

Ata ... uvva ... from the IRC Board!

Merry Christmas and Happy New Year! *Quviahugluhi Qitchirvingmi Nutaami Ukiumilu!* What a busy year and it is already December! Hope you enjoy reading the *IRC Board Summary* which is mailed to beneficiaries following every IRC Board meeting.

- ◆ The GNAF *Regional Christmas Craft Sale* was held in Inuvik November 23 to 25 with many Inuvialuit crafters selling their products. It was great to visit with those from the communities.
- ◆ Elders Benefit Payments of \$500 were distributed



IRC Board Meetings

The Board has set these dates for the 2019 meetings. By setting them in advance, scheduling conflicts will hopefully be avoided. Additional meetings will be held by teleconference as required.

- ◆ February 19, 20, and 21, 2019
- ◆ April 16, 17, and 18, 2019
- ◆ August 20, 21, and 22, 2019
- ◆ November 19, 20, and 21, 2019

IRC Chair Election

The IRC Chair election is set for January 29, 2019 in Inuvik following an *All Candidates Forum* during the *42 Directors Meeting* (January 28 to 30, 2019). The nomination period will run January 7 to 17, 2019.

Around the ISR

- ◆ **Duane Smith** led the IRC Corporate Group Tour to report and address beneficiary concerns in: Aklavik (September 24), Tuk (September 25), Inuvik (September 26), Ulukhaktok (October 15), Sachs Harbour (October 16), and Paulatuk (November 9).

to 652 Inuvialuit beneficiaries over the age of 60 in December. Those living outside the ISR received theirs in the mail or by direct deposit. This payment was paid out of the interest income of the \$7.5 million ISDP Fund. (Many elders in and outside the ISR expressed their appreciation!)

- ◆ Community Corporation elections are set in the 6 Inuvialuit communities: Aklavik and Paulatuk (Dec. 3); Inuvik (Dec. 5); Tuk and Ulukhaktok (Dec. 10); and Sachs Harbour (Dec. 14) Good luck to all the candidates!
- ◆ The IRC Native Hockey Tournament will take place February 14 to 17, 2019 in Inuvik. The main organizers are **Wilma and Donny Hendrick**. Come out and cheer on your favourite team! ■

Left: Tanya Gruben is recognized for 20 years of service at the IRC/IDC Employee Long Service Awards by Duane Smith and Gerald Inglangasuk. Right: Donna Wolki and Judy Okheena at the GNAF Regional Christmas Sale in Inuvik.

Board Summary



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Summary of IRC Board Motions and Meeting Update

At the IRC Board meeting of November 20, 21 and 22, **Duane Smith**, Chair and CEO, welcomed members: **Jordan McLeod** (Aklavik), **Gerald (Jerry) Inglangasuk** (Inuvik), **Lawrence Ruben** (Paulatuk), **Eddie Dillon** (Tuk), and **Colin Okheena** (Ulukhaktok). Despite major efforts by IRC, no Sachs Harbour CC director was able to attend due to family obligations and extenuating circumstances. Also in attendance was **Faith Raymond** (Youth Observer) from the *Regional Youth Advisory Group*.

Here is a summary of the motions passed and an update of some of the on-going issues (those not covered elsewhere). Beneficiaries are urged to contact their Community Corporation or IRC for more information on each of the motions.

Motion 56/18: Compensation Committee Appointment

The Board appointed **Keith Anderson** as a Member to the Compensation Committee for a 3-year term. (Note: The other Members are **Colin Okheena** and **Fred Abbott**.)

Motion 57/18: 2019 IRC Budget

The Board approved the 2019 Consolidated Budget for IRC.

Motion 58/18: RDTOH Dividends

The Board approved resolutions to access funds trapped as a result of the Refundable Dividend Tax on Hand (RDTOH).

Inuvialuit Corporate Group (ICG) Meetings

Here is a list of the ICG board and committee meetings at a glance for 2019:

IRC Chair Election and 42 Directors Meeting

January 28, 29, and 30, 2019 (Inuvik)

IRC Board

February 19, 20, and 21, 2019 (Inuvik)
April 16, 17, and 18, 2019 (Inuvik)
August 20, 21, and 22, 2019 (Inuvik)
November 19, 20, and 21, 2019 (Inuvik)

IDC Board

February 8, 2019 (teleconference)
April 9, 2019 (Edmonton)
August 7, 2019 (teleconference)
November 14, 2019 (Edmonton)

IIC Board

February 15, 2019 (teleconference)
April 11, 2019 (Inuvik)
May 28, 2019 (teleconference)
July 31, 2019 (teleconference)
November 7 and 8, 2019 (Toronto)

Audit Committee

April 15, 2019 (Inuvik)
September 12, 2019 (teleconference)
November 15, 2019 (Edmonton)

Enrolment Committee

April 11, 2019 (Inuvik)

Motion 59/18: IDC By-Law Amendments

Upon recommendation by the IDC Board, the amendments to *IDC By-Law No. 1* was approved by the Board as presented. (Note: This By-Law was last updated in January 2001.)

Motion 60/18: Election of IRC Chair

The Board set the date for the IRC Chair election (January 29, 2019) and nomination period (January 7 to 17, 2019). Returning Officers and Deputy Returning Officers were also appointed.

Motion 61/18: Election of IRC Chair Rules

The Board approved an updated *Rules for the Election of the Chair for IRC*. The vote will be held in Inuvik January 29, 2019 following an *All Candidates Forum* during the *42 Directors Meeting* (January 28 to 30, 2019).

Motion 62/18: IRC Code of Conduct and Ethics

The Board approved the updated *IRC Code of Conduct and Ethics* policy including the *Consent to Act as a Director* form.

Motion 63/18: Elders Benefit Payments & ISDP

The Board approved the *Elders Benefit Payments* of \$500 to each Inuvialuit beneficiary 60 years of age and over in December 2018. This payment is paid out of the interest income of the \$7.5 million Inuvialuit Social Development Fund. (Note: For a background on ISDP and the *Elders Benefit Payments*, please see Page 17.)

Motion 66/18: IHAP

After a lengthy discussion on the *Inuvialuit Harvesters Assistance Program (IHAP)*, the Board agreed to amend the policy with respect to Major Harvesting Equipment to a **minimum of \$5,000** up to 75% of the total cost.

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Order of the NWT recipients include Sharon Firth, Les L. Carpenter (Merle Carpenter is representing his late brother here) and Lillian Elias. Congratulations!



Message from the IRC Chair - Aarigaa!

Hello Inuvialuit,

What a busy year for the Inuvialuit! It began with the regional leadership participating in the *42 Directors Meeting* where healthy discussions provided IRC with directions on moving forward with priorities and issues. IRC continues to work on improving the social and economic well-being of the community corporations and membership wherever they may reside.



In the Fall, IRC completed its annual *Corporate Group Tour* to all the communities. Beneficiaries came to listen to our reports; and also shared their concerns and questions. There were some excellent discussions on community and individual needs.

Representation is a responsibility that IRC takes seriously. Working closely with the other Inuit land claim organizations, the Inuit-Crown Partnership Committee (ICPC) is making progress. After a successful negotiation and receipt of federal housing funds to build units in the ISR, IRC is poised to make similar funding arrangements in the future. The recent announcement by the Federal Government to hand over control of child welfare services to Indigenous governments in an effort to drive down the massive number of Indigenous children in foster care is good news after our collective efforts. It is imperative to keep the dialogue open with the Federal Government.

IRC welcomes the commitment from the Federal Government to work with Inuvialuit rights holders as well as the territories on the next steps for future offshore oil and gas development in the Arctic. As the Beaufort Sea comprises a significant portion of the ISR under the IFA, we need to clarify the rights, the appropriate distribution of benefits and management of resources in our offshore area.

During the *2018 Indigenous Connectivity Summit* in Inuvik, IRC spoke on the need to take advantage of new technologies and

high-speed Internet bandwidth, not only for the preservation of our cultural identity and values, but to enable Inuvialuit to become equal and meaningful participants in the Northern and national economy and society.

Focusing on youth, IRC fully endorses the *Regional Youth Advisory Group (RYAG)*, a youth-led formula based on peer-to-peer programming. It was a proud moment to have Inuvik member, **Faith Raymond**, participate as the Youth Observer at the recent IRC Board meeting. IRC staff also delivered these youth initiatives in the communities - the *Leaders-in-Training Conference*, *RYAG Youth Retreat*, and *Influencers Motivating Influencers (Magic Show)*.

IRC is pleased with the release of the *eLearning Program*, one of the components in the *IFA-101 Project*. Check out <https://learn.ifa101.com/index>. In this first phase, it is comprised of 4 modules. This *eLearning Program* is designed to help not only beneficiaries, but all Canadians, achieve a better understanding of how the IFA is the tool that recognizes and protects our rights as Inuvialuit as well as the obligations of Canada to work proactively with IRC to ensure the successful implementation of the IFA.

Looking ahead, 2019 will mark the 35th anniversary of the signing of the IFA. Let's celebrate the Elders who had the vision for the future of Inuvialuit. Let's celebrate the many Inuvialuit successes!

