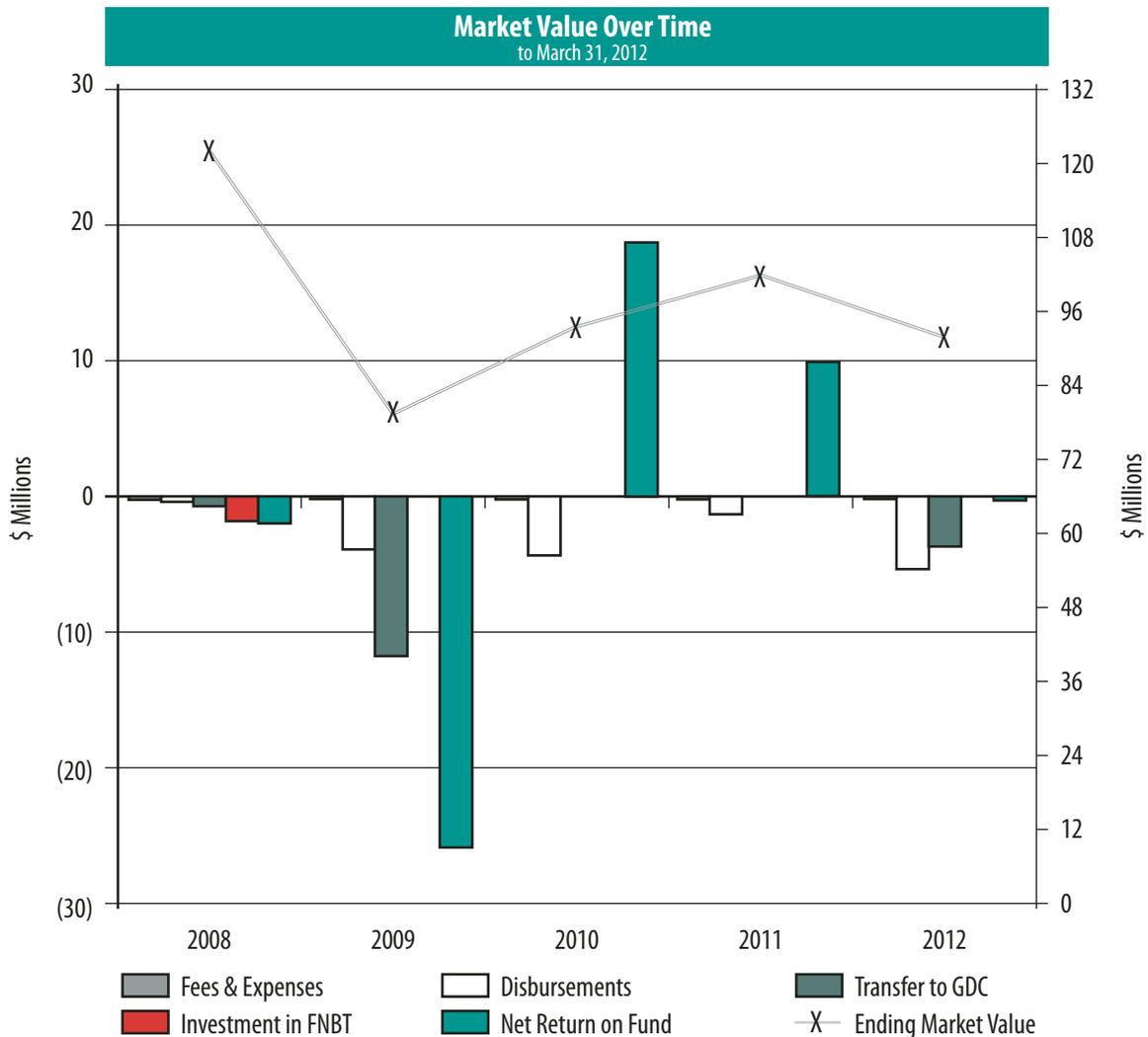
To maintain its tax exempt status after April 22nd, 2007, the Gwich'in Settlement Corporation must spend annually a minimum amount, referred to as the "disbursement quota", on permitted activities as contained in Schedule 1 to Chapter 11 of the Agreement. For transfers to Designated Gwich'in Organizations, the disbursement quota is set at a maximum 3.5% of the capital. In addition, a maximum of 1% of the capital may be disbursed annually for each of administration expenses and capital distributions to participants.

Progress of the Fund

At March 31st, 2012 the actual fund market value was \$111.2 million. The inflation adjusted Gwich'in Legacy Capital at March 31st, 2012 is \$146.8 million. In light of this shortfall, the Investment Committee should disburse the minimum allowable amount in 2012/2013 or 3.5% of the March 31, 2012 fund market value (3.5% x \$111.2 million = \$3.9 million).



The following chart shows development of the fund since the final transfer from the federal government in April 2007.



Note: The left hand scale applies to the bars which depict changes in the market value and the right hand scale applies to the line which shows the market value of the fund

Fiscal Years	Beginning Market Value	Fees & Expenses	Disbursements	Transfer to GDC	Investment in FNBT	Net Investment Return	Ending Market Value
2008	\$127,433	(\$440)	(\$590)	(\$910)	(\$2,000)	(\$2,167)	\$121,326
2009	\$121,326	(\$391)	(\$4,062)	(\$11,843)	\$0	(\$25,806)	\$79,225
2010	\$79,225	(\$341)	(\$4,500)	\$0	\$0	\$18,728	\$93,112
2011	\$93,112	(\$355)	(\$1,500)	\$0	\$0	\$9,973	\$101,230
2012	\$101,230	(\$390)	(\$5,500)	(\$3,850)	\$0	(\$232)	\$91,259
Total	\$127,433	(\$1,526)	(\$10,652)	(\$12,753)	(\$2,000)	\$729	\$101,230

