



Integrated Community Sustainability Plan for the Hamlet of Fort McPherson

2010 to 2014
March 23, 2010

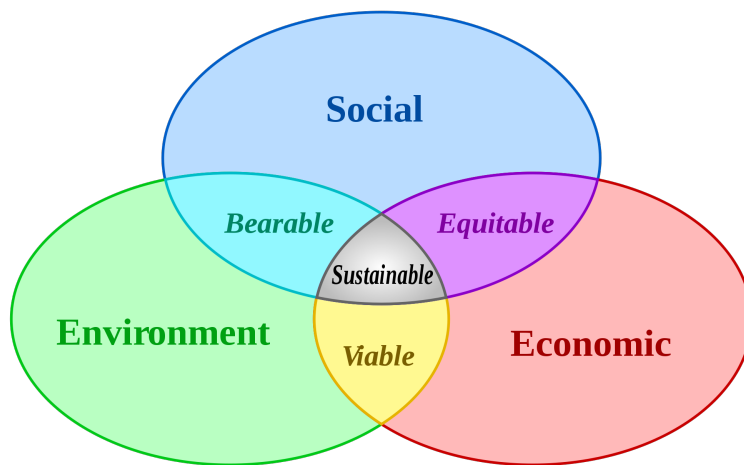
Our vision

“The Hamlet of Fort McPherson is a welcoming, dynamic and resilient community with a strong sense of community pride, spirit of volunteerism and citizen empowerment. We are committed to healthy lifestyles and education, and are inspired by our Tetlit Gwich'in cultural values, history and natural environment. The community is focused on maintaining a sustainable Hamlet that provides a stable, safe and enjoyable home for our youth, adults and elders. It is a growing community in which our young adults are happy to settle, and prosper.”



“Sustainable communities are places where people want to live and work, now and in the future. They meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life. They are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.”

– from a British government report



Sustainable Communities are in balance

Illustration: Johann Dréo



Message from Fort McPherson Hamlet Council and Staff

Integrated Community Sustainability Plan

On behalf of our Council, senior management team and employees, we are pleased to present our 2010 Integrated Community Sustainability Plan.

In November, 2005 an agreement was signed by Canada with the Government of the Northwest Territories to transfer Gas Tax Funding to NWT community governments. As part of this agreement and in order to receive multi-year funding allocations, community governments were required to develop an Integrated Community Sustainability Plan by March 31, 2010.

The integrated plan is a community road map showing where we are headed and how we are going to get there over the next five years.

The plan establishes community goals, strategies and supporting actions that have been communicated through an agreed upon planning process. The goals build on our commitment to provide quality and cost effective programs and services and as is required within the Gas Tax Agreement we have a primary focus on governance, human resources, energy and capital and include other areas of importance to our community.

To keep the public informed and engaged the community is committed to reporting back on an annual basis to share the plan's outcomes and ensure it continues to respond to the present and future needs of our community.

Sincerely,

Hazel Nerysoo
Mayor

Richard Wilson
Senior Administrative Officer (Acting)



Fort McPherson Hamlet Council Resolution

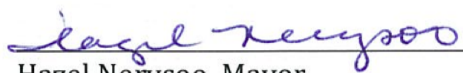
- 1) Be it resolved that the Fort McPherson Hamlet Council adopt its *2010 Integrated Community Sustainability Plan* as presented March 24, 2010;

Be it further resolved that Fort McPherson Hamlet Council will update the ICSP document with their 2010-2011 Council-approved Capital Investment Plan, when completed;

And be it further resolved that the Fort McPherson Hamlet Council will address any inconsistencies between its revised Capital Investment Plan and its Integrated Community Sustainability Plan during the 2010-2011 fiscal year.

Moved: Taig Connell, Councillor
Seconded: William Koe, Councillor

Approved on: March 24, 2010


Hazel Nerysoo, Mayor

Contents

1. Executive summary	1.
2. Strategy summary	3.
3. Introduction	7.
4. Current situation	8.
5. Vision	10.
6. Goals	11.
7. Linkage among plans	16.
8. Strategy details	27.
9. Action plan	73.
10. Appendix	91.

1.0 Executive summary

In preparing this Integrated Sustainability Community Plan (ICSP), the Fort McPherson Hamlet Council was keen to have as much public input as possible. We are pleased to say that through a variety of methods we have achieved quality input from an excellent cross-section of residents.

People are eager for change and all are concerned about the future of the community. Some feel the “tipping point” has been reached, and that there is no hope. Most, thankfully, feel that through cooperation and vision, the Hamlet of Fort McPherson can thrive.

What is required, they believe, is committed leadership focused on sustainability. Hamlet Council is prepared to give that leadership.

Residents told us a sustainable community needs to be built on these foundations:

- a. Social and physical well-being
- b. Pride and participation in Gwich'in culture
- c. Environmental responsibility
- d. Strong and stable employment
- e. Informed citizens involved with their local government
- f. Well-managed Hamlet staff and services

These founding principles were refined and expanded to create the ICSP goals:

Goal A: Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

The community government will provide the foundation for a safe, sustainable and healthy community by ensuring the council and administration are committed to good governance.

Goal B: To provide and sustain public infrastructure that supports effective delivery of programs and services.

The community government is committed to adopting effective planning practices in all areas of operations to ensure sustainable public infrastructure development.

Goal C: Implement an and Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

The community government will actively pursue the goal of reduced energy usage and greenhouse gas emissions, and develop progressive strategies to reach this goal.

Goal D: To improve the level of service and program delivery in areas of emergency services, recreation and roads.

The community government is committed to improved program and service delivery in the areas of emergency services, recreation and wellness and roads. All program and service improvements support being a safe, healthy and active community.

Goal E: Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Traditional values and culture are the foundation for a sustainable community and the community government will influence and support initiatives that bring traditional values and culture to the forefront.

Goal F: The Hamlet government is fully staffed with local citizens and staff are performing to the requirements of their positions.

Staff and council will have the required skills and knowledge to achieve the goals and meet the objectives of the community government.

Goal G: Develop a strong and stable local economy.

Economic development and local job development is a priority for the community government.

Goal H: Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

The community government will take a leadership role in working with local agencies, governments and organizations in making the Hamlet a more socially healthy community.

There are 46 strategies to help implement these goals. The majority are not focused on spending money, but on improving communications and shared vision among local governments and organizations. Many are focused on ensuring the fundamentals of a well-managed Hamlet government are put in place.

This ISCP is a "living" document and Council is encouraged to consult the Action Plan frequently. Our Senior Administrative Officer will be asked to report quarterly on implementation so that we can fine-tune our Action Plan as strategies are implemented, and new ones identified. We are committed to reporting our progress to citizens in print and on the radio on a yearly basis.