Quyanainni! Koana! Quyanaqpak! ■

Duane Ningaqsiq Smith

Katimaŕut Atanŕuruq
Chair and Chief Executive Officer

Left: DFO announced the creation of a new Arctic Region in Inuvik in October with IRC Chair/CEO Duane Smith, DFO Minister Jonathan Wilkinson, ITK President Natan Obed, Canadian Coast Guard's Jeffrey Hutchinson and Neil O'Rourke, and DFO Arctic Region Director General Gabriel Nirlungayuk. Right: Duane Smith recognizing Andy and Millie Thresher on their 51st wedding anniversary in Paulatuk. Congratulations!!!



More IRC Board Motions and Meeting Update

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Inuvialuit Investment Corporation (IIC)

IIC Chair, **Floyd Roland**, reported that up to the third quarter, the markets were doing a lot better than expected. But the global situation is once again affecting the markets. IIC continues to review risks, including market risk, interest rate risk and credit risk. The total Inuvialuit investment portfolio value was \$528.5 million at the end of September 2018.

Meanwhile, implementation of the revised *Statement of Investment Policies and Goals (SIP&G)* is in progress. Two new investment managers were added. The members of the IIC Board are **Floyd Roland** (Chair), **Evelyn Storr**, **Alison Lennie**, **Barry James** and **Phyllis Clark**.

Inuvialuit Harvesters Assistance Program (IHAP)

A reminder for those beneficiaries living in the 6 Inuvialuit communities, the IHAP program opens for new applications on January 1, 2019. Please contact the Community Corporation Manager for an application form and general information.

- ♦ **Shauna Charlie**, Aklavik CC - 867.978.2414
- ♦ **Matilda DeBastien**, Inuvik CC - 867.777.2603
- ♦ **Candice Ruben**, Paulatuk CC - 867.580.3601
- ♦ **Manny Kudlak**, Sachs Harbour CC - 867.690.3025
- ♦ **Jocelyn Noksana**, Tuk CC - 867.977.2390
- ♦ **Marge Akoaksion**, Ulukhaktok CC - 867.396.4701

For those beneficiaries living outside of the ISR, applications are approved by the IHAP (Review) Committee. They must be received by **Shelly Hendrick**, IHAP Manager, at IRC by February 28, 2019. Please contact her at shendrick@inuvialuit.com.

Government Affairs

Bob Simpson, Director, reported on the participation in a number of Intergovernmental Fora and activities in this quarter. The *Inter-government Forum (IGF)* was created to implement the Devolution Agreement between Indigenous Governments and GNWT. In the September meeting, outcomes included the approval of an Annual Report, continuation of the *Aboriginal*

Capacity and Impact Benefit Working Group, willingness of GNWT to establish a Working Group to develop a formal government to government working relationship, and work on the *Arctic Policy Framework*. The *NWT Economic Symposium* in October committed to the establishment of a Working Group to identify economic opportunities and concrete next steps.

Inuvialuit Self-Government

The Self-Government Team reported on receiving good turnouts on their community tours. Many questions were asked; these will be made available upon conclusion of the visits. The Fieldwork Program continues with home visits. However, the Team is seeking direction from the IRC Board on any additional concerns from the Self-Determination Agreement to address and how to address the Capacity Building and Training needs.

IFA-101 Project

The eLearning Program of the *IFA-101 Project* was launched in December - <https://learn.ifa101.com/index>. This was prepared by IRC, with assistance from Inuvialuit Game Council and Joint Secretariat, to help people learn about the IFA. It consists of an initial 4 modules, each of which will take 30 to 45 minutes to complete.

Module 1: Introduction

Module 2: A Society in Transition, Inuvialuit History

Module 3: The Steps Leading to the IFA

Module 4: The Western Arctic Land Claim, IFA

ITK/ICC Update

Canadian Inuit development corporations gathered at the inaugural meeting of the Inuit Development Corporation Association (IDCA) in Ottawa November 28 to work together on national opportunities. Its new Chair, **Patrick Gruben** (IDC) stated, "With more global interest in the Arctic, there is a greater need for Inuit businesses to collaborate to strengthen our position in the market and to explore opportunities where we can build the critical mass to compete on larger opportunities." ■

Many family and friends celebrated Persis Gruben's 100th birthday October 20 in Tuk. Happy Birthday!!! (Photo by Tusaayaksat.)



IRC/IDC Employee Long Service Awards

The *Employee Long Service Awards Program* was initiated to honour staff members for their long service and dedication to the Inuvialuit Corporate Group. It recognizes employees achieving milestones of service in 5-year increments. On November 21, IRC/IDC paid special tribute to some of these employees!

Noel Gordon - Five Years Recipient

Noel is the steady hand at the helm of the IDC Property Maintenance team. Quick with a smile, his calm and positive attitude have guided many of the younger staff members. He is truly an unsung hero. *Mahalo!*

Debbie Gordon-Ruben - Five Years Recipient

Debbie is the Manager of the Resolution Health Support Program who leads the team to deliver professional and empathetic healing and treatment services in the Beaufort-Delta. She's also one awesome drum dancer!

John Noksana Jr - Five Years Recipient

John is responsible for the maintenance and custodial work on all IDC properties in Tuk. Always willing to lend a helping hand or respond quickly should an issue arise, he is dedicated to ensuring high standards are maintained.

Evelyn Storr - Five Years Recipient

As the Executive Director of the Community Development Division, Evelyn is responsible for over \$5 million in contribution agreements and 30 plus staff. She is always hard at work representing the Inuvialuit in many capacities.

Chris Trimble - Five Years Recipient

As the IDC Projects Assistant, Chris is one of the most dedicated and reliable staff; he is always there, helping where he can, and all with a smile. Greatly appreciated by staff and beneficiaries!

Jeffrey Amos - Ten Year Recipient

As part of the Resolution Health Support Program team, Jeffrey is passionate about helping people to heal, accept, and begin the healing journey for themselves, their families and as a community. Thank you Jeffrey for all your services in the past and today!

Erin Baldwin - Ten Year Recipient

Erin started as a casual with the IDC Accounting team and is currently an Accounting Supervisor. Up for any challenges, she continually takes online courses to achieve her business degree. She always shows up to work early with a smile on her face!

Bob Simpson - Ten Year Recipient

Although Bob has been working with the Inuvialuit, it was only in 2008 that IRC was able to tie him down. Think Bob, think Self-Government! He has a long and storied history of working and negotiating self-government agreements. Today he is the Director of Government Affairs with many responsibilities.

Colin Day - Fifteen Year Recipient

Colin is no stranger to staff and tenants at IDC Properties. His calm manner when dealing with maintenance issues has endeared him to all; he continues to be one of IRC/IDC most respected and hard working staff members.

Janet Elias - Fifteen Year Recipient

Janet enjoys looking after the ILA Environmental Monitoring program in Tuk. When not working, she enjoys being out on the land every chance. She really enjoys family time and says that grand-children are the best.

Shelly Hendrick - Fifteen Year Recipient

Shelly is a great example of what is possible with hard work and dedication. She was recently promoted to Community Support Manager to work with the community corporations. She is truly a role model to many and an inspiration to all Inuvialuit!

Barry Jacobson - Fifteen Year Recipient

When Barry began his career with ILA, he had the added responsibility of being the *unofficial* IT Support in Tuk. In 2013, he joined IRC's IT Services in Inuvik. When not playing around with technology, Barry can be found enjoying the good life at Toker Point in the Spring and Rendezvous Lake in the Fall.

Tanya Gruben - Twenty Year Recipient

Tanya is an integral part of IDC Properties. With her knowledge of the *Residential Tenancy Act* and her experience, she often goes the extra mile to ensure all accommodation needs are looked after. She is firm but fair in keeping the buildings quiet and comfortable for the tenants. Way to go Tanya! ■

Duane Smith congratulates several recipients of the IRC/IDC Employee Long Service Awards - Chris Trimble, Tanya Gruben, Debbie Gordon-Ruben, Bob Simpson, Barry Jacobson and Shelly Hendrick.



Members Comments: Concerns from the Community Corporations

Aklavik Community Corporation

Jordan McLeod reported that the Aklavik CC AGM took place September 6 with a good turnout. Later that month, it hosted a Community Luncheon in the Hamlet Chambers where the entire community participated. A big welcome to **Eddie Kaglik** as the Northern Games Instructor who is coordinating sessions at Moose Kerr School with students every Wednesday.

In October Aklavik CC held an Open House to review the membership list in preparation for the CC elections. There were also meetings with Self-Government (**Diane Thom** and **Bob Simpson**) and the IRC Health Services Navigator (**Les Semmler**).

In November **Dennis Arey** attended the *Anti-Poverty Round Table Discussion* in Hay River. Meanwhile **Brandon McLeod** met with **Don Connelly** to inspect the SDC near Herschel Island.

Under *Brighter Futures* programs, **Allen Kogiak** continues to hold *Jam Sessions & Coffee House* twice a week at the Sittichinli Complex. Many youth are attending. **Nellie Arey** and **Arlene Kogiak** are the Sewing/Language Instructors holding classes twice a week helping 23 members to make canvas mukluks. The next project is travelling mitts!

The Aklavik CC election took place December 3. Congratulations to **Jordan McLeod** as the returning Chair and the 3 directors **Dennis Arey**, **Deon Arey** and **Billy Storr**.

The new Program Administrator is **Savannah Arey** who is assisting with *Brighter Futures* and *Inuvialuit Harvesters Assistance Program*.

Wishing the membership a very Merry Christmas! Aklavik CC will be giving out Christmas hampers to beneficiary households!