Note: Values are in thousands of dollars

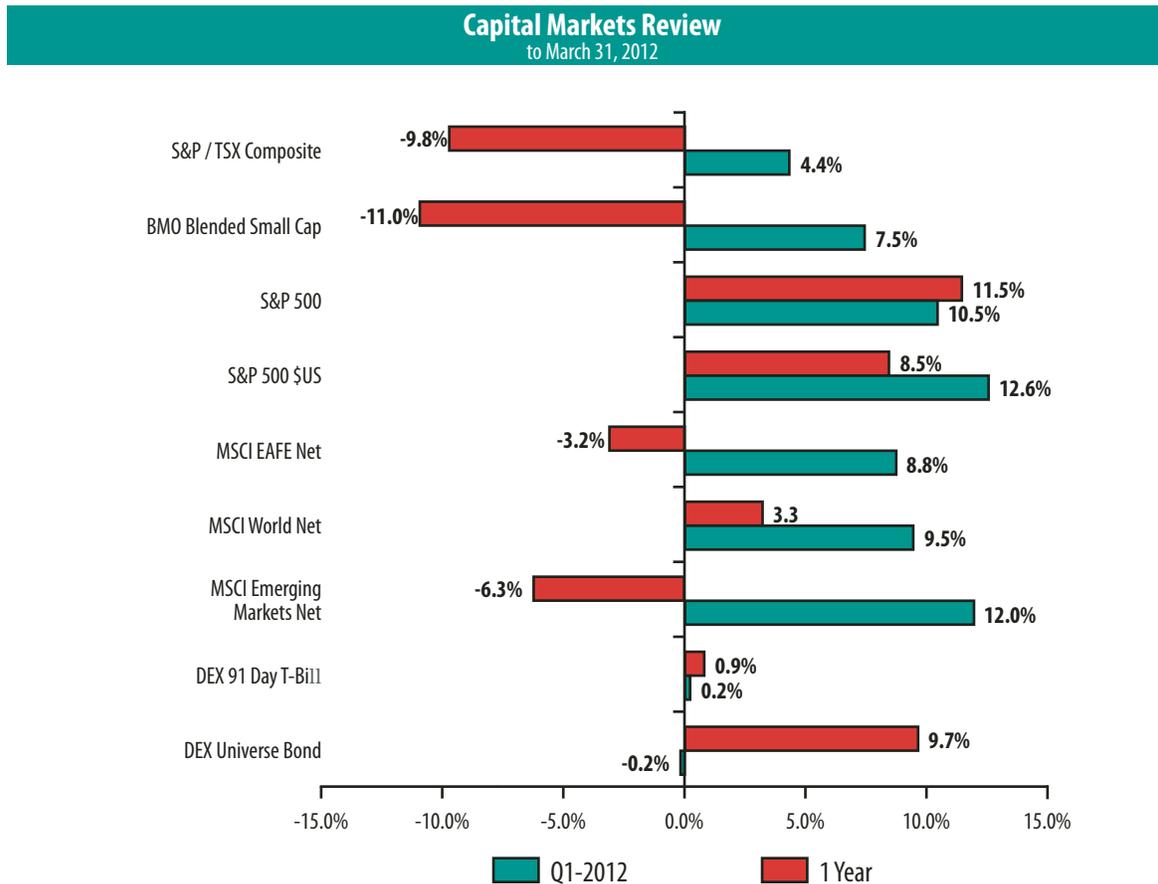
Investment Performance Assessment

Objectives

Investment performance objectives for the total fund have been established and documented in the policy statement. Performance results are independently measured by Towers Watson. The results are calculated and monitored on a monthly basis and formally reviewed every three months.

The total fund has two primary performance benchmarks. The first is to exceed the returns generated by a benchmark portfolio based upon the individual indices and the fund's normal policy asset mix. This benchmark at March 31st, 2012 was 40% fixed income, 32.5% Canadian equities and 27.5% global equities. A second objective is to rank in the top 50% of balanced funds (i.e. rank above the median fund) evaluated by Towers Watson over moving four year periods. A final objective is to earn a rate of return of at least 6.6% per annum over the long term.

The fund underperformed the benchmark return over the four years ended March 31st, 2012. Relative to a universe of balanced fund managers, the four year return ranked fourth quartile. Since 1996, when active management was first utilized in the fund, the fund has returned approximately 6.2% per annum, matching the policy benchmark return.