2.0 Strategy summary

Summary		Time Frame	Budget - Capital	Budget - Operating
Goal A: Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision making, openness and transparency, public engagement and accountability.				
A.1	On-going training for Council and Senior Staff on critical governance issues.	May 2010 - ongoing		\$3,000
A.2	Election training for prospective councillors.	Before each election		\$100
A.3	Ensure proper management systems are in place.	May 2010 - ongoing		\$50,000
A.4	Implement organizational & compensation review.	May 2010		\$75,000
A.5	Improve citizen involvement in Council decisions.	May 2010 - ongoing		\$1,000
A.6	Strengthen communications with residents and local organizations.	May 2010 - ongoing		\$2,500
A.7	Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.	May 2010 - ongoing		
Goal B: To provide and sustain public infrastructure that supports effective delivery of programs and services.				
B.1	Update and implement five-year Capital Plan.	April 2010 - May 2010		
B.2	Report on impacts of permafrost degradation on both existing and future public infrastructure.	June 2010 - Aug 2010		\$10,000
B.3	Ensure there are sufficient levels of residential lands for future development.	June 2011 - Aug - 2011		\$35,000
B.4	Develop maintenance and project management expertise.	June 2010 - Aug 2010		\$35,000
B.5	Consolidate garage and maintenance buildings for Hamlet and build one central garage.	Apr 2010 - Aug 2011		\$500,000

Summary		Time Frame	Budget - Capital	Budget - Operating
Goal C: Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.				
C.1	Organize the Fort McPherson Energy & Environment Committee.	May 2010-ongoing		\$2,500
C.2	Maintain buildings and vehicles to minimize fuel used to heat buildings and run vehicles.	May 2010-ongong		\$5,000
C.3	Review existing Hamlet buildings to maximize insulation and reduce heating costs.	June 2010-Aug 2010	\$50,000	
C.4	Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.	June 2010-Oct 2011		
C.5	Rationalize current vehicle fleet.	June 2010 - Oct 2010		
C.6	Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.	July 2010 - ongoing		\$10,000
Goal D: To improve the level of service and program delivery in areas of emergency services, recreation and roads.				
D.1	Create, and update yearly, a Hamlet Recreation Plan.	Dec 2010 - yearly		
D.2	Chip seal remainder of major roads and improve dust control on remainder.	April 2010 - Aug 2011	\$2 million	\$50,000
D.3	Improve drainage on main roadways.	April 2010 - Aug 2010	\$250,000	\$5,000
D.4	Repair existing sidewalks and extend them along main road to improve safety of pedestrians.	April 2010 - Aug 2010	\$165,000	
D.5	Report on infrastructure required to facilitate active transportation (i.e. walking, biking, running, skiing, trails).	June 2010 - Jan 2011		
D.6	Renovate Arena Complex and bring up to Fire and Public Health codes, and improve heating in spectator area.	April 2010 - July 2010	\$325,000	
D.7	Renovate and reopen Curling Rink.	April 2010 - July 2010	\$80,000	
D.8	Build new community swimming pool.	April 2010 - June 2011	\$990,000	
D.9	Report on what outdoor facilities youth require to become more active (i.e. soccer pitch, skateboard park) and include priorities in five-year Capital Plan.	June 2010 - July 2010		

Summary		Time Frame	Budget - Capital	Budget - Operating
D.10	Form working group with Tetlit Gwich'in Council to explore establishing Cultural and Tourism Centre.	April 2010 - April 2011		
D.11	Report on providing enhanced emergency services, including ambulance and vehicle extrication.	Oct 2010 - May 2011		
Goal E: Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.				
E.1	Include heritage and cultural activities in recreation and leisure services activities.	Dec 2010 - yearly		
E.2	Continue to support existing traditional healing and social events.	Ongoing		\$15,000
E.3	Encourage Councillors and Staff to participate in cultural and heritage activities within the community.	Dec 2010 - Jan 2011		\$5,000
Goal F: The Hamlet government is fully staffed with local citizens, and staff are performing to the requirements of their positions.				
F.1	Refine and implement Human Resource Plan.	Dec 2010 - Feb 2011		
F.2	Provide Council training focused on leadership.	June-1 - yearly		\$5,000
F.3	Support mentorship of local staff.	Feb 2011 - ongoing		
F.4	Support activities that develop the capacity of Hamlet staff and residents, and promote lifelong learning.	Feb 2011 - ongoing		\$5,000
F.5	Update Employee Policy to incorporate requirement for continuous learning.	Feb 2011 - June 2011		
Goal G: Develop a strong and stable local economy.				
G.1	Create a Council Economic Development portfolio, and assign to a Councillor	June 2010 - yearly		
G.2	Report on creating an Economic Development Advisory Committee.	Jun 2010		
G.3	Organize small business workshops for local people.	Jun 2010		\$1,500
G.4	Make establishing a business in the Hamlet as easy as possible.	Ongoing		
G.5	Create a local environment that nurtures local new businesses.	Ongoing		
G.6	Market Fort McPherson to tourists.	Oct 2010 - May 2011		\$15,000
G.7	Market Fort McPherson to outside businesses looking to expand or relocate.	Jun 2010 -		\$2,500

Summary		Time Frame	Budget - Capital	Budget - Operating
Goal H: Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions				
H.1	Support local initiatives addressing these issues with appropriate bylaws, policies, meeting/office space, grants, staff time.	Jun 2010 - ongoing		\$5,000
H.2	Council's Lottery Committee to investigate various methods of managing local bingos.	Jun 2010 - Oct-2010		

3.0 Introduction

Type of governance structure: Hamlet

Most recent financial audit: 2008-2009

Status of that audit: Qualified

Other forms of government within the community: Tetlit Gwich'in Council

Designated Gwich'in Organization: Tetlit Gwich'in Council

Total Full-Time Community Government Positions: 14

Total Part-Time/ Seasonal Community Government Positions: 4

Total Community Government Budget: \$3.2 million (2009-2010)

Population: 791 (Statistics Canada, 2007)

Number of Residential Units: 150 (approx.)

4.0 Current situation

The Hamlet of Fort McPherson is a Gwich'in community located on the Peel River at 67°26'N and 134°53'W, 121 km south of Inuvik and 1107 km northwest of Yellowknife. The community is connected to both Inuvik and the south (via the Yukon) by the Dempster Highway.

The Hudson's Bay Company established a post in 1840, and in 1848 the area was named after Murdoch McPherson, chief company trader. In 1852, a Loucheux Indian village moved to Fort McPherson. Father Grollier established an Anglican Mission soon thereafter in 1860.

A full statistical overview of the community can be found in Appendix I.

The last formal census in 2007 puts the community's population trending downward at 791, from 796 in 2006 and 915 in 1996. Ninety-four per cent of the community is aboriginal. Approximately 56 per cent of the population is 25 years of age or older, with about 15 per cent 65 years or older. As of 2006, 41.5 per cent of homes in the community were owned. This is lower than the territorial average of 52.8 per cent.

Violent crime rates have increased marginally over the past nine years, while property crime rates have decreased slightly.

The latest data on traditional activities (2003), indicates 37 per cent of Fort McPherson residents hunt and fish, while 13 per cent trapped. Nearly 61 per cent of households consumed country food. There has been a slow decline in the number of people who speak an aboriginal language, from 27 per cent in 1984 to 23 per cent in 2004.

The number of residents with formal education continues to grow. Information from 2006 shows that 43 per cent of residents now have a high school diploma, or more, up from 26 per cent in 1986. Unemployment remains higher in Fort McPherson than in the Northwest Territories. More than 28 per cent of residents capable and looking for work are without work in McPherson, compared to the ten per cent across the Territories. That unemployment rate is up four per cent from 1986.

Family income increased between 1996 and 2006, with family income in 2006 at \$61,348, compared to \$41,645 in 1996. The average for the entire territory in 2006 was, however, \$101,622. Meanwhile, the cost of living in Fort McPherson in 2006 was about 53 per cent higher than Edmonton, Alberta.

The economy of Fort McPherson is primarily government based, with the major employer being the Hamlet, Designated Gwich'in Organization (the "band") and school. A significant number of individuals are employed in construction and trucking.

The community prides itself in its people, history, traditions and culture. The community strives to provide recreational, traditional, drug and alcohol prevention and healing programs for youth, adults and elders.

The Hamlet of Fort McPherson faces challenges with many facilities in bad repair, brought about by harsh weather conditions, aging infrastructure and the shortage of capacity to properly manage and maintain buildings and systems. A shortage of local skilled trades people often means expensive experts from outside the community must be brought in. This further strains the budget of all organizations in the community.