Inuvik Community Corporation

Gerald Inglangasuk reported on some of Inuvik CC's initiatives. The *Canada Summer Jobs Program* (**Hailey Smith**), *Skills Link Program* (**Sarah MacNabb**), and *Small Community Employment Support Program* (**Kathleen Nogasak**) were completed. In late October, a *Traditional Parka Making Workshop* facilitated by **Freda Raddi** brought out many participants. **Matilda DeBastien** attended the *Anti Poverty Round Table Discussion* in Hay River in November. There was also a *Grief and Loss Workshop* held during the month.

Under *Brighter Futures* Program, drum dancing is offered by **Abel Tingmiak** at East Three Elementary School. *Arctic Sports* will also continue at the school thanks to **Steve Cockney Sr.** The ever popular *Traditional Sewing Classes* returns with **Brian Rogers** and **Donna Johns**. Meanwhile the *Aboriginal Head Start Traditional Activities* are led by **Mary Allen**, **Clara Day** and **Kara Skiffington**.

The Inuvik Elders Committee meets every 2 months to plan activities for its membership. In September, it held a *Family Genealogy Tree Workshop* and *Canada Revenue Agency Outreach Program* meeting. In October, a bus brought many to attend **Persis Gruben**'s 100th birthday celebration in Tuk.

The Inuvik CC election took place December 5. **Gerald Inglangasuk** was acclaimed as the Chair for a 3-year term. Congratulations to the 3 directors **Edgar Maring**, **Rory Voudrach** and **Wayne Gordon** for 2-year terms. The Inuvik Elders Committee elected 5 counsellors - **William Day**, **Albert Elias**, **Shirley Elias**, **Bertha Joe** and **Sarah Rogers**.

Paulatuk Community Corporation

Lawrence Ruben reported that the community continues to deal with the cancellation of barge service by GNWT. There appears to be a lack of care and attention by GNWT.

Paulatuk CC provided support for a caribou community hunt where harvesters were able to fill 13 out of 20 tags. Financial support was also given to the HTC for their under-ice fishing project which fulfills the elders quota of 300 fish.

The membership took notice of a couple concerns where further community discussions are needed. Although research and some development has occurred to a certain extent over the last 2 decades, mining in the area remains a concern particularly with respect to the "anomaly" and its future. In the case of Nappaq, Paulatuk sees the need for a wholly-owned business to better serve the people. Monies would then stay in the region and local contractors could prosper by working with Nappaq.

Paulatuk Development Corporation is looking to future partnerships for investing. PVCC will be wholly-owned and operated by PDC at some point in the near future.

The Paulatuk CC election took place December 3. Congratulations to 2 of the newly-elected directors **Aaron Ruben** and **Andy Thrasher**. As there was a tie between **Micheal Green** and **Bobby Ruben Sr.** for the third position, there will be an election run off December 27.

Paulatuk CC is giving out 75 Christmas hampers (including turkey, ham and Mandarin oranges) to the households! Merry Christmas!

Jordan McLeod, Aklavik CC Chair, and GNWT Minister Wally Schumann. (Photo courtesy of Frederick Blake.)



Members Comments: Concerns from the Community Corporations

Sachs Harbour Community Corporation

Despite major efforts by IRC, no Sachs Harbour CC director was able to attend the IRC Board meeting in November due to family obligations and extenuating circumstances. Happy to report that on October 16, **Duane Smith** led the *Corporate Group Tour* to the community and held frank discussions with the membership. IRC continues to work with the community and membership in the delivery and administration of programs.

Tuktoyaktuk Community Corporation

Eddie Dillon reported that Tuk CC is managing 27 contribution agreements totalling \$1.2 million with 26 employees staffed in Tuk CC, Jason Jacobson Youth Centre (JJYC), Aimayunga Shelter and Tuk Elders Committee.

Tuk CC has been working closely with the Hamlet to serve the community as a whole rather than duplicating efforts in lobbying residents on common issues and benefits. Under the Business Plan, each entity is responsible for application of different funding. In regards to the *Offshore Oil Ban*, both organizations would like to be updated as negotiations happen.

Tuk CC received funding from GNWT(ITI) to host a *Carving Workshop*. With only 3 in attendance, they received one on one training. Sponsored by the *GNWT Anti-Poverty Fund*, a Healthy Foods Drive was completed in partnership with the Aimayunga Shelter to help low income families access healthy foods.

Working with Aurora College, Tuk CC hopes to bring the *Mobile Trades Training Unit* to the community to build capacity and train local individuals to be a part of the School renovations. The JJYC continues to administer the After-School Program. Using funding from ICRC's Language Revitalization program, they will be teaching youth how to sew mukluks as well as learn basic Inuvialuktun language.

The Tuk CC election is taking place December 10 with 4 (**Eddie Dillon, Erwin Elias, John Noksana Jr. and Dennis Raddi**) seeking the Chair position and 7 vying for the 4 directors positions: **Nellie Cournoyea, Billy Emaghok, Robert Illasiak, Peter Nogasak, James Pokiak, Tyrone Raddi and Ryan Yakeleya.**

Ulukhaktok Community Corporation

Colin Okheena reported that the cruise ships, *Le Boreal* and *Le Soleal*, did not visit the community in September due to ice conditions. Thank you goes to IRC for coming in to purchase the local arts and crafts made for the cancelled visitors!

Community hunters were fortunate to harvest caribou this fall. However, with not too many char being caught due to weather conditions, members have been fishing at Fish Lake. Thanks to OHTC, a cabin was recently built for community use at Tahihuit and Fish Lake.

Under the *Nunamin Ilihakvia Project*, 2 guides, **Patrick Akhiatak** and **Roland Notaina**, and 3 students went for a 4-day camping trip to Fish Lake. They brought back fish for distribution to elders and single parents. Sewing classes also began for participants; and thus far, the parka making project was completed.

Donations included the following: OHTC to help construct community cabin, **Debbie Gordon-Ruben** to assist drummers and dancers to attend the *National Indigenous Cultural Expo* in Edmonton, Youth Council for Halloween events, Aurora College for 10 students to participate in the Class 7 Drivers course, Helen Kalvak Elihakvik for students on the land trip to Fish Lake, 5 college/university students, and funeral assistance.

The Ulukhaktok CC election is taking place December 10 with 3 (**Colin Okheena, Donald Inuktalik and Lily Alanak**) seeking the Chair position and 9 vying for the 3 directors positions: **Helen Kitekudlak, David Kuptana, Mary Kudlak, Margaret Kanayok, Gayle Ogina, Eddie Okheena, Robert Kuptana, Delma Klengenber and Lillian Kanayok.**

The Board of Directors and staff at Ulukhaktok CC would like to wish you all a Merry Christmas and Happy New Year! ■

Left: Sachs Harbour celebrating first day of "12 Days of Christmas" activities with Yvonne Elias in the Gingerbread Bake. (Photo by Doreen Carpenter.) Right: Singing Christmas carols with the Women's Sewing Group at the Anglican Church in Ulukhaktok. (Photo courtesy of ICS.)



Community Development Division (CDD)

Meghan Etter, CDD Counselling Services Manager, was in attendance on behalf of **Evelyn Storr**, Director, Community Development, to provide reports and address concerns.

CDD Update

In this last quarter, the highlight was the hiring of an Early Childhood Program Manager, **Alice Thrasher**, and Health Promotions Coordinator, **Ashley Morine**. It was a busy quarter with involvement in numerous teleconferences on the *Inuit Health Survey*, *TB Elimination*, *Inuit Public Health Task Group* along with meetings with Indigenous Services and GNWT Health departments. In November, **Evelyn Storr** attended the **Child Sexual Forum** and the NiCoH Committee meeting in Ottawa.

Health Systems Navigator

As the Inuvialuit Health Systems Navigator, **Lesla Semmler** was busy assisting beneficiaries - mainly from Ontario, BC, Alberta and the ISR - with NIHB services and questions. She also participated in the activities of the *National Family Violence Awareness Week* which included presentations at the East Three Secondary School and Ingamo Hall.

At the end of October, IRC hosted an *Inuit TB Elimination Engagement* session with 2 participants from each community along with the CHRs. After attending the *MMIWG (National Inquiry into Missing and Murdered Indigenous Women and Girls)* hearing in Winnipeg, Lesla participated in the *MMIWG Inuit Specific Guided Discussions* November 1 and 2 in Inuvik. Recommendations will be put forward in the final report.

With respect to the *Hotii ts eeda NWT SPOR Unit*, Lesla presented in a panel at the *SPOR Summit* November 13 to 15 in Ottawa.

Resolution Health Support Program (RHSP)

RHSW staff reported that the Group IAP Fund is in its third quarter with 61 recipients in the ISR. Over the past 4 years, 157 IAP Survivors have received funding. Meanwhile, staff are submitting a proposal for the 2019/2020 Group IAP Fund.

Pleased to report that 29 Inuvialuit participants attended and hosted the Inuit Auditorium at the *National Indigenous Cultural Expo* in Edmonton in September. Drummers, singers and dancers reclaimed the *Maglaktutit Tradition* which allows for the sharing of knowledge with fellow community members as well as rejuvenating a lost part of drum dance custom.

RHSP staff attended the *MMIWG Inuit Specific Guided Discussions* to give comments and feedback from the region. In November, as requested by beneficiaries, a *Loss and Grief Workshop* took place in Inuvik and Aklavik.