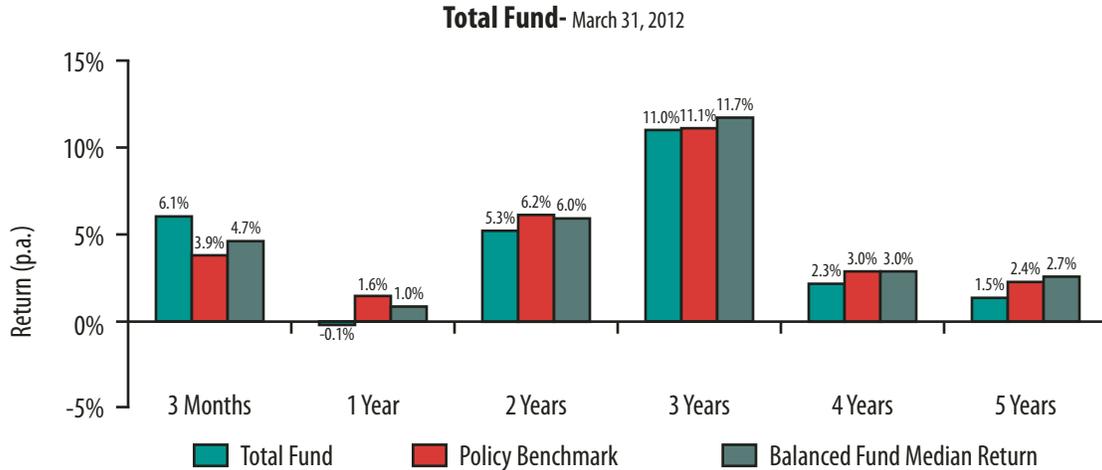


- The Canadian dollar depreciated slightly relative to the British pound and the Euro in Q1, but appreciated relative to the Japanese yen and the U.S. Dollar (from US\$0.98 at the end of 2011 to US\$1.00 as at March 31st). The persistent strength of the currency adds to the competitiveness challenges for Canadian exports.
- The Canadian equity market, as measured by the S&P/TSX Composite Index, posted a gain of 4.4% in the 1st quarter. The strong performance from the Financials sector accounted for approximately 75% of the Index's return. Eight out of ten sectors posted positive returns over the 1st quarter. Health Care, Consumer Discretionary and Financials were the top three performing sectors with returns of 15.7%, 14.0% and 11.0% respectively. Combined, these sectors accounted for 4.0% of the overall Index performance. The Telecommunication Services (-0.9%) and Energy (-0.5%) sectors both posted negative returns over the quarter.
- Following four quarters of consecutive declines, bond yields increased during the 1st quarter. Overall, the DEX Universe Index average yield was up 15 bps in the quarter, finishing at 2.5%. Government of Canada 10-year bond yields also increased by 15 bps to end the quarter at 2.6%. Corporate bonds (+1.4%) were the best performing segment as spreads between investment grade corporate bonds and government bonds narrowed by 29 bps in the first three months of 2012, reflecting investor's increased risk appetite.
- The S&P 500 Index recorded a stellar 12.6% gain (US dollars) for the first quarter of 2012, its second consecutive positive quarter. Despite continuing investor concerns, the Index has produced a positive return in 10 of the 12 quarters since the equity market rebound began in the 2nd quarter of 2009. All but one sector (Utilities (-1.6%)) of the S&P 500 Index posted gains during the 1st quarter. Only three of the ten sectors outperformed the broad market. The Financials (+22.0%), Information Technology (+21.5%) and Consumer Discretionary (+16.0%) sectors collectively added 8.7% to the Index.
- The MSCI EAFE Index recorded a 10.2% gain in local currency this quarter, but returned 8.8% to Canadian investors as the Canadian dollar appreciated significantly relative to the Japanese yen. All regions contributed to the gain, with European equities gaining 7.6% and the Pacific region returning 15.4% in local currency. Spain (-5.7%) and Portugal (-0.9%) were the only two countries posting losses in local currency terms. Relief that the euro zone was taking substantial steps to deal with its financial crisis as well as liquidity injections by the European Central Bank contributed to performance. Japanese equities turned in their best local currency return (+19.0%) since the 2nd quarter of 2009 and their third best return since the 1st quarter of 1988. As with the euro zone, central bank stimulus was a factor. In addition to new asset purchases, the Bank of Japan set a minimum inflation target pledging to continue its stimulus efforts until inflation reached at least 1% year-over-year from the current level of 0.7%.

Total Fund

The fund's return was 6.1% for the quarter, and -0.1% for the one year ending March 31st, 2012. The performance trailed the policy benchmark for the year, and ranked

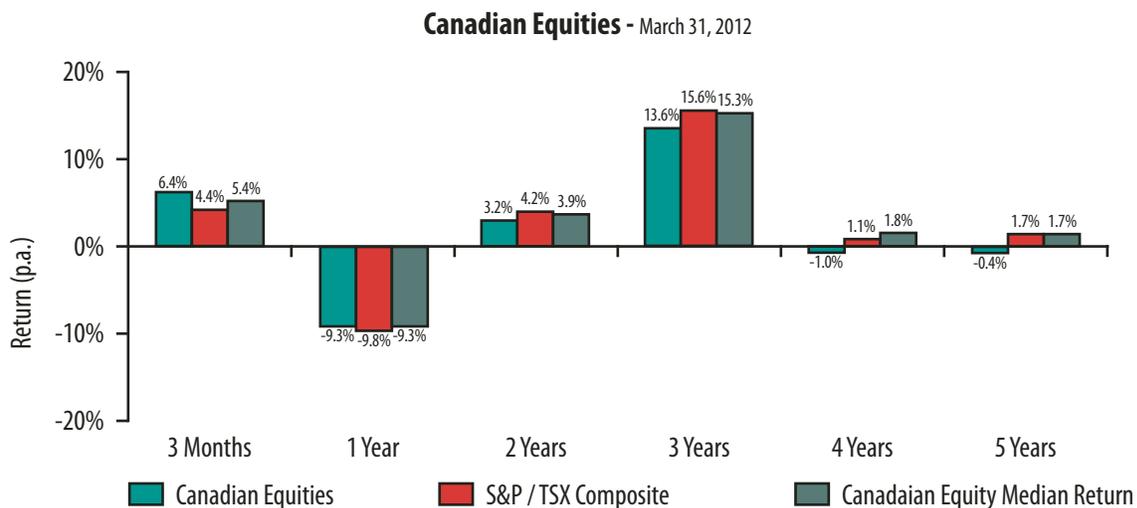
third quartile. Over five years, the fund has underperformed the benchmark, and ranked fourth quartile. Below median ranking over the longer term was primarily attributable to poor results in Canadian equities.



Canadian Equities

The Canadian equity component of the fund is invested in publicly traded securities listed on major exchanges, with an emphasis in the portfolio on quality and diversification. In the first quarter of 2012, the Canadian equity mandates of CIBC and RBC were terminated. The Investment Committee appointed two new managers, GE Asset Management and Scheer Rowlett & Associates. The new managers were funded in February 2012 and each manage approximately 50% the Canadian equity portfolio.

The total Canadian equity component returned 6.4% for the three months ended March 31st, 2012, ahead of the S&P/TSX index return of 4.4%. Over one year, the fund's Canadian equity return was -9.3%, slightly ahead of the index return of -9.8% for the same period. These results ranked second quartile for the three month period and median for the one year period relative to a universe of Canadian equity managers. Over five years, the Canadian equity component has trailed the returns earned by the benchmark and ranked fourth quartile.