Potentially threatening to the community's sustainability are the lack of quality jobs that enable someone to put down roots and build a bright future; lack of skilled workers, both blue collar and office; drugs and alcohol, gambling, crime, a high cost of living, isolation and climate change.

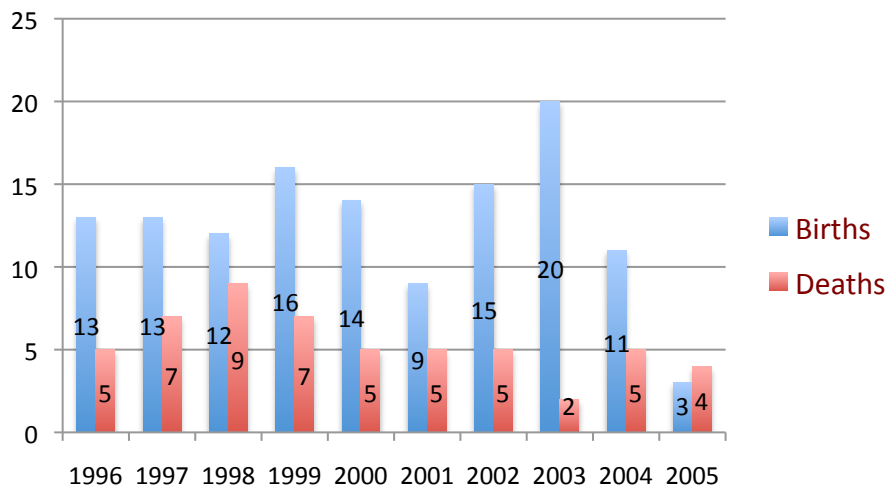
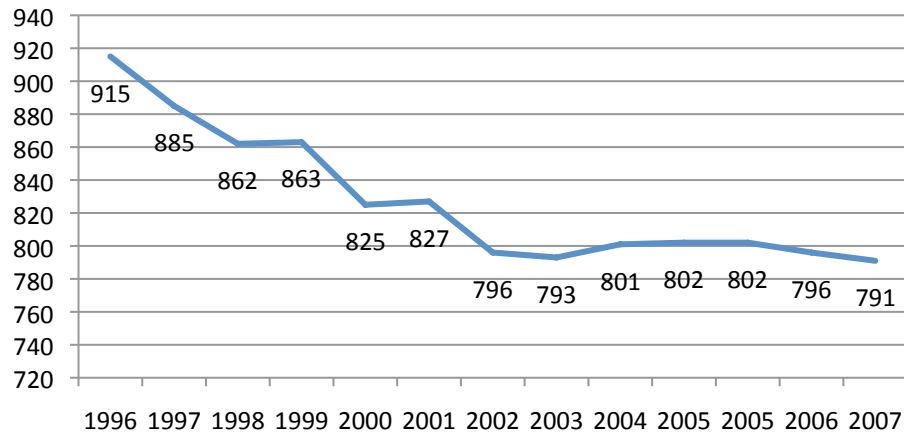
Too often the best and brightest youth graduate from the local school and leave the community for further training, only never to return. If Fort McPherson is to be sustainable it must develop a sustainable population. It must encourage its youth to leave the community for post-secondary education and training – and life experience. However, it must ensure that the community can offer a safe and stable future for its youth, so that when their education is complete, when their job training is finished, they will want to come back home, find a good job and build a meaningful life here in their community.

Fort McPherson Statistical Overview

	Population	Births	Deaths
1996	915	13	5
1997	885	13	7
1998	862	12	9
1999	863	16	7
2000	825	14	5
2001	827	9	5
2002	796	15	5
2003	793	20	2
2004	801	11	5
2005	802	3	4
2005	802	3	4
2006	796		
2007	791		

Source: Statistics Canada

Population



Strengths Weaknesses Opportunities Threats (SWOT) Analysis

	Helpful	Harmful
Internal	Strengths <ul style="list-style-type: none"> • Large youth population • Traditional lifestyle still valued • Small town • Gwich'in heritage/culture • Natural environment • Isolation • On a road • Residents want change • Strong sports (hockey) culture 	Weaknesses <ul style="list-style-type: none"> • Lack of cooperation among local governments • Lack of capacity • Small town • Lack of jobs • Lack of housing • Isolation • Alcohol, drugs, gambling adictions • High school education • Lack of eldercare in town
External	Opportunities <ul style="list-style-type: none"> • Partnership opportunities with local organizations • Infrastructure funding (Gas Tax \$, etc.) • Willingness to try to improve • Improved communication among residents with Hamlet • Natural environment could be used to create jobs (enviro-tourism) • Cultural environment could be used to create jobs (cultural tourism) • New training opportunities • High(er) speed Internet access opens distance education, better health care, reduced telecommunication costs (VoIP), improved access to business opportunities, entertainment 	Threats <ul style="list-style-type: none"> • Lack of communication among local organizations (rivalry?) • Out-migration of youth and adults • Community not fully engaging in programs and services • Problems facing community may seem overwhelming to some • Inuvik/Whitehorse seen to have more opportunities • Discrepancy between government population numbers and local government population numbers

5.0 Vision

Vision

The Hamlet of Fort McPherson is a welcoming, dynamic and resilient community with a strong sense of community pride, spirit of volunteerism and citizen empowerment. We are committed to healthy lifestyles and education, and are inspired by our Tetlit Gwich'in cultural values, history, and natural environment. The community is focused on maintaining a sustainable Hamlet that provides a stable, safe and enjoyable home for our youth, adults and elders. It is a growing community in which our young adults are happy to settle and prosper.

Mission

The Hamlet Government's mission is to provide well-managed, quality programs and services within its mandate, in a sustainable manner. Council and staff are dedicated to helping the community of Fort McPherson meet its Sustainability Vision by taking a leadership role in fostering cooperation among local organizations, governments and agencies in order to make the vision a reality.

6.0 Goals

Foundation of a sustainable Fort McPherson community

- a. Social and physical well-being
- b. Pride and participation in Gwich'in culture
- c. Environmental responsibility
- d. Strong and stable employment
- e. Informed citizens involved with their local government
- f. Well-managed Hamlet staff and services

Hamlet of Fort McPherson

Goals

Goal A

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

The community government will provide the foundation for a safe, sustainable and healthy community by ensuring the council and administration are committed to good governance.

- Strategy A.1** On-going training for Council and Senior Staff on critical governance issues.
- Strategy A.2** Election training for prospective councillors.
- Strategy A.3** Ensure proper management systems are in place.
- Strategy A.4** Implement organizational and compensation review.
- Strategy A.5** Improve citizen involvement in Council decisions.
- Strategy A.6** Strengthen communications with residents and local organizations.
- Strategy A.7** Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.

Goal B

To provide and sustain public infrastructure that supports effective delivery of programs and services.

The community government is committed to adopting effective planning practices in all areas of operations to ensure sustainable public infrastructure development.

- Strategy B.1** Update and implement five-year Capital Plan.
- Strategy B.2** Report on impacts of permafrost degradation on both existing and future public infrastructure.
- Strategy B.3** Ensure there are sufficient levels of residential lands for future development.
- Strategy B.4** Develop maintenance and project management expertise.
- Strategy B.5** Consolidate garage and maintenance buildings for the Hamlet and build one central garage.

Goal C

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

The community government will actively pursue the goal of reduced energy usage and greenhouse gas emissions, and develop progressive strategies to reach this goal.