Early (Childhood) Intervention Pilot Project

Maria Storr, ECI Coordinator, reported that this year the program is continuing on a “as is” with continued implementation of the Hanen Training for staff and parents in the Centres. Visits were made to Aklavik, Tuk, Paulatuk and Ulukhaktok. Aklavik had a successful parent training session. In Tuk, the Speech Language Pathologist (SLP) observed staff interacting with the children.

Paulatuk and Ulukhaktok had good participation from staff and parents. The Regional SLP also completed a successful visit to Sachs Harbour with a focus on referrals and client assessments. The Inuvik Aboriginal Head Start program staff received refreshers on the various strategies.

Early Childhood Programs

Alice Thrasher, Manager, reported that attendance is good and consistent in most of the Centres. Meanwhile the licensing inspections with the Early Childhood Consultant, **Maribeth Pokiak**, were done in Ulukhaktok, Inuvik and Paulatuk. Tuk and Aklavik will be completed in the new year. Minor changes were noted and fixed; all Centres are in compliance and licenses renewed. Under the Environmental Health inspections, minor repairs are being done at Paulatuk Aboriginal Head Start.

The Centres are fully staffed with full-time and casual workers. Many thanks go to the dedicated staff who are working to ensure that the children are in a safe and healthy environment.

Community Counselling

Meghan Etter is the Counselling Services Manager with **Jimmy Ruttan**, Land and Support Services Coordinator; **Peggy Day**, After-Care Coordinator; **Britney Selina**, Youth Outreach Coordinator; and **Ruth Goose**, Elder’s Advocate.

In partnership with GTC and Children’s First, *Project Jewel* hosted On the Land day trips for youth at Rachel Reindeer Wellness Camp. It also hosted numerous day trips with the homeless population including fishing, picnic on the ITH with a bonfire in Tuk, berry picking, etc.

Peggy and Ruth were busy with the *Mental Health Awareness Working Group* on activities for *Suicide Awareness Week* and *Family Violence Awareness Week*: community walks, sharing circles, community meals, awareness challenges, family nights, old-time dances, etc. After attending a *MHFA (Mental Health First Aid) Inuit* retreat in Ottawa to improve program delivery, Peggy visited Paulatuk in November.

For a closer look at Youth Initiatives under **Britney Selina**, Youth Outreach Coordinator, please see Page 9.

The *Inuit Health Survey* is a priority as samples from the 2008 Survey are being repatriated. Re-consent to maintain the samples is underway for November and December. **Shannon O’Hara** is the lead with support from Meghan.

Regional Wellness Programs

All CPNP classes are up and running with the local coordinators doing a great job in consistent program delivery. All programs under the *Mental Wellness (aka Brighter Futures)* are being delivered except for Sachs Harbour. CDD staff will be in Sachs Harbour December 10 with other community visits scheduled for January. ■

CDD's Youth Initiatives in the ISR

First Shift Program

First Shift aims to give new-to-hockey families an opportunity to pursue Canada's game. IRC sponsored 45 participants from across the ISR which included registration fees, head-to-toe Bauer hockey gear, and 6 on-ice sessions with local instructors. Hockey is a sport designed to encourage teamwork, inspire goals, and most importantly, fun!

Regional Youth Advisory Group (RYAG)

RYAG is the appointed youth advisory body of IRC and its Board to provide on-going consultation and recommendations on issues to improve and enhance programs relevant to the cultural well-being and quality of life of Inuvialuit youth within the framework of the IFA.

In October, the newly-formed RYAG met in Inuvik to explore views, perspectives, experiences and ideas around wellness and life promotion for all youth in the ISR. It believes that in order to affect change and improve wellness, hope, options and opportunities, they need a youth-led formula that supports peer-to-peer programming incorporating fun, mental wellness tools and resources that are Inuit-specific, to inspire youth to support other youth and create community wellness teams and champions across the ISR.

Bringing Youth Towards Equality (BYTE)

BYTE is a *for youth, by youth* organization that believes in championing youth voices and creating opportunities to explore, develop, and share the strengths of youth within northern communities. In late October, they developed a *Leaders-in-Training Conference* in Inuvik to learn new styles of leadership, develop skills to bring back to their communities and to make new friends. Programming included On the Land activities and developing skills in digital media.

In addition, IRC and GTC combined their Youth Advisory groups for a *Youth Retreat* facilitated by BYTE. This 2-day retreat at Gwich'in Territorial Park included facilitation, storytelling, strategy session planning, self-governance, along with presentations from *Connected North, Rising Youth, Jane Glassco Fellowship*, and the *National Inuit Youth Council*.

Influencers Motivating Influencers (Magic Show)

Influencers Motivating Influencers is an Inuit not-for-profit organization that has been visiting Northern Remote Communities in the last 6 years. They aim to bring awareness to Mental and Community Wellness while highlighting the opportunities and talents within the communities. During the recent ISR tour, they spent at least 3 days in each community to provide school and community presentations on anti-bullying, mental awareness, self-esteem, leadership, goal setting and suicide prevention. The Magic Show with **Brian Glow** was a definite highlight!

Student & Family Support Workers (SFSW)

The SFSW's participated in an *Educator's Conference* which focused on brain-based learning, behavioral challenges and mental health. They were then able to apply their experiences and develop skills in areas such as motivating and resilience in students, mental health issues in the classroom, practical strategies for managing anxiety at school, intervention for managing challenging students, and practical interventions for dealing with stress and burnout. ■

Row 1: Influencers Motivating Influencers (Magic Show). (Photo by D. Stewart.) Row 2, Left: BYTE Leaders-in-Training participants. Row 2, Right: The SFSW in an Educator's Conference - Meeka Steen, Rhonda John, Jack Hirose (Facilitator), Joyce Banksland and Carla Ruben.



Human and Education Resources

Vina Norris, HR Manager, and Veronica Kasook, ASETS Program Manager, provided a report and addressed concerns at the IRC Board Meeting.

Human and Education Resources is responsible for beneficiary education support, capacity building, corporate recruiting, training and development. The department is also available to assist Community Corporations and local subsidiaries. Check out the IRC HR *Facebook* page!

The current staff are **Vina Norris**, HR Manager; **Tricia Veness**, Associate HR Officer; **Sandra Elanik**, Education Manager; **Beverly Lennie**, Education Assistant; **Denyse Sutherland**, Academic Advisor; **Fred Kuptana**, Career Development Officer; **Veronica Kasook**, ASETS Program Manager; and **Merlyn Rogers**, ASETS Program Coordinator.

Inuvialuit Education Foundation

Beneficiaries interested in learning more of IEF's programs, please contact **Sandra Elanik**, Education Manager, at 867.777.7029 or 1.855.777.7011 or email sandra.elanik@inuvialuit.com. These include the *Post-Secondary Financial Assistance Program (PSFAP)*, *Designated Amount Fund (DAF)*, scholarships and tutoring.

For the 2018/2019 academic year, IEF is providing monthly funding assistance to 109 students: 77 NWT residents and 32 outside the NWT. All 35 students eligible for scholarships (those with 75% or higher) received letters of congratulations! Four students were approved for the 2018/2019 UCEP (University & College Entrance Program).

IEF annually offers \$2,000/year to each community school for their *After School Tutor Program*. A proposal was received from Tuk, others are coming in slowly. Individual tutoring is also available upon request.

ASETS (Aboriginal Skills and Employment Training Strategy)

With 2018/2019 considered a transition year, the 10-year ISETS Program will officially begin April 1, 2019. IRC has done extensive planning and preparation with the Inuit partners.

Looking for Employment?

Employment opportunities with the Inuvialuit Corporate Group and other organizations can be found at:

- ◆ IRC Human Resources Facebook Page. Search for *Inuvialuit Regional Corporation Human Resources* or go to <https://www.facebook.com/IRCHumanResources>.
- ◆ IRC Website www.irc.inuvialuit.com.
- ◆ Inuvik Drum / NewsNorth.
- ◆ New North Network (Inuvik community channel).
- ◆ Government of Canada Job Bank www.jobbank.gc.ca.
- ◆ Inuvialuit Career Centre located at 107 Mackenzie Road in Inuvik.
- ◆ Community Employment Officers and Student & Family Support Workers.
- ◆ Community organizations Job postings are distributed to Community Corporations, Hamlets, government agencies, HTC's and other contacts within each community.

For help with all job searches, applications, or career planning, contact the Inuvialuit Career Centre (Inuvik 777.7095 or toll-free 1.855.777.7011) or the local Employment Officer in your community.

Under IRC ASETS, the Sunchild program had 10 students in September. Two will complete the program in December and graduate in June 2019. A new intake will take place in January for 4 more students. Effective January 1, 2019, the Sunchild program and E-Learning Centre will move to a new location.

The *Merging Arts & Crafts with Technology and Manufacturing (MACTM)* started October 9 and will continue until December 14 at Aurora College/ARI. Ten participants were accepted. Discussions are taking place regarding an advanced course in the new year.

The *Essential Skills Phase II (ESPII)* was delivered by Bear Vision and an elder in Inuvik (October) and Tuk (November). Next will be Sachs Harbour until all 6 communities are completed. During this phase, Indigenous teachings are integrated along with standard essential skills.

Crowe MacKay's *Community Finance Certificate Courses - Budgeting, Monitoring and Reporting* module was successfully delivered in Sachs Harbour, Paulatuk, Aklavik, Tuk, Ulukhaktok and Inuvik in this quarter.