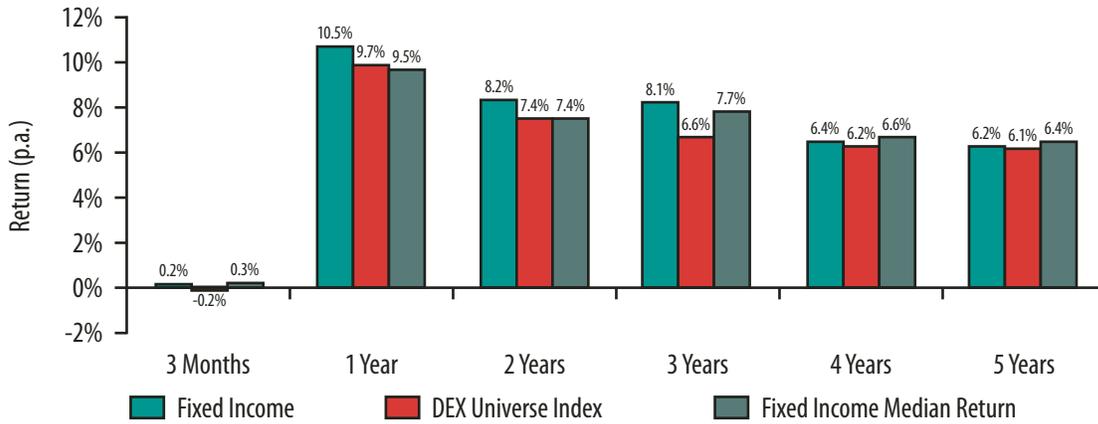
Fixed Income

This component of the fund, managed by CIBC Asset Management, is largely invested in publicly traded fixed income securities including federal government, provincial government, municipal government and corporate bonds. Fixed income securities are purchased for both their income and capital gain potential. They are actively managed to take advantage of changes in interest rates

between the various sectors of the bond market.

The fund's bond return for the year ended March 31st, 2012 was 10.5%, slightly ahead of the DEX Universe Index return of 9.7%, while ranking third quartile relative to a universe of bond managers. Over five years, the bond component of the fund returned 6.2%, slightly ahead of the index return, and ranking third quartile.

Fixed Income - March 31, 2012

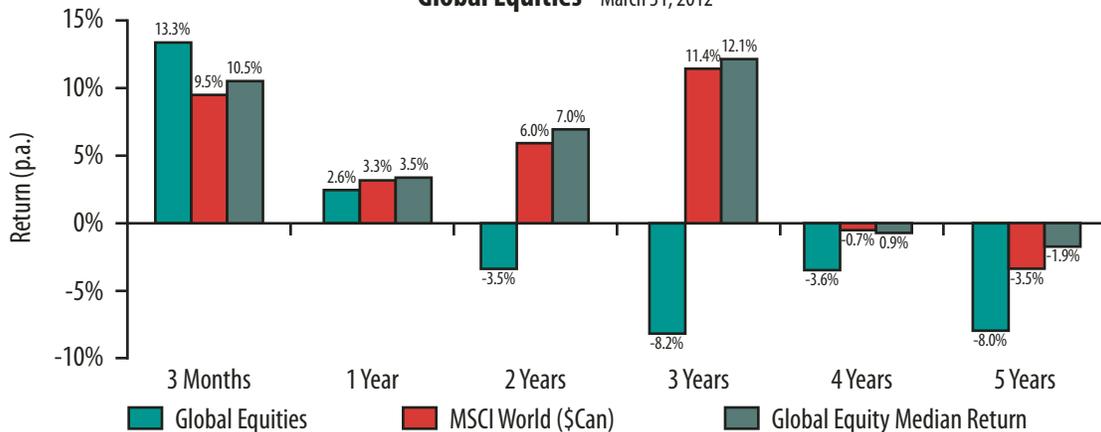


Global Equities

The global equity component, managed by UBS, is invested in U.S. and international securities listed on stock exchanges located in developed markets in America, Europe and Asia, including Australia and New Zealand. The inclusion of global investments offers diversification benefits to the fund as well as access to sectors that are under represented in Canada (e.g., Health Care and Consumer sectors).

The fund's global equity component has been managed by UBS since May 2004, and returned 2.6% over the one year ended March 31st, 2012, behind the benchmark return of 3.3%, and ranking third quartile compared to a universe of global equity managers. Over five years, the global equity component returned -8.0%, trailing the benchmark return of -3.5% and ranking third quartile.

Global Equities - March 31, 2012



2011 Activities

- Investment Committee met in July 2011, December 2011 and May 2012
 - July meeting
 - Activities
 - Interviewed three Canadian equity manager candidates
 - Action items
 - Committee to check references for two preferred candidates, particularly references from First Nations clients
 - December meeting
 - Activities
 - Committee reviewed investment performance to September 30th, 2011
 - Investment managers made presentations to Committee
 - Committee finalized decision to appoint GE Asset Management and Scheer Rowlett & Associates
 - Action items
 - Towers Watson to assist in transition to newly appointed managers
 - May meeting
 - Activities
 - Committee reviewed investment performance to March 31st, 2012
 - Investment managers made presentations to Committee, including newly appointed Canadian equity managers
 - Action items
 - Towers Watson to prepare asset allocation review

2012 Initiatives

- Investment Committee to continue meeting twice per year
 - Next meeting in November 2012
- Agenda will include
 - Review of investment performance to September 30th, 2011
 - Continued monitoring of investment managers
 - Review of asset allocation strategy



Thank You & Recognition

Donations

Gwich'in Tribal Council **\$85,345²²**

Sports NWT Soccer Association SAMS School Inuvik Minor Ball SHSS School Inuvik Curling Club Aklavik Hockey Team	Non-Profit Organizations Inuvialuit Charity Fondation NWT Disabilities Council Santa's Elves Program	Community Events Inuvik Legion Poppy Fund Peel River Jamboree Muskrat Jamboree Nihtat Gwich'in Feast Arctic Red Jamboree
Youth Initiatives Northern Youth Aboard Inuvik Youth Center Tsiigehtchic Play Group Recreations	Educational Chief Julius School BD Education Council SAMS School SHSS School	Individuals Total of 18 People

Gwich'in Development Corporation **\$58,485⁸³**

Health Hockey Clubs Hockey Association 2012 AWG Host Society	Sports BD Educational Council CJS Grad Committee	Non-Profit Tent and Canvas Shop 2 Individuals
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Thank You & Recognition

Testimonials

GTC 20th Anniversary Photo Contest

"I wanted people to see the photos that I had of my Jijuu and feel the pride that I did. And then one day my mom called me and told me that I won. She was so happy. I was really happy too, I'm mainly happy that the Gwich'in people will be able to see my photos and what I am capable of."