- Strategy C.1** Organize the Fort McPherson Energy & Environment Committee.
- Strategy C.2** Maintain buildings and vehicles to minimize fuel used to heat buildings and run vehicles.
- Strategy C.3** Review existing Hamlet buildings to maximize insulation and reduce heating costs.
- Strategy C.4** Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.
- Strategy C.5** Rationalize current vehicle fleet.
- Strategy C.6** Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

The community government is committed to improved program and service delivery in the areas of emergency services, recreation and wellness and roads. All program and service improvements support being a safe, healthy and active community.

- Strategy D.1** Create, and update yearly, a Hamlet Recreation Plan.
- Strategy D.2** Chip seal remainder of major roads and improve dust control on remainder.
- Strategy D.3** Improve drainage on main roadways.
- Strategy D.4** Repair existing sidewalks and extend them along main road to improve safety of pedestrians.
- Strategy D.5** Report on infrastructure required to facilitate active transportation (i.e. walking, biking, running, skiing, trails).
- Strategy D.6** Renovate Arena Complex and bring up to Fire and Public Health codes, and improve heating in spectator area.
- Strategy D.7** Renovate and reopen Curling Rink.
- Strategy D.8** Build new community swimming pool.

- Strategy D.9** Report on what outdoor facilities youth require to become more active (i.e. soccer pitch, skateboard park) and include priorities in five-year Capital Plan.
- Strategy D.10** Form working group with Tetlit Gwich'in Council to explore establishing a Cultural and Tourism Centre.
- Strategy D.11** Report on providing enhanced emergency services, including ambulance and vehicle extrication.

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Traditional values and culture are the foundation for a sustainable community and the community government will influence and support initiatives that bring traditional values and culture to the forefront.

- Strategy E.1** Include heritage and cultural activities in recreation and leisure services activities.
- Strategy E.2** Continue to support existing traditional healing and social events.
- Strategy E.3** Encourage Councillors and Staff to participate in cultural and heritage activities within the community.

Goal F

The Hamlet government is fully staffed with local citizens, and staff are performing to the requirements of their positions.

Staff and council will have the required skills and knowledge to achieve the goals and meet the objectives of the community government.

- Strategy F.1** Refine and implement Human Resource Plan.
- Strategy F.2** Provide Council training focused on leadership.
- Strategy F.3** Support mentorship of local staff.
- Strategy F.4** Support activities that develop the capacity of Hamlet staff and residents, and promote lifelong learning.

Strategy F.5 Update Employee Policy to incorporate requirement for continuous learning.

Goal G

Develop a strong and stable local economy.

Economic development and local job development is a priority for the community government.

Strategy G.1 Create a Council Economic Development portfolio, and assign to a Councillor.

Strategy G.2 Report on creating an Economic Development Advisory Committee.

Strategy G.3 Organize small business workshops for local people.

Strategy G.4 Make establishing a business in the Hamlet as easy as possible.

Strategy G.5 Create a local environment that nurtures local new businesses.

Strategy G.6 Market Fort McPherson to tourists.

Strategy G.7 Market Fort McPherson to outside businesses looking to expand or relocate.

Goal H

Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

The community government will take a leadership role in working with local agencies, governments and organizations in making the Hamlet a more socially healthy community.

Strategy H.1 Support local initiatives addressing these issues with appropriate bylaws, policies, meeting/office space, grants, staff time.

Strategy H.2 Council's Lottery Committee to investigate various methods of managing local bingos.

Hamlet of Fort McPherson

Linkages among plans

Community Energy Plan

Goal A

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

The community government will provide the foundation for a safe, sustainable and healthy community by ensuring the council and administration are committed to good governance.

Strategy A.3 Ensure proper management systems are in place.

Comment: Proper systems allow for good energy use decision-making.

Strategy A.5 Improve citizen involvement in Council decisions.

Comment: Participation in an Energy & Environment Committee can help mobilize the community.

Strategy A.6 Strengthen communications with residents and local organizations.

Comment: Public input on energy savings and community plans is critical to initiatives.

Strategy A.7 Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.

Comment: Good working relationships will help these organizations allow for joint solutions.

Goal B

To provide and sustain public infrastructure that supports effective delivery of programs and services.

The community government is committed to adopting effective planning practices in all areas of operations to ensure sustainable public infrastructure development.

Strategy B.1 Update and implement a five-year Capital Plan.

Comment: Energy saving solutions may involve capital costs.

Strategy B.2 Report on impacts of permafrost degradation on both existing and future public infrastructure.

Comment: Reduction of greenhouse gases combats warming and permafrost degradation.

Strategy B.4 Develop maintenance and project management expertise.

Comment: Good building and vehicle maintenance means reduced energy usage.

Strategy B.5 Consolidate garage and maintenance buildings for Hamlet and build one central garage.

Comment: Rationalizing buildings reduces heating and energy requirements.

Goal C

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

The community government will actively pursue the goal of reduced energy usage and greenhouse gas emissions, and develop progressive strategies to reach this goal.

Strategy C.1 Organize the Fort McPherson Energy & Environment Committee.

Comment: The committee will take a lead role in mobilizing the community to reduce its energy use.

Strategy C.2 Maintain buildings and vehicles to minimize fuel used to heat buildings and run vehicles.

Comment: Reduce greenhouse gases and reduce the Hamlet's operating expenses.

Strategy C.3 Review existing Hamlet buildings to maximize insulation and reduce heating costs.

Comment: An investment in better insulation and heating systems is repaid.

Strategy C.4 Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.

Comment: Investing in energy efficient buildings ultimately saves on energy.

Strategy C.5 Rationalize current vehicle fleet.

Comment: Does the Hamlet need all the pick-up trucks it owns?

Strategy C.6 Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.

Comment: Possible reduction of heating costs and greenhouse gas emissions.

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

The community government is committed to improved program and service delivery in the areas of emergency services, recreation and wellness and roads. All program and service improvements support being a safe, healthy and active community.

Strategy D.4 Repair existing sidewalks and extend them along the main road to improve safety of pedestrians.

Comment: Improved pedestrian safety could increase pedestrian traffic.

Strategy D.5 Report on infrastructure required to facilitate active transportation (i.e. walking, biking, running, skiing, trails).

Comment: Fewer vehicle trips and promote active living.

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Traditional values and culture are the foundation for a sustainable community and the community government will influence and support initiatives that bring traditional values and culture to the forefront.

Strategy E.2 Continue to support existing traditional healing and social events.

Comment: Some events could focus on traditional views of humans and their relation to the earth.

Goal H

Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

The community government will take a leadership role in working with local agencies, governments and organizations in making the Hamlet a more socially healthy community.

Strategy H.1 Support local initiatives addressing these issues with appropriate bylaws, policies, meeting/office space, grants and staff time.

Comment: Reduce dependency on imported energy which will save residents money and keep funds in the community.

Hamlet of Fort McPherson

Linkages among plans

Capital Plan

Goal A

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

The community government will provide the foundation for a safe, sustainable and healthy community by ensuring the Council and Administration are committed to good governance.

Strategy A.1 On-going training for Council and Senior Staff on critical governance issues.

Comment: Capital planning is critical to the success of the Hamlet.

Strategy A.3 Ensure proper management systems are in place.

Comment: Proper management in capital decisions is critical.

Strategy A.5 Improve citizen involvement in Council decisions.

Comment: Improved services will require new investments in capital infrastructure.

Strategy A.6 Strengthen communications with residents and local organizations.

Comment: Citizen input is critical to Council making good choices.

Strategy A.7 Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.

Comment: The opportunity to cost-share with other governments can be explored.

Goal B

To provide and sustain public infrastructure that supports effective delivery of programs and services.

The community government is committed to adopting effective planning practices in all areas of operations to ensure sustainable public infrastructure development.