Under the *Shared Partnership Funding (SPF)*, the *Practical Nurse Program* has 5 students left from a start of 10. The students come from Paulatuk, Aklavik and Inuvik. Working behind the scene, staff and resources ensure that students have the support to successfully complete the program.

Capacity Building Team

The position of Capacity Advisor is out for competition; it will focus on the development and delivery of capacity development in the ISR. Meanwhile the SFSWs continue to work with families and students. Attendance initiatives will also begin again. ■

Language and Culture

The IRC Board visited a newly revitalized and renovated ICRC where **Ethel-Jean Gruben**, Manager, ICRC, provided a report and addressed concerns. Staff includes **Beverly Amos**, Regional Language Consultant, and **Lena Kotokak**, Regional Language Coordinator.

ICRC supports opportunities in learning the Inuvialuktun language and cultural activities through community language classes, traditional sewing programs, the revitalization of Inuvialuit drumming, dancing and singing as well as traditional craft/tool making programs. Each community is eligible for \$10,000. ICRC is working with 2 communities on proposal submissions.

Digital Library North

The *Digital Library North* project is on-going. ICRC is transcribing and cataloguing 648 items: 522 items are from the COPE collection, 50 from the Genealogy collection and 76 from the Oral History collection. This is a valuable digital library of information resources housing photos, videos and documents that focus on the ISR communities.

Inuvialuit Drum Dance Groups

The transcribing of Inuvialuit Drum Dance Songs and their meanings is on schedule. **Beverly Amos** is taking the lead with the Aklavik and Tuk Groups scheduled for completion by March 31, 2019; the Paulatuk and Ulukhaktok Groups by March 31, 2020.

Qilautilik Angugaaraaluk

(Little Drummer Boy)

Translation by Beverly Amos

Qaitquyaani, pa rum pum pum pum
Ataniqpauniqsaq, pa rum pum pum pum
Nakuuniqsanik, pa rum pum pum pum
Aittuutigiblugu, pa rum pum pum pum,
rum-pum-pum-pum, rum-pum-pum-pum.
Nanrarniarikput, pa rum pum pum pum
Tikitchulirupta.

Nutaraaraaluk, pa rum pum pum pum
Iliappauyungali, pa rum pum pum pum
Aittuutiksaittunga, pa rum pum pum pum
Iluariyanik, pa rum pum pum pum
rum pum pum pum, rum pum pum pum
Atuutigilapkin, pa rum pum pum pum
Qilautimnik.

Maryim angiqtuaq, pa rum pum pum pum
Imnaiq umingmaglu, pa rum pum pum pum
Pilgutilaamnik, pa rum pum pum pum
Kasaktuutiyara, pa rum pum pum pum
rum pum pum pum, rum pum pum pum
Qunguyugaani, pa-rum-pum-pum-pum
Qilautigalu.



Shingle Point Residential School (Repatriation) Project

From June 2017 copies of archival and related materials on Shingle Point Residential School (1929-1936) were negotiated for repatriation to ICRC. The Centre will be moving forward with the publication of the *Bessie Quirt Journal* and *Shingle Point Residential School Book*.

ICRC Upcoming Projects and Activities

The *Weekly Language Classes* for IRC/IDC staff will resume in January 2019 to promote and support the revitalization of the Inuvialuktun language. Other cultural projects include *Inuvialuit Living History Project Phase 2 (Smithsonian Project)*, *Thunder in Our Voices* (display and exhibition of past Northern leaders), *Pattern Making and Terminology Project Phase 2*, *Inuvialuktun Story Sacks*, *Remembering Schooners*, production of new *Inuvialuktun Music CD*, *Adult Kaukkak Making Sewing Classes*, *Youth Fish Hook/Ulu Making Craft Classes*, *ICRC Office Revitalization Project*, and more. ■

Top: Participants of the Indigenous Connectivity Summit are impressed with the Northern Games demonstrations (Photo by Tusaayaksat.)

Bottom: Christmas at ICRC with (left to right) Lawrence Ruben, Lucy Kuptana, Gerald Inglangasuk, Ethel-Jean Gruben, Faith Raymond, Duane Smith, Jordan McLeod, Colin Okheena and Eddie Dillon.



Inuvialuit Land Administration (ILA)

Charles Klengenber, Director of Lands, met with the IRC Board to review ILA updates and address concerns. The ILA staff includes **Tina Lucas**, Office Manager; **Janet Elias**, Environmental Monitoring Coordinator; **Glenna Noksana**, Land Use Application Coordinator, and **Femi Baiyewun**, the new Environment Management Coordinator.

During the quarter, ILA staff attended workshops, presentations, teleconference calls and meetings on *ESSO Tuk Base Contractor Assessment Site Visit*, *Imaryuk Monitoring Program*, *Tuk Climate Change Resilience Project*, *NWT Water Strategy Implementation Workshop*, *NWT Geological Survey*, *Inuvik HTC*, *GNWT Lands*, *Waste Site Management Committee*, etc.

Inuvialuit Land Use Applications

ILA processed many land use applications this quarter pertaining to research activities, ranging from landscape response from altering ice-rich terrain to coastal and nearshore research of the Beaufort Sea. Other applications included Residential Leases, tourism activities, remediation of sites and gravel usage. For a more detailed application description, please visit the *Welcome to LUAS* (ILA's Land Use Application System page) found in the IRC website at www.irc.inuvialuit.com.

ILA Environmental Monitors

In this quarter, ILA Environmental Monitors worked in these locations: **Jonathon Pascal** and **Mary Cockney** for Shell Canada/Trevita Corporation in the Camp Farewell clean-up. **Josie Green** was the Gravel Checker for the Hamlet of Paulatuk and Territorial Investments Ltd. gravel hauls. **Stanley Felix** was the Gravel Checker for North Coast Ventures' Source 177 gravel haul.

ESSO Tuk Base Remediation Project

In July, ILA approved and provided feedback on the *Remediation Action Plan* proposed by Imperial Oil Ltd. for the Tuk Base Clean-up. After a *Tuk Base Contractor Assessment Site Visit* in September, an Open House was held in November with respect to consultation, detailed engineering, and project contracting. **Eddie Dillon** reported that it was a productive meeting; Imperial Oil Ltd. was very cooperative in helping the community.

Inuvik-Tuk Highway (ITH) Project

In September, ILA and GNWT conducted a joint helicopter inspection of ITH Borrow Sources 141A, GSC 4, PW10, 312, 174 170 and 177. In October, GNWT (Department of Infrastructure) conducted its final closure inspection for the ITH. The current 2018/2019 ITH stockpile from Source 312 will be used for future maintenance.

ILA is waiting on a Pre & Post Land Use Report for the construction of the ITH. Although the draft is completed, the ITH contractor submissions are still forthcoming.

Meanwhile, ILA hired Mackenzie Delta Geomatics to conduct an independent survey of Source 312 to compare with the results from the survey conducted by GNWT (Department of Infrastructure) to determine the official gravel quantities used.

Inuvialuit Land Administration Commission (ILAC)

As directed by the IRC Board, ILA is assessing feedback from the communities on ILAC's future roles and responsibilities. At its regular November meeting, ILAC discussed roles and responsibilities, revised their Terms of Reference and reviewed the workplan.

The current members of ILAC are as follows: **Dean (Manny) Arey** (Aklavik); **Hank Rogers Sr.** (Inuvik); **Bobby Ruben** (Paulatuk); **Joe Kudlak** (Sachs Harbour); **Lennie Emaghok** (Tuk); and **David Kuptana** (Ulukhaktok). ■



Left: Janet Elias is recognized for her 15 years of service to ILA during the ILAC meeting in November. Commissioners, staff and Wayne Thrasher (her uma) celebrate the happy occasion. Right: ITK President Natan Obed congratulates Patrick Gruben as the new Chair of the Inuit Development Corporation Association in Ottawa. (Photo by ITK.)



Inuvialuit Development Corporation (IDC)

Patrick Gruben, Chair, and Denny Rodgers, General Manager, reviewed the results of IDC's operations and addressed concerns.

IDC Overview

Work continues in the submissions to GNWT for a possible negotiated contract to build a new airport terminal as well as a 48-bed long-term care facility in Inuvik. IDC and GDC (Gwich'in Development Corporation) formed a partnership through Delta North Alliance (DNA).

Notice was given to Midwest Design and Construction that IDC intends to move forward with acquiring 100% ownership in Nappaq. Meanwhile IDC and Nappaq travelled to Aklavik to meet with Aklavik CC to discuss current and future construction projects. They also plan to meet with Tuk in early December.

A review of all properties in the IDC portfolio will be undertaken in the next 6 months to determine the current and potential ROI (return on investment) for each.

IDC Properties

Residential and commercial occupancy remains strong at 95%. Major 2019 capital projects include a significant piling program as well as siding replacement on the Aklavik property.

Aklak Air

Aklak is tracking slightly ahead of budget for 2018. It has entered into a sub-charter agreement with Buffalo Air to assist with the cargo and fuel hauling of the cancelled barges to the communities. Aklak will once again offer 20% discount on all fares and routes for the month of December to thank customers for their patronage throughout the year.

Stanton Group

Stanton is on track for another successful year in 2018. In a partnership with Canadian North, Stanton now offers Aurora Rewards points at all 3 locations to customers who present their Aurora Rewards number when shopping. As well, customers can redeem their points for a Stanton gift card.