- Shayla Snowshoe, 1st Prize Winner"

"I was very excited that this opportunity to enter the photo contest was possible. It has inspired me to continue making the most of my life and trying to capture those scenes and moments."

- Brandon Otway, Honourable Mention

Governor Generals Leadership

www.leadershipcanada.ca

"We then met with the Gwich'in Tribal Council; representing one of the most northerly Aboriginal peoples in North America with about 3000 people ranging from Fort McPherson, Tsiigehtchic, Aklavik and Inuvik. They have a clear vision to "...support and promote a culturally vibrant, self-sufficient and independent Gwich'in who are environmentally responsible, socially, economically and politically self-reliant in a global economy."

- Northwest Territories Study Group



Shayla Snowshoe, left, receives her prize of \$1000 from Vice-President Mary Ann Ross for winning the 20th Anniversary Photo Contest with her photographs of local community life.



Leadership Canada participants listening to an address by Robert Charlie, Director of Education and Training at the GTC.



Testimonial

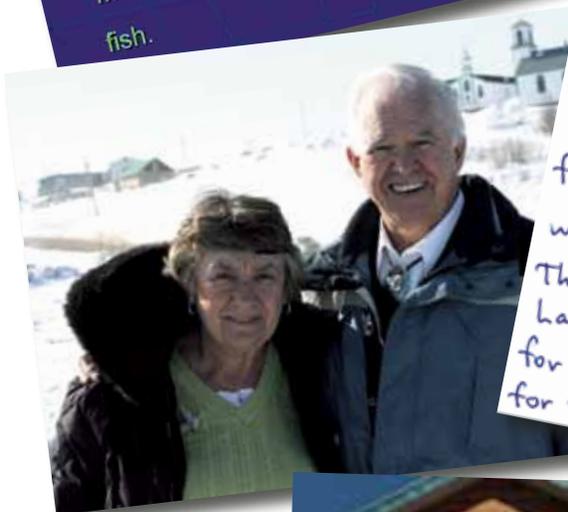


■ When I was at Gwich'in park I learned a lot from the elders. One thing I learned is how to skin moose hair, Second thing I learned is how to cut a fish.

"The Grades 7, 8 and 9 classes each spent a great day at the Gwich'in Territorial Campground. A variety of activities and learning opportunities filled up the days. Elders were lead instructors as students were taught many traditional customs and ways."

- Samuel Hearne Secondary School, Inuvik

www.samuelhearne.com



Dear Richard, Mary Ann,
Directors of the G.T.C, & Wanda,
23rd April, 2012
Pat and I have had such a wonderful, fun, and historically significant week-end with you all, as we celebrated together The 20th Anniversary of the Gwich'in Land Claim. Many thanks to you all, for a Memorable visit, and our Best Wishes for the future!
Jan & Pat Siddon



"Thank you to all the staff and GTC for a memorable day at the Wellness Camp. We enjoyed our river trip and BBQ lunch. It was a good break from doing business at the Inuvik Petroleum Show."

-Shayla Readier, Vice President Canadian Arctic Business Unit, Inuvik Petroleum Show

Completed 2011 Strategic Initiatives

Goal 1: Governance

Goal	Develop effective governance of the overall GTC structure and its related entities and prepare for the implementation of self-government authority and responsibility
Rationale	GTC set this goal to continue to improve effectiveness and accountability. It was noted that a unified approach with well informed and trained people will contribute towards the support and success of the organization.
Desired Outcome	Highly effective governance and supporting structures

Goal 1 - Strategic Initiatives

- 1.1 Develop and implement a standard Board development, orientation and training Manual with course supplements for Gwich'in governments
- 1.2 Educate Gwich'in communities with respect to the roles and responsibilities of Board, Executive and staff
- 1.3 Advocate for the full and proper implementation of the GCLCA
- 1.4 Effectively manage the GTC's responsibilities pursuant to the Land Administration and Resource Management provisions of the GCLCA
- 1.5 Strengthening staff, Participant and community relationships
- 1.6 Review the self-government related transition process of Designated Gwich'in Organizations



2011-12 Action Plan Results

Strategic Initiative 1.1 Develop and implement standard Board development, orientation and training Manual with course supplements for Gwich'in governments	
2011-12 Action Plan	Status Report
1.1.1 Complete review and update of GTC by-laws	Completed
1.1.2 Develop continuity plan related to upcoming GTC Board elections to minimize any interruption of work in progress	Work underway on transitional documents including preparation of briefing materials for incoming newly elected Executive, orientation planning and scheduling of initial meetings, the AGA and potential Board Strategy Retreat in the late summer/early fall
1.1.3 Finalize and implement a Board Manual that addresses the frequency and conduct of meetings, the conduct of Directors including the requirement for regular Director attendance, and the cumulative burden on Directors of being on multiple boards and committees	Board Manual is drafted. Require further Board discussion and direction from Board of Directors.
1.1.4 Complete the process of establishing GTC Board sub-committees on audit, human resources and finance as per GTC by-law	Board has appointed GTC Directors to the various sub-committees. Require subcommittee terms of reference to be developed
1.1.5 Complete Conflict of Interest Policy	Completed
1.1.6 Conduct Board development workshops on a) roles and responsibilities of Directors; b) conflict resolution; c) financial awareness and competency; d) Board solidarity requirements (e.g. hosting and attending meetings together, communication of Board decisions	Completed but further ongoing work required
Strategic Initiative 1.2 Educate Gwich'in communities with respect to roles and responsibilities of Board, Executive and staff	
2011-12 Action Plan	Status Report
1.2.2 Conduct community workshops and briefings on progress and results of Leadership Workshops on Governance	Community briefings were held respecting the Leadership Workshops. This will be an ongoing requirement