Strategy B.1 Update and implement a five-year Capital Plan.

Comment: Improved services will require new investments in capital

Strategy B.2 Report on impacts of permafrost degradation on both existing and future public infrastructure.

Comment: May impact cost of capital projects.

Strategy B.4 Develop maintenance and project management expertise.

Comment: Required to maximize the life expectancy of Hamlet facilities.

Strategy B.5 Consolidate garage and maintenance buildings for Hamlet and build one central garage.

Comment: A new garage will ultimately reduce Hamlet energy costs.

Goal C

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

The community government will actively pursue the goal of reduced energy usage and greenhouse gas emissions, and develop progressive strategies to reach this goal.

Strategy C.4 Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.

Comment: Could impact cost of new structures.

Strategy C.5 Rationalize current vehicle fleet.

Comment: Possible cost savings by reducing pick-up truck fleet size.

Strategy C.6 Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.

Comment: Cost plan and build.

Goal D

To improve level of service and program delivery in areas of emergency services, recreation and roads.

The community government is committed to improved program and service delivery in the areas of emergency services, recreation and wellness and roads. All program and service improvements support being a safe, healthy and active community.

Strategy D.1 Create, and update yearly, a Hamlet Recreation Plan.

Comment: New facilities and capital costs could be identified.

Strategy D.2 Chip seal remainder of major roads and improve dust control on remainder.

Comment: Capital cost.

Strategy D.3 Improve drainage on main roadways.

Comment: Capital cost.

Strategy D.4 Repair existing sidewalks and extend them along main road to improve safety of pedestrians.

Comment: Capital cost.

Strategy D.5 Report on infrastructure required to facilitate active transportation (i.e. walking, biking, running, skiing, trails).

Comment: New capital costs could be identified.

Strategy D.6 Renovate Arena Complex and bring up to Fire and Public Health codes, and improve heating in spectator area.

Comment: Capital cost.

Strategy D.7 Renovate and reopen Curling Rink.

Comment: Capital cost.

Strategy D.8 Build new community swimming pool.

Comment: Capital cost.

Strategy D.9 Report on what outdoor facilities youth require to become more active (i.e. soccer pitch, skateboard park) and include priorities in five-year Capital Plan.

Comment: New capital costs could be identified.

Strategy D.10 Form working group with Tetlit Gwich'in Council to explore establishing Cultural and Tourism Centre.

Comment: New capital costs could be identified.

Strategy D.11 Report on providing enhanced emergency services, including ambulance and vehicle extrication.

Comment: New capital costs could be identified.

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Traditional values and culture are the foundation for a sustainable community and the community government will influence and support initiatives that bring traditional values and culture to the forefront.

Strategy E.1 Include heritage and cultural activities in recreation and leisure services activities.

Comment: Local cultural site may be required.

Goal G

Develop a strong and stable local economy.

Economic development and local job development is a priority for the community government.

Strategy G.7 Market Fort McPherson to outside businesses looking to expand or relocate.

Comment: New capital costs for tourist facility could be identified.

Hamlet of Fort McPherson

Linkages among plans

Human Resources Plan

Goal A

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

The community government will provide the foundation for a safe, sustainable and healthy community by ensuring the council and administration are committed to good governance.

Strategy A.1 Ongoing training for Council and Senior Staff on critical governance issues.

Comment: Increased capacity.

Strategy A.2 Election training for prospective councillors.

Comment: Increased capacity of prospects.

Strategy A.3 Ensure proper management systems are in place.

Comment: Effective Human Resource policies and practices ensure staff have clear direction and that professionalism and respect are valued within the organization.

Strategy A.4 Implement organizational and compensation review.

Comment: As part of Human Resource policy.

Strategy A.5 Improve citizen involvement in Council decisions.

Comment: Community capacity development.

Goal B

To provide and sustain public infrastructure that supports effective delivery of programs and services.

The community government is committed to adopting effective planning practices in all areas of operations to ensure sustainable public infrastructure development.

Strategy B.1 Update and implement a five-year Capital Plan.

Comment: New capital infrastructure may require additional staff, skills and duties.

Strategy B.4 Develop maintenance and project management expertise.

Comment: Proper building maintenance maximizes the life of public infrastructure and reduces costs. Project management ensures projects are implemented to specification.

Goal C

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

The community government will actively pursue the goal of reduced energy usage and greenhouse gas emissions, and develop progressive strategies to reach this goal.

Strategy C.1 Organize the Fort McPherson Energy & Environment Committee.

Comment: Community capacity development.

Goal D

To improve level of service and program delivery in areas of emergency services, recreation and roads.

The community government is committed to improved program and service delivery in the areas of emergency services, recreation and wellness and roads. All program and service improvements support being a safe, healthy and active community.

Strategy D.1 Create, and update yearly, a Hamlet Recreation Plan.

Comment: Updated plan may mean new skills and duties are required of recreation staff.

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Traditional values and culture are the foundation for a sustainable community and the community government will influence and support initiatives that bring traditional values and culture to the forefront.

Strategy E.1 Include heritage and cultural activities in recreation and leisure services activities.

Comment: Community capacity development.

Strategy E.2 Continue to support existing traditional healing and social events.

Comment: Community capacity development.

Strategy E.3 Encourage Councillors and Staff to participate in cultural and heritage activities within the community.

Comment: Human Resource policy may be changed to reflect paid leave for participation in such events.

Goal F

The Hamlet government is fully staffed with local citizens, and staff are performing to the requirements of their positions.

Staff and council will have the required skills and knowledge to achieve the goals and meet the objectives of the community government.

Strategy F.1 Refine and implement Human Resource Plan.

Comment: Effective Human Resource policies and practices ensure staff have clear direction and that professionalism and respect are valued within the organization.

Strategy F.2 Provide Council training focused on leadership.

Comment: Capacity development.

Strategy F.3 Support mentorship of local staff.

Comment: Local citizens may not have had the opportunity to gather necessary job experience, but may be capable of doing a particular job. Mentoring will assist these people to learn on the job.

Strategy F.4 Support activities that develop the capacity of Hamlet staff and residents, and promote lifelong learning.

Comment: Capacity development.

Strategy F.5 Update Employee Policy to incorporate requirement for continuous learning.

Comment: Continuous learning may include mandatory courses for a particular job, or may be more general in nature.

Goal G

Develop a strong and stable local economy.

Economic development and local job development is a priority for the community government.

Strategy G.1 Create a Council Economic Development portfolio, and assign to a Councillor.

Comment: Capacity development required.

Strategy G.2 Report on creating an Economic Development Advisory Committee.

Comment: Community members will gain capacity by participating.

Strategy G.3 Organize small business workshops for local people.

Comment: Capacity development.

Hamlet of Fort McPherson Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.1 On-going training for Council and Senior Staff on critical governance issues.
 >Work with MACA to create a list of key skills required to be an effective Hamlet and create workshops to meet the needs. Have MACA run quarterly workshops.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$3,000/yr	Number of workshops per year	3

Plan to Sustain
 Assess the program after a year to see if there is continued demand. Based on demand, include funds in budget.

Community Involvement

Who	How	When	Why	Cost
Other governments, local citizens	Workshops at Hamlet office	Quarterly	Improve overall governance	

Partnering Opportunity
 MACA, Beaufort Delta communities.

Hamlet of Fort McPherson

Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.2 Election training for prospective councillors.

>Work with MACA to create a one night workshop for citizens interested in running in community government election.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Before each election		\$100	Number of workshops per year	1

Plan to Sustain

Assess the program after a year to see if there is continued demand. Based on demand, put funds in budget.