Inuvialuit CEDO

Sue McNeil, ICEDO Manager, reported on several Regional Readiness Initiatives keeping staff busy. Under the *Opportunity Readiness Research Initiative*, SINED (Strategic Investments in Northern Economic Development) has tentatively approved IRC funding for the Mackenzie Valley Fibre Link work. However, before any decision is made, IRC will need to determine the ROI and feasibility.

Under *Opportunities in Alternative Energy*, the solar panel installation at the Paulatuk Visitor Centre was completed. CEDO is working collaboratively with Arctic Energy Alliance and GNWT to access funds for residential and community projects. Under the *Country Foods and Value-Added Processing Initiative*, there will be community consultations December to March 2019 to research and design for community facilities, including community freezers.

AOGS (Arctic Oil & Gas Services Inc.)

AOGS continues to provide property management and custodial services for the Inuvik FOL bases through the contract with ATCO. It secured several camp catering jobs in the summer: Source 312 Camp for the Inuvik-Tuk Highway, Inuvik Willow Road camp for the airport road construction, Camp Farewell project for Shell. The airport road construction and Camp Farewell project are expected to carry over to Summer 2019. AOGS is preparing for potential work with MGM Paramount for their upcoming well abandonment project in 2019/2020.

Canadian North Airlines

In September the Inuvialuit Corporate Group (ICG) and Makivik Corporation announced the signing of a definitive agreement to merge First Air and Canadian North in order to provide the best possible air services across the Arctic. Following the receipt of government regulatory approvals, Makivik and ICG will proceed to complete the merger. The parties expect to complete the transaction early 2019.

"We are proud of Canadian North's track record of providing safe, stable air service to customers in the North," said **Patrick Gruben**, IDC Chair. "This exciting milestone in our partnership with Makivik represents a joint commitment to continue providing air service excellence, a most vital lifeline, to Northerners across the Arctic region."

Nappaq Design & Construction

Nappaq's workforce currently has 14 employees, including 3 management staff based in Inuvik and 8 beneficiary employees working on various projects throughout the ISR. This does not include employees in Aklavik, Ulukhaktok and Paulatuk who work for beneficiary construction subcontractors or any that work for mechanical and electrical sub-trades.

All projects are on schedule. However, given the cancellation of this year's barge to Paulatuk, some of the materials to complete the 4-plex may not get there and the final completion may be delayed until the next construction season. ■

There are 10 students this Fall in the *Arts Meet Engineering* course at Aurora College/ARI, all learning new tools to further their arts and generate ideas for potential businesses. ICEDO's application *Traditional Techniques Tweaked to Galvanize Indigenous Northern Artisans* is a finalist in the \$500,000 category in the *Arctic Inspiration Prize*. The awards ceremony is February 12, 2019 in Whitehorse. Good luck!

In the area of *GIS/Remote Sensing - UAV Drone Services*, Igutchaq UAV is now registered as an Inuvialuit business. It will hire local UAV pilot to manage, with mentorship to be provided.

Effectively immediately, CEDO now reports to IRC. For more information, please contact **Sue McNeil**, ICEDO Manager at SMcNeil@inuvialuit.com. ■

IRC Responds to Beneficiary Concerns

The following is from Duane Ningaqsik Smith to all Inuvialuit in response to questions on IRC.

As you may have seen in the news and on social media recently, a couple questions of significance to all Inuvialuit have been raised. I would like to take a moment to try and clarify our understanding of these issues in order to promote an open and informed dialogue.

First, we heard some questions relating to our Inuvialuit governance and decision-making structures. For these kinds of questions, I always go right back to the foundation - our Inuvialuit Final Agreement (IFA).

In the IFA, it says that IRC is to be governed by the Inuvialuit community corporations, which are defined as Aklavik, Ulukhaktok, Paulatuk, Sachs Harbour, Inuvik and Tuktoyaktuk. These Community Corporations are the “Members” of IRC. The IFA states further that the Community Corporations are to be controlled by Inuvialuit who are resident in those communities.

During negotiations of the Land Claim, Inuvialuit determined that a corporate structure was the best structure to implement the IFA, therefore IRC was established as a not-for-profit corporation with each of the community corporations holding a membership seat. Consequently, the IFA stipulated that IRC was to be a corporation without share capital. This is why IRC is incorporated pursuant to Canada’s Not-for-Profit Corporations Act. This Act contains several rules about how directors and officers are elected and appointed.

Finally, the IRC By-laws, which reflect the Act and the IFA, establish the framework for governing IRC. These by-laws were drafted and approved by the IRC Board of Directors and confirmed by the IRC Members (which are each of the 6 Inuvialuit community corporations).

In our case, the Members have the authority to elect the directors, including the Chair, of IRC. To give the broadest possible input within the framework established by the IFA and the Act, all 42 Directors of the Community Corporations (6 x 7) elect the IRC Chair for a 3-year term.

All three governance measures determine the oversight of IRC.

Secondly, we have heard some questions about the Programs and Services that are available to Inuvialuit who are residents to the region. The staff at IRC work very hard with different levels of government, and using the limited funds we can obtain to ensure that Inuvialuit - wherever they may reside - have opportunities that other Canadians enjoy. IRC recognizes the growing population of Inuvialuit residing in Southern Canada and elsewhere. IRC continues to advocate for the Urban Inuvialuit population during meetings with Federal and Territorial leadership and officials. This is a trend among all Indigenous groups across the country as more people gravitate to urban areas.

Using the charitable and foundational funds established, the Inuvialuit Education Foundation (IEF) and Inuvialuit Harvesters

Assistance Trust (IHAP) are examples of programs offered to all Inuvialuit. Other programs and benefits offered to all Inuvialuit include but are not limited to: scholarship and bursary opportunities through IEF and Designated Amount Fund (DAF) Trust, funeral assistance through the Funeral Assistance Program, annual disbursement of Dividends to all shareholders of the Inuvialuit Trust; and an Elders distribution in December. Also, assistance is provided in registering your child in the Inuvialuit Enrollment Database system and enrolling in the Inuvialuit Trust through the Deputy Registrar of Enrollment. We also provide support for Inuvialuit to understand and access Health Canada’s Non-Insured Health Benefits through a Health Systems Navigator located in our offices.

All newsletters, magazines and annual reports are distributed to all Inuvialuit households no matter where they reside. The Legal Department also provides counsel on Inuvialuit hunting rights and produces *Jay Treaty* letters when requested.

The Inuvialuit Cultural Centre has Inuvialuktun dictionaries, books and many resources available. ICRC has developed Inuvialuktun APPs in the 3 dialects for anyone interested to upload to their devices. Another great resource is the *Inuvialuit Digital Library Network* that can be accessed from any location; listen to stories, see photos and access many culture resources on the network.

In addition to these core aids, IRC delivers programs that are funded through federal and territorial contribution agreements. These agreements stipulate where and how programs can be delivered and where and how monies can be spent. Many of these are designed to target the population in the ISR. Using Statistics Canada census, both the Federal and Territorial government allocate Inuvialuit-specific funds to the Region.

Such programs including health and wellness, Inuvialuktun revitalization, labour market training and development, prenatal nutrition programs and early childcare programming are targeted specifically to the ISR for policy reasons that are outside of the control of IRC. We know that availability to programs and services is a factor as Inuvialuit residing in the most remote isolated communities are the most challenged with access.

We are hopeful that beneficiaries in the South recognize (and recall) the high cost of living in the ISR, which is about twice the cost of living in Yellowknife, let alone further south.

Many of these programs are offered to improve the life of Inuvialuit households and to revitalize Inuvialuit culture and heritage.

IRC does not wish to separate or cause division amongst Inuvialuit. Many times, IRC offers a certain program to ease the access to services to those that live in the most isolated remote parts of the Arctic.

We hope that all Inuvialuit wherever they may reside, join IRC in all efforts to promote our culture and heritage so it is strong and sustainable for generations to come. ■

Update on Inuvialuit Research Projects

Bob Simpson, Director, Government Affairs, provided an overview of major research projects in various stages of implementation by the Inuvialuit.

Beaufort Sea Regional Strategic Environmental Assessment (RSEA)

The Government of Canada allocated \$9.5 million over the next 5 years towards the Beaufort Sea Strategic Environmental Assessment (RSEA) to facilitate a better understanding of the Beaufort Sea Large Ocean Management Area and contribute to the review included in the *2016 United States-Canada Joint Arctic Leaders' Statement*.

These are the 8 on-going research projects:

- ◆ Multi-stressor responses of key Arctic fish species within a climate change impact framework (IGC and DFO)
- ◆ Invasive Species: Salmon (FJMC and DFO)
- ◆ Transportation and shipping, safety assessment for small recreational vessel traffic (FJMC)
- ◆ Socio-Cultural Economic Indicators Analysis (IRC)
- ◆ Assessment of Key Species of the Beaufort Sea (IRC and JS)
- ◆ Role of Harvest as a Cultural Activity (IRC and JS)
- ◆ Inuvialuit Place Names (IRC)
- ◆ Community-Based Monitoring Program, Inuvialuit Harvest Study (JS)

Inuit Health Survey

With support from CDD, **Shannon O'Hara** is taking the lead on re-consent on maintaining the samples from the 2008 *Inuit Health Survey* for repatriation. In October she held an Inuvialuktun language translation workshop at IRC to review the re-consent documents for submission to the University of Ottawa's Ethics Board. In November community workers were hired to begin training for the upcoming work.