Strategic Initiative 1.3 Advocate for the full and proper implementation of the GCLCA	
2011-12 Action Plan	Status Report
1.3.1 Lobby against Surface Rights Board legislation	Lobbying is ongoing. In October 2011 raised at Implementation Committee. In December 2011 raised at meeting with AANDC
1.3.2 Lobby for trespass legislation	Lobby efforts with GNWT ongoing. Presentation made to GNWT leadership in January 2012
1.3.3 Engage MACA to facilitate resolution of Airport Lake land lease issue in a manner that addresses GTC interests	Engaged with MACA, drafting TOR for joint committee to develop plan for MACA Minister and GTC approval. One year time frame to complete
1.3.4 Research and develop position on MVRMA amendments being proposed by the federal government	Work ongoing. Coordinating with Aboriginal Coalition. Federal Minister rejected Coalition's counter proposal. Coalition considering strategic and lobby efforts for next steps
1.3.5 Implement provisions within the Gwich'in Forest Management Plan	Plan developed and approved but not officially signed off. Proceeding with communication and implementation in the interim.
1.3.6 Prepare for and consider requesting an arbitration hearing on implementation of the GCLCA economic measures provisions based on spirit and intent arguments and reflecting participation in entire NWT economy not just GSA	Not completed. Canada proposed alternate approach. Revised evaluation effort developed but not executed. This is an Implementation Committee issue so the GTC is still trying to work through the structured process. Need to undertake research to determine how economic measures can be more effective.
1.3.7 Advance Nacho Nyak Dun (NND) Trans-Boundary negotiations and secure participation funding	An ongoing issue that is currently stalled. NND/GTC want to work on identification of burial sites in Overlap area. No funding secured. Sharing agreement with NND not signed off as per recommended process between parties in May 2011



1.3.8 Complete and implement the Peel River Watershed Land Use Plan	After the parties developed the plan the Yukon Government (YTG) rejected it as the YTG felt the plan restricted development too much. YTG put forth 10 principles it felt should guide development in the watershed. Aboriginal parties considering court action
Strategic Initiative 1.4 Effectively manage the GTC's responsibilities pursuant to the Land Administration and Resource Management provisions of the GCLCA	
2011-12 Action Plan	Status Report
1.4.1 James Creek Soil farm (GNWT land use permit)	Continuing to monitor results (e.g. water sampling)
1.4.2 Territorial park management plan	Communication efforts made and GNWT (ITI) responsibility to engage and reconvene Park Management Committee. TOR have been redeveloped and are being reviewed by the parties. ITI continuing to develop the park without adequate GTC involvement. Economic opportunities exist through contracting preferences.
1.4.3 Quarry management planning and implementation	An ongoing requirement. Plan for Frog Creek and GTC must assume direct management of pit April, 2012. Formal notice has been sent to GNWT on expiry of 20 year royalty exemption and reclamation obligations
1.4.4 GIS mapping (land use authorizations, cabin database, harvesting area/trap-lines, wildlife conservation areas)	Currently mapping through Google Earth but still lacking GIS. Need to resource a dedicated internal position
1.4.5 Muskox Management Plan and outfitting and guide licensing (development and review)	Ongoing requirement
1.4.6 Land Rights Issuance Policy	Draft Policy prepared and awaiting MGP decision

Strategic Initiative 1.5 Strengthen staff, participant and community relationships	
2011-12 Action Plan	Status Report
<p>1.5.1 Emphasizing a respectful approach (inform, listen, accommodate, respond) to relationships by such actions as:</p> <ul style="list-style-type: none"> • Instituting regular discussions with community leaders to solicit their input on important issues and directions • Instituting improved means for both GTC and DGOs to disseminate information to communities on a regular basis through such mediums as community hall meetings, local radio, bulletins and other locally employed means of communicating • Undertaking sensitivity training jointly with communities • Including communities in Issue Resolution Workshops 	<p>This is an ongoing action. In 2011-12 brought in an outside resource to work with Board and staff. Held approximately 13 Board of Directors meetings in 2011-12. Greater degree of structure and continuing effort is required.</p>
Strategic Initiative 1.6 Review the self-government related transition process of Designated Gwich'in Organizations	
2011-12 Action Plan	Status Report
<p>1.6.1 Completing the series of Leadership Workshops on Governance (at least 2 remaining)</p>	<p>Governance development work is ongoing. Six leadership workshops were held this year</p>
<p>1.6.2 Developing SGA related constitutions which will encompass election codes for national and community governance structures</p>	<p>Draft Gwich'in Nation Government constitution prepared. Ongoing work in this area in the Leadership Workshops</p>



Goal 2: Gwich'in Influence

Goal	Increase influence with governments, national and international agencies and other Aboriginal governments to effectively promote and assert the rights and interests of Gwich'in as an effective Gwich'in government
Rationale	<ul style="list-style-type: none"> This goal was set to raise the profile of the Gwich'in Tribal Council with respect to its assertion of self-government roles and functions within the global society
Desired Outcome	<ul style="list-style-type: none"> Increased influence by the Gwich'in Governments with respect to the GCLCA

Goal 2 – Strategic Initiatives

- 1.7 Build strong Gwich'in Governments in the context of governance, jurisdictions and authorities.
- 1.8 Develop relationships that are collaborative, cooperative, committed and supportive.
- 1.9 Build a united Gwich'in Nation that works in the best interests of the Gwich'in, sets the framework, implements and protects the rights and interests of Gwich'in.

2011-12 Action Plan Results

Strategic Initiative 2.1 Build strong Gwich'in Governments in the context of governance, jurisdictions and authorities	
2011-12 Action Plan	Status Report
2.1.1 Reviewing and ensuring effective follow-up to the motions arising from the last Annual General Assembly (AGA) including the issue over the funding responsibility and source for AGA community events	Follow-up and reporting mechanisms now in place.
2.1.2 Completing the work of the Chief's Side Table	Chief's Protocol nearing completion (3 signatures out of 4) which guides how treaty rights and issues are addressed in the context of SGA negotiations – this will be an ongoing action item until a SGA is completed
2.1.5 Advancing the GTC efforts to oppose the Devolution AIP and gain a seat at the Final Agreement negotiations without having to sign the AIP	GTC has initiated legal action to seek a court order compelling Canada and the GNWT to consult with the GTC in good faith and to make workable accommodations of the GTC's aboriginal and treaty interests with respect to the contents of the Devolution AIP and Final Agreement