Community Involvement

Who	How	When	Why	Cost
Anyone interested in running for Council or Mayor	Workshop at Hamlet	Before each election	Improve overall governance by giving candidates a better understanding of what is required of them as a councillor or mayor. Improve the election process by outlining election laws.	\$100/yr

Partnering Opportunity

MACA, Beaufort Delta communities

Hamlet of Fort McPherson Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision - making, openness and transparency, public engagement and accountability.

Strategy A.3 Ensure proper management systems are in place.

>Senior staff must have solid understanding of implementing modern management systems.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$50,000	Well run Hamlet - criteria to be set by Council.	SAO, Finance Officer

Plan to Sustain

Continually assess quality of management in reaching goals and objectives.

Community Involvement

Who	How	When	Why	Cost
MACA				

Partnering Opportunity

MACA to help establish measurement criteria.

Hamlet of Fort McPherson

Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.4 Implement organizational and compensation review.

>Ensure staffing levels and duties meets current Hamlet needs.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010		\$75,000	Work is being done. Staffing levels are adequate.	

Plan to Sustain

Monitor work load, quality and completion. Adjust as necessary.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.5 Improve citizen involvement in Council decisions.

>Get citizens engaged in community government through volunteer work and participation in events, with Council commitment to act on what they hear.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$1,000	More involvement by citizens in open-houses, volunteer committee work, Council meetings.	All residents

Plan to Sustain

Improve communications, make involvement meaningful.

Community Involvement

Who	How	When	Why	Cost
Citizens, Tetlit Gwich'in Council	Meetings, open houses	Ongoing	Sustainable communities require involved citizens.	

Partnering Opportunity

Tetlit Gwich'in Council, citizens, MACA

Hamlet of Fort McPherson

Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.6 Strengthen communications with residents and local organizations.

>Use a variety of communication techniques, with a commitment to two-way communications.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$2,500	More involvement by citizens. Monitor communications rating in yearly Hamlet survey.	All residents

Plan to Sustain

Improve communications, make involvement meaningful. Undertake a variety of communications initiatives from radio to newsletter to yearly survey.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, local organizations, citizens	Meetings, communications plan	Ongoing	Sustainable communities require strong communications with the public.	

Partnering Opportunity

Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal A:

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy A.7 Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.

>Organize joint meetings and co-committees.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing			Six joint meetings per year, and the creation of at least two committees to address community issues.	Councillors, Mayor, Chief

Plan to Sustain

Make meetings meaningful, not just for information. Set tasks, deadlines and reporting structures.

Community Involvement

Who	How	When	Why	Cost
Council/SAO	Communications between organizations	Ongoing	Sustainable communities require close cooperation between the two groups.	

Partnering Opportunity

Tetlit Gwich'in Council

Hamlet of Fort McPherson Strategy Details

Goal B:

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy B.1 Update and implement five-year Capital Plan.

>Council and Senior Staff to update the plan and submit to MACA, and begin implementation.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - May 2010			Meeting timelines outlined in capital plan.	80% complete

Plan to Sustain

Monitor implementation of the Capital Plan on quarterly basis, or more frequently. Make implementation a Council priority.

Community Involvement

Who	How	When	Why	Cost
Councillors and Senior Staff	Council meetings, GNWT meetings, community workshops, communications	2010-2014	Sustainable communities require appropriate public infrastructure to function.	

Partnering Opportunity

MACA, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson Strategy Details

Goal B:

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy B.2 Report on impacts of permafrost degradation on both existing and future public infrastructure.

>Gain a clearer picture of threats to existing and planned public infrastructure, and take appropriate action.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Aug. 2011		\$10,000	Report to Council by consultants.	100%

Plan to Sustain

Council to make this a priority before any new community infrastructure takes place.

Community Involvement

Who	How	When	Why	Cost
Councillors and Senior Staff	Council meetings, GNWT meetings, community workshops, communications	2010-2011	Permafrost degradation could cause existing and new buildings to fail prematurely.	\$10,000

Partnering Opportunity

MACA, GNWT Housing, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal B:

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy B.3 Ensure there are sufficient levels of residential lands for future development.

>Council to review supply vs. anticipated residential growth and, if necessary, add to stock.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Aug. 2011		\$35,000	Report complete and actions, if any, underway.	100% complete

Plan to Sustain

Add actions, if any, to strategic plan in order to track progress. Add funds for planning expertise, if required.

Community Involvement

Who	How	When	Why	Cost
Councillors and Senior Staff	Council meetings, GNWT meetings, community workshops, communications	2010-2011	Sustainable communities require appropriate land for residential development.	

Partnering Opportunity

MACA, GNWT Housing, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson Strategy Details

Goal B:

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy B.4 Develop maintenance and project management expertise.

>Develop maintenance schedules, train staff, or hire expertise for both maintenance and project management.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Aug. 2010		\$35,000	Maintenance schedule developed. Staff training needs to be identified and training is underway. Project management needs to be identified and fulfilled.	

Plan to Sustain

Improved maintenance will extend life of public infrastructure and vehicles, thus saving Hamlet money.

Community Involvement

Who	How	When	Why	Cost
Councillors and Senior Staff	Council meetings, GNWT meetings, community workshops, communications	2010-2011	Maintenance maximizes life of assets. Project management ensures quality and cost controls.	

Partnering Opportunity

MACA, Aurora College, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal B:

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy B.5 Consolidate garage and maintenance buildings for Hamlet and build one central garage.

>Centralize maintenance in one building.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - Aug. 2011		\$500,000	Garage is completed. Other structures either re-purposed or torn down.	100%

Plan to Sustain

Improved maintenance will extend life of public infrastructure and vehicles, thus saving Hamlet money.

Community Involvement

Who	How	When	Why	Cost
MACA, Tetlit Gwich'in Council	Meetings	Partnering with TGC	Cost sharing/reduction	

Partnering Opportunity

MACA, Aurora College, Tetlit Gwich'in Council

Hamlet of Fort McPherson Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.1 **Organize the Fort McPherson Energy & Environment Committee.**
 >Headed or co-chaired by Council member, partnered with Tetlit Gwich'in Council, citizen members.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$2,500	Have committee established.	100%

Plan to Sustain

Council to support work of Committee and to adopt its reasonable recommendations.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, Arctic Energy Alliance, Ecology North, public, GNWT, Federal Government	Public meetings, committee meetings, workshops, research	2010	Sustainable communities need to reduce greenhouse gas emissions and reduce money spent on non-renewable energy.	

Partnering Opportunity

GNWT, Fed. Gov't., AEA, EN, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.2 **Maintain buildings and vehicles to minimize fuel used to heat buildings and run vehicles.**
 >Create maintenance schedule, train staff, reduce costs to Hamlet, reduce greenhouse emissions.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
May 2010 - ongoing		\$5,000	Fuel usage decreases.	100%

Plan to Sustain

Council to monitor to ensure fuel usage decreases.

Community Involvement

Who	How	When	Why	Cost
AEA, Tetlit Gwich'in Council, MACA, GNWT Housing Corporation	Meetings	2010-2011	Expertise of AEA shared with TGC.	

Partnering Opportunity

MACA, GNWT Housing, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.3 Review existing Hamlet buildings to maximize insulation and reduce heating costs.
 >Audit and improve buildings.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Aug. 2010	\$50,000		All Hamlet buildings audited and recommendations in place.	100% complete

Plan to Sustain

Track audit of buildings and ensure adequate budget in capital improvements.

Community Involvement

Who	How	When	Why	Cost
MACA, Arctic Energy Alliance, Tetlit Gwich'in Council	Meetings	2010-2012	Hamlet to lead way in reducing greenhouse gas emissions and demonstrating pay back on improved insulation.	