Hotii ts'eeda Strategic Patient Orientation Research

The Canadian Institutes of Health Research (CIHR) has spearheaded the *Strategy for Patient-Oriented Research (SPOR)*. It is a pan-Canadian coalition of partners from the public and private sector, non-profit and philanthropic organizations - all dedicated to the integration of research into care. A core element was the establishment of *Support for People and Patient-Oriented Research and Trials (SUPPORT) Units* to provide the resources, services and expertise necessary to pursue patient-oriented research and help lead reforms in response to locally driven health care needs.

Inuvialuit Carbon Pricing Impact Study

Recognizing that carbon pricing may have a disproportionate impact on Indigenous and low-income families, IRC, in partnership with the federal government, are committed to work together and find solutions that address their unique circumstances, including high costs of living and of energy, challenges with food security and emerging economies.

Tuk and Aklavik Disaster Mitigation Studies

Develop an erosion mitigation plan for the community of Tuk and a flood mitigation plan for the community of Aklavik. The goals of this project include enhancement of public safety and reduction of future flood and erosion hazards and development of mitigation options to increase community resilience for both sites. Project stakeholders include the territorial government, local authorities and the public. This study includes the support of Northwest Hydraulic Consultants Ltd. and Baird Consulting.

Upcoming Positions in the Research Area

In 2019 recruitment will begin for emerging student/mentorship opportunities located in and outside of the ISR. These will include new summer and mentorship positions: Climate Change and Energy Program Assistant (IRC), Clean Energy Coordinator (IRC), Research Data Technician (IRC) and Cyber Infrastructure Mentees (University of Calgary). ■

Left: The Inuit Health Survey Inuvialuktun language translation workshop in Inuvik. Right: Federal Minister Francois-Philippe Champagne (Infrastructure and Communities) meets the Inuvik Drummers and Dancers at the Inuvik Wind Generation project announcement.



News Around the ISR and Beyond ...



Left Top: This is IRC's Daniel Aviugana in the panda suit, all dressed up for Halloween. He sure made everyone smile! Centre Top: Inuvik Drummers and Dancers' Alecia Lennie, Olivia and Payton Inglangasuk. Aarigaa! Right Top: Paulatuk's Esther Wolki at the Regional Christmas Craft Sale in Inuvik. Left Bottom: Eddie Dillon, Tuk CC Chair, makes a presentation to Andrew Sullivan, Internet Society CEO, in Tuk just prior to the Indigenous Connectivity Summit. Centre Bottom: Jean Harry and Edith Haogak (Sachs Harbour) at the Regional Christmas Craft Sale in Inuvik. Right Bottom: Thomas Gordon received his Red Seal for instrumentation. He continues to work as a Journeyman in Surmont (through a contractor) for ConocoPhillips. Way to go!! (Photo courtesy of ConocoPhillips.)

Abbreviation Glossary ...

ACC: Aklavik Community Corporation
AOGS: Arctic Oil & Gas Services Inc.
CC/CCs: Community Corporation(s)
CEDO: Community Economic Development Organization
FJMC: Fisheries Joint Management Committee
GNWT: Government of Northwest Territories
ICC: Inuvik Community Corporation
ICG: Inuvialuit Corporate Group
ICRC: Inuvialuit Cultural Resource Centre
ICS: Inuvialuit Communications Society
IDC: Inuvialuit Development Corporation
IEF: Inuvialuit Education Foundation
IFA: Inuvialuit Final Agreement
IGC: Inuvialuit Game Council
IHAP: Inuvialuit Harvesters Assistance Program

IIC: Inuvialuit Investment Corporation
ILA: Inuvialuit Land Administration
ILAC: Inuvialuit Land Administration Commission
INAC: Indigenous and Northern Affairs Canada
IPC: Inuvialuit Petroleum Corporation
IRC: Inuvialuit Regional Corporation
ISDP: Inuvialuit Social Development Program
ISR: Inuvialuit Settlement Region
ITK: Inuit Tapiriit Kanatami
JS: Joint Secretariat
PCC: Paulatuk Community Corporation
SHCC: Sachs Harbour Community Corporation
TCC: Tuktoyaktuk Community Corporation
UCC: Ulukhaktok Community Corporation

ISDP and Elders Benefit Payments

From the early days of the claim, IRC had a policy of financial support for Inuvialuit elders through the Inuvialuit Social Development Program (ISDP). Payments are funded out of interest income earned on the \$7.5 million ISDP Fund (Fund) established under the IFA to be used for “social concerns such as housing, health, welfare, mental health, education, elders and the maintenance of traditional practices and perspectives within the Inuvialuit Settlement Region”.

Early History

In the 1980s and 1990s, interest rates were higher than in recent years and ISDP earned enough each year to support the Annual and the One-Time Elders Benefit Payments as well as to support other social programs such as a staff position devoted to the preservation of Inuvialuit Culture. In the early 1990s ISDP was able to increase the number of \$500 payments to those 50 years of age and older first to 2 payments a year and for a short time to 3 payments a year.

By the mid-1990s, interest rates had fallen and the number of beneficiaries over 50 had increased significantly; creating a situation where the interest earned by ISDP could no longer cover the Elders Benefit Payments. In order to maintain the \$7.5 million capital of the Fund, the IRC Board reduced the Elders Benefit Payments from 3 to 2 payments of \$500 each per year, one in April and the other in December. Interest on the Fund was from that time used exclusively to support Elders Benefit Payments and none of the other “social concerns” previously supported by ISDP.

In 1997 in face of continuing pressure on the Fund and in conjunction with the introduction of the Distribution Policy for all beneficiaries, the Annual Payment to all beneficiaries 50 and older was reduced to a payment of \$500 each year in December.

By 2002 interest rates had not rebounded yet the number of Inuvialuit elders continued to increase. This situation was again placing pressure on the Fund to maintain its \$7.5 million capital. Following community consultation, the IRC Board determined that the most acceptable means of preserving the capital in the Fund was to amend the policy to increase the eligibility age of the Annual Payment of \$500 from 50 to 60 years. This change came into effect December 1, 2003. Throughout these changes, the One-Time Payment of \$2,500 was preserved.

One-Time Payment

The One-Time Payment of \$2,500 was initially made in 1988 to all beneficiaries 50 and older at that time in recognition of the significant contribution these elders had made in the years leading up to the land claim agreement and the need to ensure they received a significant benefit from the land claim within their lifetime. In 1991, 1994 and 1996 the IRC Board approved One-Time Payments of \$2,500 to those who had turned 50 since the date of the last One-Time Payment. After 1996, the One-Time Payment of \$2,500 was paid to each beneficiary on their 50th birthday.

Current Situation

In 2010 the IRC Board once again faced a difficult decision. Canadian and world interest rates had dropped to an all-time low and the number of beneficiaries reaching the age of 50 continued to increase. Elders Benefit Payments started to erode the capital in the Fund; the rate of erosion was increasing. Recognizing the need to maintain the Fund and limit expenditures to the interest earned, the IRC Board revised the Elders Benefit Payments effective January 1, 2011:

- ◆ The One-Time Payment of \$2,500 for beneficiaries reaching 50 years of age will cease.
- ◆ The Annual Payment to elders 60 years of age and over will be limited to the lesser of \$500 or the actual amount of interest income earned in that year divided by those eligible.
- ◆ Surplus interest income earned by the Fund will first go to repay the amounts already advanced by IRC to maintain the Fund capital.

Elders Benefit Payments History

As a result, the following Elders Benefit Payments were made beginning in 2011:

Year	# Elders	Payment	Total
2011	441	\$338.01	\$149,062
2012	470	\$357.44	\$167,997
2013	492	\$500.00	\$246,000
2014	510	\$500.00	\$255,000
2015	561	\$500.00	\$280,500
2016	581	\$500.00	\$290,500
2017	609	\$500.00	\$304,500
2018	652	\$500.00	\$326,000 ■

Lennie Emaghok is happy to get his Elders Benefit Payments in Tuk December 3. He is seen here with Tuk CC staff, Charlotte Irish (Climate Change). (Photo by Tuk CC.)



Aqqik Jam! Aqqik Jam! Aqqik Jam! Aqqik Jam! Aqqik Jam!

Note from the Editor

Qanuq itpit? Qitchirvingmi Nutaami Ukiumilu! Season's Greetings! It's that special time of the year. Thank you for your photos, good wishes, comments and greetings. We encourage all beneficiaries, particularly those living outside the ISR, to use this column as well as the very active IRC Facebook page to pass on greetings and news, all year round. Just email **Peggy Jay** at pjay@inuvialuit.com or **Elizabeth Kolb**, Communications Advisor at ekolb@inuvialuit.com.

Order of the Northwest Territories

The latest inductees into the *Order of the NWT* October 30 were (the late) **Les L. Carpenter**, **Lillian Elias** and **Sharon Firth**. Established in 2013, the *Order of the NWT* recognizes individuals who have provided exemplary service, excelling in any field of endeavour that has benefitted people of the territory or elsewhere.

Les is recognized for his work in Indigenous language communications. Of course he is also fondly remembered as the first Chief Regional Councillor of IRC as well as his work on behalf of Inuvialuit. Lillian, from Inuvik, is recognized for her work with the Inuvialuktun language and being a strong advocate for language revitalization. Sharon, a 4-time Olympian, is honoured for her work in the field of sports and recreation.