2.1.6 Review and update/clarify the RRC Manual so that it reflects the DGO's intent respecting RRC mandate and function. Clarify meaning of the GCLCA term "establish" with respect to establishment of RRCs by DGOs.	Updated manual. Ongoing effort required to maintain clarity of roles and responsibilities
Strategic Initiative 2.2 Develop relationships that are collaborative, cooperative, committed and supportive	
2011-12 Action Plan	Status Report
2.2.3 Continuing to support and develop relationships with the CYFN and Yukon Government	President and Directors attending CYFN meeting, working cooperatively on common issues - ongoing
2.2.4 Increasing our efforts by working with AFN and the Land Claims Agreement Coalition on lobbying for change to federal claims and self-government policies	Regular participation in LCAC, GTC taking lead on Fiscal Harmonization, GTC sponsored AFN motions on fiscal and IRP issues passed by AFN - ongoing
2.2.5 Developing and implementing a lobbying effort with the federal and territorial governments to inform these parties of Gwich'in issues and positions, and advance Gwich'in interests (e.g. regular lobbying efforts in Ottawa, appearances before NWT Standing Committees, purchase of seats at political fund raisers, joint efforts with AFN and other NWT aboriginal governments). Prepare a plan for proceeding by the end of Q2 and submit to the Board	Plan outstanding but participating with other aboriginal governments to submit common issues to GNWT, met with Cabinet and then MLAs, met with AANDC Minister – lobby effort needs to be increased (e.g. retain professional lobbyist)
Strategic Initiative 2.3 Build a united Gwich'in Nation that works in the best interest of the Gwich'in, sets the framework, implements and protects the rights and interests of the Gwich'in	
2011-12 Action Plan	Status Report
2.3.1 Constituting a committee of GTC and community representatives to develop a proposal relative to hosting a Truth and Reconciliation Committee National Event this summer	Completed and successful



Goal 3: Communications

Goal	Improve communications with participants, governments, industry, other Aboriginal organizations and the general public
Rationale	<ul style="list-style-type: none"> This goal was set to address concerns with respect to improving communications between participants and Gwich'in Governments, staff and other organizations on the future direction of the Gwich'in Governments
Desired Outcome	<ul style="list-style-type: none"> Create a unified Gwich'in Nation through transparent and accountable governments

Goal 3 – Strategic Initiatives

- 1.10 Evaluate current communication tools
- 1.11 Increase visibility of Gwich'in activities in communities

2011-12 Action Plan Results

Strategic Initiative 3.1 Evaluate current communication tools	
2011-12 Action Plan	Status Report
3.1.1 Introduce E-Bulletin and bilingual newsletter and radio segments	Outstanding
Strategic Initiative 3.2 Increase visibility of Gwich'in Activities in communities	
2011-12 Action Plan	Status Report
3.2.1 Attending more community events jointly (GTC and community leadership)/Encouraging DGO Presidents and Chiefs to invite GTC leadership to communities more frequently/Continuing to hold self-government community briefing and consultation sessions throughout the year	ongoing. Extensive SGA information sessions and consultations including elders feasts, elders and youth council meetings, and band council briefings held (upwards of 20 or more – ongoing). Lands and Resources attending regular RRC meetings. Gwich'in Services holding community meetings. Orientation sessions held with community reps.

Goal 4: Moving Negotiations Forward

Goal	Maintain and support Gwich'in involvement in current and future negotiations by the Gwich'in Tribal Council Board of Directors, Chiefs, Designated Gwich'in Organizations and community members
Rationale	<ul style="list-style-type: none"> This goal was set to continue progress towards self-sufficiency by Gwich'in Governments through the self-government process
Desired Outcome	<ul style="list-style-type: none"> The self-government process will be finalized and a structure to support how external agencies deal with Gwich'in Governments

Goal 4 – Strategic Initiatives

- 1.12 Support and advance self-government negotiations at its accelerated pace to completion of AIP
- 1.13 Finalize and implement a Gwich'in Consultation Policy
- 1.14 Engage in trans-boundary negotiations and pursue economic agreements
- 1.15 Pursue Devolution and resource revenue sharing issues
- 1.16 Maintain and build new relationships to develop effective networks
- 1.17 Lead in land claim issues and policy through participation in appropriate forums
- 1.18 Prepare a strategy and plan for advancing GTC interests in GCLCA implementation negotiations over the 2012 to 2022 period

2011-12 Action Plan Results

Strategic Initiative 4.1 Support and advance self-government negotiations at its accelerated pace to completion of AIP	
2011-12 Action Plan	Status Report
4.1.1 Conduct community consultations on governance models and keep community leaders up to date on negotiations	extensive community briefings and engagement undertaken and 6 leadership workshops involving Chiefs and DGO Presidents held to advance governance and jurisdictional positions
4.1.2 Adopt a realistic workplan that reflects the negotiation funding levels secured from the federal government	2011 work plan objectives exceeded
4.1.3 Completing the Governance series of Leadership Workshops to finalize the GTC position on governance matters (anticipate 2 more Leadership Workshops)	6 workshops completed – process ongoing



4.1.4 Initiate negotiations on education, income support, housing jurisdictions and program transfers	Negotiations initiation – GTC proposed chapter wording tabled for education, income support and social housing tabled at Main Table negotiations in March 2012
Strategic Initiative 4.2 Finalize and implement a Gwich'in Consultation Policy	
2011-12 Action Plan	Status Report
4.2.1 Finalize and implement a Gwich'in Consultation Policy	draft prepared
Strategic Initiative 4.3 Engage in trans-boundary negotiations and pursue economic agreements	
2011-12 Action Plan	Status Report
4.3.4 Attempt to renegotiate the MOU with the GNWT on contracting. If unsuccessful pursue arbitration. Consider court action	No progress achieved
4.3.5 Pursue the GTC proposal respecting construction of the Mackenzie Valley Highway	Have appointed GTC reps on Steering Committee, lobby effort continues with GNWT and federal Ministers
4.3.6 Develop funding proposals to submit to the Mackenzie Gas Project Impact Fund (MGPIF) to argue for advance investments to prepare for pipeline impacts as a prudent course of action pending the proponents decision to proceed to construction	No progress due to current status of MGP. Pipeline decision due by December 2013
Strategic Initiative 4.4 Pursue Devolution and resource revenue sharing issues	
2011-12 Action Plan	Status Report
4.4.1 Brief Gwich'in communities on Devolution issues	Leadership and AGA briefed. GTC action supported by BOD and AGA motion
4.4.2 Develop and implement a Communications Strategy designed to facilitate advancing GTC interests respecting Devolution	Media campaign undertaken
4.4.3 Research and develop a legal position relative to a court challenge to the Devolution AIP and potential Final Agreement	Completed. Legal action commenced