Partnering Opportunity

MACA, AEA, Tetlit Gwich'in Council

Hamlet of Fort McPherson

Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.4 Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.
 >New public infrastructure must be energy efficient.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Oct. 2011			Council policy created. Standards written into each RFP/RFQ.	100%

Plan to Sustain

Improved maintenance will extend life of public infrastructure and vehicles, thus saving Hamlet money.

Community Involvement

Who	How	When	Why	Cost
MACA, GNWT, Arctic Energy Alliance, Tetlit Gwich'in Council	Meetings, reports, public comment	2010+	To meet Hamlet's emissions reduction target and save Hamlet operating costs.	

Partnering Opportunity

MACA, GNWT, AEA, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.5

Rationalize current vehicle fleet.

>Does the Hamlet need all the pick-up trucks that it has? Can it reduce yearly mileage?

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Oct. 2010			Report to Council on rational for fleet size with recommendations.	100%

Plan to Sustain

Improved maintenance will extend life of public infrastructure and vehicles, thus saving Hamlet money.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson Strategy Details

Goal C:

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy C.6 Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.
>Feasibility study required with full costing and payback.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
July 2010 - ongoing		\$10,000	Study presented to Council for action.	100%

Plan to Sustain

Council to monitor to ensure fuel usage decreases.

Community Involvement

Who	How	When	Why	Cost
Arctic Energy Alliance, Tetlit Gwich'in Council, MACA, GNWT, GNWT Housing Corporation	Public and private meetings	2010-2011	Reduce greenhouse gas emissions and save organizations money on heating.	

Partnering Opportunity

MACA, GNWT, GNWT Housing, Tetlit Gwich'in Council, citizens

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.1 Create, and update yearly, a Hamlet Recreation Plan.

>Recreation Director, together with Recreation Committee.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Dec. 2010 - ongoing			Plan presented to Council and adopted.	100%

Plan to Sustain

Council to support work of Committee and to adopt its reasonable recommendations.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, GNWT, school, citizens	Public meetings, committee meetings, workshops, research	2010	Sustainable communities need strong recreation programs.	

Partnering Opportunity

TGC, MCA, school, GNWT

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.2 Chip seal remainder of major roads and improve dust control on remainder.
>Reduce dust and mud.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - Aug. 2011	\$2 million	\$50,000	Main roads are sealed, dust control program in place.	100%

Plan to Sustain

Funds for both chip sealing and ongoing dust control are budgeted for. Ensure quality contractor is selected.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.3 Improve drainage alongside main roadways.
>Improve water flow.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - Aug. 2010	\$250,000		Major drainage issues are dealt with.	100% complete

Plan to Sustain

Ensure funds to fix drainage are in budget.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.4 Repair existing sidewalks and extend them along main road to improve safety of pedestrians.
>Improve pedestrian safety and convenience.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - Aug. 2010	\$165,000		New and repaired sidewalks in place.	100%

Plan to Sustain

Budget for construction and ongoing maintenance.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.5 Report on infrastructure required to facilitate active transportation.

>Create a more active lifestyle by making it safe and enjoyable to get out of vehicles and walk, jog, bike, ski around town.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Jan. 2011			Report is made to Council and recommendations adopted.	100%

Plan to Sustain

Improved maintenance will extend life of public infrastructure and vehicles, thus saving Hamlet money.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, GNWT, school, citizens	Public meetings and communications	2010-2011	Sustainable communities require active transportation networks.	

Partnering Opportunity

MACA

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.6 Renovate Arena Complex and bring up to Fire and Public Health codes, and improve heating in spectator area.

>Public safety and Public Health require building being repaired. Improved heating means more people can watch games.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - July 2010	\$325,000		Building is repaired.	100%

Plan to Sustain

Fix the building and then implement an ongoing maintenance plan to ensure it does not fall into disrepair again.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.7 Renovate and reopen Curling Rink.

>Building needs to be renovated after freeze up.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - July 2010	\$80,000		Building is repaired.	100%

Plan to Sustain

Fix the building and then implement ongoing maintenance plan to ensure it does not fall into disrepair again.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.8 Build new community swimming pool.

>Current pool has reached end of its life.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - June 2011	\$500,000		Pool is in place	100%

Plan to Sustain

Build the pool and implement ongoing maintenance plan to ensure it lasts.

Community Involvement

Who	How	When	Why	Cost
Citizens, Tetlit Gwich'in Council, school	Public meetings, communications	2010-2011	Public input is required to build the best facility.	

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.9 Report on what outdoor facilities youth require to become more active (i.e. soccer pitch, skateboard park) and include priorities in five-year Capital Plan.
 >Youth are asking for facilities for unstructured play, or simply a safe place to gather.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - July 2010			Report presented to Council for action.	100%

Plan to Sustain

Build the pool and implement ongoing maintenance plan to ensure it lasts.

Community Involvement

Who	How	When	Why	Cost
Citizens, Tetlit Gwich'in Council, school	Public meetings, communications	2010-2011	Public input is required to build the best facility.	

Partnering Opportunity

Tetlit Gwich'in Council, school

Hamlet of Fort McPherson Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.10 Form working group with Tetlit Gwich'in Council to explore establishing Cultural and Tourism Centre.

>Cultural Centre will both focus on Gwich'in heritage, but also as a tourist centre.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
April 2010 - April 2011			Report presented to Council for action.	100%

Plan to Sustain

Build the pool and implement ongoing maintenance plan to ensure it lasts.

Community Involvement

Who	How	When	Why	Cost
Citizens, Tetlit Gwich'in Council, MACA	Public meetings, communications	2010-2011	Public input is required to ensure correct decision is made.	

Partnering Opportunity

Tetlit Gwich'in Council

Hamlet of Fort McPherson Strategy Details

Goal D

To improve the level of service and program delivery in areas of emergency services, recreation and roads.

Strategy D.11 Report on providing enhanced emergency services, including ambulance and vehicle extrication.

>As population ages, and traffic increases on the Dempster, emergency services become more pressing.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Oct. 2010 - May 2011			Report presented to Council for action.	100%

Plan to Sustain

Build the pool and implement ongoing maintenance plan to ensure it lasts.

Community Involvement

Who	How	When	Why	Cost
Citizens, Tetlit Gwich'in Council, MACA, Fire Marshall, Tsiigehtchic Charter Community	Meetings, communications	2010-2011	Public input is required to ensure correct decision is made. (Tsiigehtchic Charter Community was involved in purchasing current "space dome").	

Partnering Opportunity

Tetlit Gwich'in Council, Tsiigehtchic Charter Community

Hamlet of Fort McPherson

Strategy Details

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Strategy E.1 Include heritage and cultural activities in recreation and leisure services activities.
>Include in Recreation Plan.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Dec. 2010 - yearly			Recreation Plan presented to Council and adopted.	100%

Plan to Sustain

Ensure Recreation Plan includes appropriate activities and is supported in the budget.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, citizens, Gwich'in cultural	Meetings, committee meetings, research	2010-2011	Community input required to ensure appropriate activities are included.	

Partnering Opportunity

TGC, Gwich'in cultural groups

Hamlet of Fort McPherson

Strategy Details

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Strategy E.2 Continue to support existing traditional healing and social events.

>Support with grants, staff time, meeting or activity space.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
2010 - ongoing		\$15,000	Council supports groups with grants, and policy allows for use of Hamlet facilities.	100%

Plan to Sustain

Ensure sufficient funds are budgeted from bingo licensing to make grants available, and for maintenance of facilities after use.

Community Involvement

Who	How	When	Why	Cost
Cultural groups	Communications, Council meetings, resolutions.	2010+	Cultural groups are important, but generally do not have strong financial underpinnings.	