Happy 100th Birthday Persis Gruben

Born October 20, 1918, **Persis Gruben** was wheeled into Kitti Hall in Tuk to family and friends singing Happy Birthday. They came from across the NWT, Yukon, Alberta, BC and even Indiana. Family members say she is the oldest person living in the ISR; and the last living Shingle Point residential school survivor.

Persis is the eldest of 7 siblings; but only her youngest brother, **Edward Lennie**, is still living. **Chukita Gruben** (great-granddaughter) recounted Persis's history and the night ended with drum dancing and square dancing. Happy 100th Birthday!

Inuvialuit Youth at World Stage

In October, **Kayla Hansen-Craik** represented the Inuvialuit at the *Arctic Biodiversity Congress* in Finland. As the Marine Protected Areas Coordinator for Joint Secretariat, she spoke on

the *Indigenous Management of Marine Protected Areas in the ISR*. As this was her first international speaking engagement, she was pleased to receive support from **Duane Smith**, IRC Chair. He not only reviewed her presentation, but provided feedback and context which gave her the confidence in successful delivery. After the experience, Kayla said, "I felt more knowledgeable about the Inuvialuit role on the international scene."

Inuvialuit Youth in Costa Rica

Sponsored by IRC, **Kayla Arey** is participating in the *International Internships for Indigenous Youth Program (IIY)* in Costa Rica. She and 3 other Northern youth - **Monica Johnson** (Kluane First Nation), **Leah Wainwright** (Tr'ondek Hwech'in Government) and **Samantha Frost** (Vuntut Gwitchin Government) are working with *Alianza Nacional Rios y Cuencas de Costa Rica* to support various projects including developing a school garden program and supporting the Tsiruskha cacao cooperative owned by women in their community. They have also been busy learning Spanish and discovering the country's flora, fauna and wildlife in their free time.

IIY offers 4-month fully funded internships overseas in Cambodia, Costa Rica, Guyana, Kenya and Nepal. Each year for the next 5 years, 20 youth go in groups of 4 to each country, where they will gain valuable professional and personal experience working with non-profit organizations in a diversity of roles. The program is for Indigenous youth between the ages of 18-35 without university degrees. For more information, visit the *Northern Council for Global Cooperation* at www.ncg.ca.

IRC Corporate Christmas Cards

IRC is pleased to use an image of northern lights as taken by the talented **Kristian Binder** of Eighty One Images for its corporate Christmas cards. These are being mailed to beneficiaries as well as to IRC's corporate contacts. Merry Christmas!

Left: Kayla Hansen-Craik makes a presentation at the Arctic Biodiversity Congress in Finland. (Photo by JS.) Centre: O.D. Hansen and his daughter, Stephanie, at the Regional Christmas Craft Sale in Inuvik. Right: Kayla Arey interning at the Tsiruskha cacao cooperative in Costa Rica. (Photo courtesy of NCG.)





Merry Christmas and a Happy New Year!

Quviahugluhi Qitchirvingmi Nutaami Ukiumilu!

Quviasuglusi Qitchirvingmi Nutaami Ukiumilu!

Quviahukluhi Quviahukvingmi Nutaami Ukiumilu!

On behalf of the IRC Board of Directors and Staff, we extend to all Inuvialuit beneficiaries - wherever you may be this Christmas - a safe and happy holiday. A productive and healthy 2019! Season's greetings to the many board members and staff of the Inuvialuit organizations.



Regional Christmas Craft Sale

The GNAF *Regional Christmas Craft Sale* was held in Inuvik November 23 to 25 with many Inuvialuit crafters selling their traditional and contemporary products as well as baked goods. There were even musical performances by **Louie Goose** and **Dieter Weise** as well as impromptu Christmas carols by **Donna and Loryn Rogers**. That sure put everyone in the Christmas spirit! Sales were similar to the previous year.

Greetings to those from Inuvik and the outlying communities: **Annie C. & Danny C. Gordon, Danielle Nakudlak-Elanik, Edith Haogak, Jean Harry, Julia Ekpakohak, Wilma Dosedel, Leah Ipana, Roberta Memogana, Gail Ann Raddi, Debbie Gordon-Ruben, Judy Okheena, Helen Kitekudlak, Ethel-Jean Gruben, Mavis Jacobson, Lorna Elias, Peggy Day, Cathy Cockney, Shirley Elias, Sharon Green, Allison Roland, Robby Inuktalik** (UCC Arts Centre), **Kara Leigh Skiffington, William Taylor, Greg Taylor, Annie Felix, Betty Elias, Esther Wolki, Annie Goose and Margaret Kanayok** (Ulukhaktok CC), **Alice Kimiksana, Melanie Kimiksana, Beverly Amos, O.D. Hansen**, and more.

Inuvialuit Successes!

Thanks to ConocoPhillips for advising IRC that **Thomas Gordon** recently received his Red Seal for instrumentation. He was recognized and congratulated at their Surmont site, just south of Fort McMurray in Alberta. He continues to work as a Journeyman (through a contractor) at Surmont. Both ConocoPhillips and IRC are very proud of him. Way to go!!

Congratulations go to **Mervin Joe** on celebrating 25 years of service with Parks Canada. He joined the Western Arctic team as a seasonal Patrol Person. Following completion of the NRTP program at Aurora College, he completed warden recruitment training and became a Parks Canada Warden. He is currently the Resource Management Officer. Mervin's Inuvialuit ancestry is rooted in the Yukon North Slope where both of his parents were

born. It is very fitting that his career brings him back to those same lands in Ivvavik National Park.

The *Canadian Council for Aboriginal Business* is recognizing **Kylik Kisoun Taylor**, who operates Tundra North Tours in Inuvik, as its *2019 National Aboriginal Youth Entrepreneur Award*. The award comes with a \$10,000 prize. "He has built bridges of respect and created a valuable source of tradition-based employment," stated the Council in a press release. Congratulations!!!

Walk to Tuk 2019

A reminder that the *Walk to Tuk* event will take place again in January and February with teams conceptually walking the distance of the Mackenzie River from Fort Providence to Tuk. Last year, 4,404 people on 310 teams from 28 NWT communities participated in the challenge.

The *Quads of Steel* team with mostly members made of IRC/IDC/ILA staff, collectively completed 3,607 kms or 901.77 hours of walking or from Fort Providence to Tuk and then back.

Start a team! Let's get moving and stay healthy this winter! For more information, visit www.nwtrpa.org/walk-to-tuk.htm. ■



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IRC Board Summary Newsletter

Taima ... Taima ... IRC News Roundup

IRC/IDC Staff

A big welcome to the following new staff to IRC/IDC:

- ◆ **Evan Pound**, Legal Counsel
- ◆ **Dawn Repchinski**, Paralegal
- ◆ **Elizabeth Kolb**, Communications Advisor
- ◆ **Lena Kotokak**, Regional Language Coordinator, ICRC
- ◆ **Femi Baiyewun**, Environmental Management Coordinator, ILA
- ◆ **Brian Montgomery**, Climate Change Program Coordinator, Research
- ◆ **Melissa Rogers**, Student & Family Support Worker (Inuvik)

The Inuvialuit Self-Government Office has the following Field Workers working in the ISR: (Aklavik) **Shayla Arey, Mary Ann Elanik, Martha Erigaktoak, Faith Gordon**; (Inuvik) **Dorothy Amos, Sandra Goose, Delores Harley, Shirley Kisoun**; (Paulatuk) **Madeline Nakimayak, Albert Ruben**; (Sachs Harbour) **Kim Lucas, Mariah Lucas**; (Tuk) **Glenna Emaghok, Violet Kikoak, Natalie Noksana**; and (Ulukhaktok) **Victoria Akhiatak, Lori Ovilok**. Welcome!

Best of luck to future endeavours for **Yuk Sing Cheng**, formerly Legal Counsel at IRC.

IRC/IDC Christmas Hours

Just a reminder that IRC and IDC offices will be closed from Monday, December 24 until Wednesday, January 2 at 8:30 am. Have a great holiday season!

Inuvialuit Business List

This is an important reminder to all businesses on the *Inuvialuit Business List*. Please inform IRC of any changes to contact information - contact person, mailing address, business address, telephone, fax, email address or website.

Are You a Registered Inuvialuit Beneficiary?

If you are Inuvialuit and over 18, don't forget to register with IRC's Deputy Enrolment Registrar, **Emily Arey**. A mailing list is generated for all issues of *IRC Board Summary*, the mailing of *Elders Benefit Payments* and beneficiaries' annual *Distribution Payments*. Don't wait till the last minute!

If you have turned 18 and are living in the Inuvialuit communities, don't forget to enroll with your Community Corporation.

Sign Up for Direct Deposit!

IRC now offers Direct Deposit of Distribution Payments and/or Elders Benefit Payments for beneficiaries. For more information or assistance, please contact the Enrolment Department at 867.777.7093 or enrolment@inuvialuit.com.

Please note that IRC will continue to pay by cheques unless the Direct Deposit option is initiated.

Change of Address ... Keep in Touch!

If you have moved recently or are living at another address, contact **Emily Arey**, IRC's Deputy Enrolment Registrar at 867.777.7000 or email earey@inuvialuit.com. Please don't wait till the last minute to advise IRC of your change of address. Do it when you move! ■

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