4.4.4 Continue to take a lead role in working with NWT aboriginal governments to coordinate opposition to the Devolution AIP terms	Done but ongoing
Strategic Initiative 4.5 Maintain and build new relationships to develop effective networks	
2011-12 Action Plan	Status Report
4.5.1 Launch a sustained and professionally supported political lobby effort in Ottawa and in the NWT to communicate and advance GTC interests	Outstanding
Strategic Initiative 4.6 Lead in land claim issues and policy through participation in appropriate forums	
2011-12 Action Plan	Status Report
4.6.1 Actively participate in the Land Claims Agreements Coalition meetings	Achieved and ongoing
4.6.2 Follow-up on the two AFN motions introduced by GTC and passed by the AFN respecting self-government financing and the federal Inherent Rights Policy including taking the lead in organizing NWT aboriginal governments to effectively lobby the federal government respecting its current self-government financing policy review	Engaged in proposed Fiscal Harmonization Policy, attempting to build consensus position with other aboriginal government throughout Canada. Action on the non-fiscal aspects of the AFN motions are outstanding
Strategic Initiative 4.7 Prepare a strategy and plan for advancing GTC interests in GCLCA implementation negotiations over the 2012 to 2022 period	
2011-12 Action Plan	Status Report
4.7.1 Negotiate responsibilities and obligations of all parties on individual projects	outstanding
4.7.2 Development and negotiation of annual implementation workplans and budgets	In progress



Goal 5: Strengthen Mandates

Goal	Strengthen the mandates, authority and responsibility of Gwich'in Governments
Rationale	<ul style="list-style-type: none"> This goal was set to reaffirm the mandate of the Gwich'in Tribal Council and its related entities in the implementation of the Gwich'in Comprehensive Land Claim Agreement in an effective and efficient manner
Desired Outcome	<ul style="list-style-type: none"> To ensure that the appropriate structures are in place and that the Gwich'in Governments can respond in a timely manner for smoother transition

Goal 5 – Strategic Initiatives

- 1.19 Complete the review of the GTC by-laws and assignment of responsibilities and authorities as set out in the GCLCA
- 1.20 Consider and reflect upon the public election process adopted in the GCLCA, the GTC by-laws and the Election Code

2011-12 Action Plan Results

Strategic Initiative 5.1 Complete the review of GTC by-laws and assignment of responsibilities and authorities	
2011-12 Action Plan	Status Report
5.1.1 Complete the GTC by-law review	Completed
5.1.2 Document the roles and responsibilities of GTC, DGOs, and Bands and examine means by which these entities should compliment each other and remove duplication	In progress
Strategic Initiative 5.2 Consider and reflect upon the public election process adopted in the governance structure set out in the GCLCA, the GTC by-laws and the Election Code	
2011-12 Action Plan	Status Report
5.2.1 Completing the review of the Elections By-Law/Code and developing and implementing an Elections Policy	Completed

Goal 6: Programs and Services

Goal	Maintain and support quality programs and services for Gwich'in through the Gwich'in Governments
Rationale	<ul style="list-style-type: none"> This goal was set to ensure that program and service delivery are properly resourced as the Gwich'in move towards self-sufficiency through the self-government process
Desired Outcome	<ul style="list-style-type: none"> Create greater self-sufficiency and self-reliance in the delivery of programs and services that empower Gwich'in

Goal 6 – Strategic Initiatives

- 1.21 Build capacity for funding access and knowledge transfer in the communities
- 1.22 Advocate and strategize for improved program and service transfer agreements
- 1.23 Further the implementation of the GTC Education Strategy
- 1.24 Leadership workshop to develop a plan of action for Health and Wellness (including future of the GTC Wellness Camp)
- 1.25 Leadership workshop to develop plan of action for Mackenzie Gas Project

2011-12 Action Plan Results

Goal 7: Gwich'in Values

Goal	To ensure that Gwich'in values are respected and reflected in how GTC and DGOs perform their roles and responsibilities
Rationale	<ul style="list-style-type: none"> The GCLCA and the pursuit of self-government are for the purpose of re-establishing Gwich'in culture and values as cornerstones for how Gwich'in citizens govern themselves, interact with others, and deliver programs and services to their members. Gwich'in values should permeate everything Gwich'in governments do
Desired Outcome	<ul style="list-style-type: none"> A Gwich'in governance model and government practices that are based on Gwich'in culture and values

Goal 7 – Strategic Initiatives

- 1.26 Develop and promulgate a statement of Gwich'in cultural values and principles to guide GTC decision making and operations

2011-12 Action Plan Results



Goal 8: Expand Resourcing

Goal	Increase available discretionary resources for Gwich'in Governments to perform their roles and responsibilities and achieve their goals
Rationale	<ul style="list-style-type: none"> Current discretionary funding is limiting the ability of Gwich'in Governments to effectively carry out their roles and responsibilities. New sources of funding are required
Desired Outcome	<ul style="list-style-type: none"> Adequately finance Gwich'in Governments

Goal 8 – Strategic Initiatives

- 1.27 Research and develop proposals to access foundation funding
- 1.28 Access more federal program funding by further research into available program funding and development and submission of funding proposals
- 1.29 Develop proposals and lobby the federal and territorial governments to release preparation funding for the construction of the Mackenzie Valley Highway

2011-12 Action Plan Results

Strategic Initiative 8.1 Research and develop proposals to access foundation funding	
2011-12 Action Plan	Status Report
8.1.1 Research and develop proposals that fit the criteria of various funding foundations (e.g. the Gordon Foundation)	Outstanding





GWICH'IN
TRIBAL COUNCIL