Partnering Opportunity

Gwich'in Cultural groups

Hamlet of Fort McPherson

Strategy Details

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Strategy E.3 Encourage Councillors and Staff to participate in cultural and heritage activities within the community.

>Demonstrate Councils support of Gwich'in language and culture.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Dec. 2010 - Jan. 2011		\$5,000	Adopt HR policy that allows paid leave for staff.	100% complete

Plan to Sustain

Ensure funds are in budget and that staff and Council are aware of the policy.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal F

The Hamlet government is fully staffed with local citizens, and staff are performing to the requirements of their positions.

Strategy F.1 **Refine and implement Human Resource Plan.**
 >Human resources both within the Hamlet and within the community.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Dec. 2010 - Feb. 2011			Plan presented to Council and adopted.	100%

Plan to Sustain

Council to support the plan and ensure components (i.e. training) are funded. Plan needs to be reviewed annually.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson Strategy Details

Goal F

The Hamlet government is fully staffed with local citizens and staff are performing to the requirements of their positions.

Strategy F.2 Provide Council training focused on leadership.

>The development of leadership skills is critical to governance and sustainability.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - yearly		\$5,000	Leadership workshops are included in ongoing Council training.	100%

Plan to Sustain

Funds for both chip sealing and ongoing dust control are budgeted for. Ensure quality contractor is selected.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council	Participate in design of training and in workshops.	2010+	The TGC is a source of leadership within the community.	

Partnering Opportunity

Tetlit Gwich'in Council

Hamlet of Fort McPherson

Strategy Details

Goal F

The Hamlet government is fully staffed with local citizens and staff are performing to the requirements of their positions.

Strategy F.3 Support mentorship of local staff.

>Local staff may not have formal training, but with mentoring can well do most jobs.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Feb. 2011 - ongoing			Council adopts strategy as part of HR plan.	100% complete

Plan to Sustain

Council reviews HR plan yearly to see it is being properly implemented. Hiring takes into account ability to mentor.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal F

The Hamlet government is fully staffed with local citizens and staff are performing to the requirements of their positions.

Strategy F.4 Support activities that develop the capacity of Hamlet staff and residents, and promote lifelong learning.
 >When appropriate, allow citizens to participate in training. They might just be future employees.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Feb. 2011 - ongoing		\$5,000	Council adopts strategy as part of HR plan.	100%

Plan to Sustain

Council reviews HR plan yearly to see it is being properly implemented.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, Aurora College, school, citizens, other local groups and organizations	Workshops and seminars	2010+	Capacity development must extend to all within the community, not just at the Hamlet.	

Partnering Opportunity

TGC, school, Aurora College, local groups

Hamlet of Fort McPherson
Strategy Details

Goal F

Strategy F.5 Update Employee Policy to incorporate requirement for continuous learning.
 >Whether it be job required learning is critical to capacity development.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Feb. 2011 - June 2011			Council adopts strategy as part of HR plan.	100%

Plan to Sustain
Council reviews HR plan yearly to see it is being properly implemented.

Community Involvement

Who	How	When	Why	Cost

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.1 Create a Council Economic Development portfolio, and assign to a Councillor.
>Focus on Business retention and expansion.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - yearly			Council to adopt motion, Councillor to volunteer.	100%

Plan to Sustain

Council to support work of the portfolio.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, GNWT, local business owners, citizens, EDO	Public meetings, committee meetings, workshops, research	2010	Focused on liaison with other governments and EDO to promote business development within the Hamlet.	

Partnering Opportunity

TGC, MACA, EDO

Hamlet of Fort McPherson Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.2 **Report on creating an Economic Development Advisory Committee.**
 >Report will set out TOR. EDAC will liaise with other governments and EDO and advise Council.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010			Council receives report and adopts recommendations.	100%

Plan to Sustain

Council will support work of EDAC and will take recommendations into consideration.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, local business, citizens, EDO	Meetings, communications	2010+	Involvement of local citizens and TGC required to move economic portfolio ahead. Hamlet cannot do it alone.	

Partnering Opportunity

TGC, EDO

Hamlet of Fort McPherson

Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.3 Organize small business workshops for local people.

>Work with TGC and EDO by providing space, organizational capacity and grants.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010		\$1,500	At least one workshop held a year.	100% complete

Plan to Sustain

Council to support EDAC and EDO in organizing education.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, EDO, citizens, local business owners, Aurora College	Workshop, communications	2010+	Input required from community in order to create a meaningful workshop.	

Partnering Opportunity

TGC, EDO, MACA

Hamlet of Fort McPherson

Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.4 **Make establishing a business in the Hamlet as easy as possible.**
 >Staff work closely with prospective business owners to ensure they understand what permissions are required to open and run a business in the Hamlet.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Ongoing			Policy presented and adopted by Council.	100%

Plan to Sustain

Council continue to look for ways to make it easier to start and run a business in the Hamlet.

Community Involvement

Who	How	When	Why	Cost
EDO	Meetings	2010	EDO will play an important role in helping launch new local businesses.	

Partnering Opportunity

Hamlet of Fort McPherson

Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.5 Create a local environment that nurtures local new businesses.

>Take a leadership role in building local businesses, and attracting new business to town.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Ongoing			Council to endorse by policy.	100%

Plan to Sustain

Council will work more closely with TGC and EDO and support their work through its EDAC.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, GNWT, school, citizens	Public meetings and communications. Meetings with private business.	2010+	Sustainable communities require stable jobs.	

Partnering Opportunity

TGC, MACA, GTC

Hamlet of Fort McPherson Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.6 Market Fort McPherson to tourists.

>Take a leadership role in creating a tourism marketing strategy for the Hamlet.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
Oct. 2010 - May 2011		\$15,000	Tourism strategy is presented to Council and adopted.	100%

Plan to Sustain

Ensure Council and Staff cooperate in creating strategy and budget a portion of the cost.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, EDO, MACA, GTC, citizens, local business people and guides/outfitters	Meetings, public forums, communications. Create partnership with TGC and DGO to pursue a strategy on a cost-share basis.	2010-2011	Require the buy-in of citizens if we are to take a coordinated approach to tourism marketing.	

Partnering Opportunity

TGC, EDO, GNWT, GTC, local business/outfitters/guides

Hamlet of Fort McPherson

Strategy Details

Goal G

Develop a strong and stable local economy.

Strategy G.7 **Market Fort McPherson to outside businesses looking to expand or relocate.**
 >Have a system in place to watch for and recruit businesses looking to locate in the Delta.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010		\$2,500	Basic marketing plan and material is in place.	100%

Plan to Sustain

Council to work closely with TGC and EDO to ensure the Hamlet is ready to pursue new businesses.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, EDO, citizens	Meetings, communications	2010	Important to make this initiative broad-based. Other groups within the Hamlet have a stake in bringing jobs to the area.	

Partnering Opportunity

TGC, EDO, GTC

Hamlet of Fort McPherson

Strategy Details

Goal H

Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

Strategy H.1 Support local initiatives addressing these issues with appropriate bylaws, policies, meeting/office space, grants, staff time.

>Take a leadership role in understanding how the Hamlet can make a positive difference.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - ongoing		\$5,000	Council to receive report of SAO and act on recommendations.	100%

Plan to Sustain

Council to support recommendations of SAO, and ensure adequate funds are in budget.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, MACA, GNWT, social agencies, GNWT Housing, citizens	Public meetings, committee meetings, workshops, research	2010-2011	These are problems that the Hamlet alone cannot fix. Other local agencies may have jurisdiction and access to funding.	

Partnering Opportunity

TGC, MACA, Housing, GNWT

Hamlet of Fort McPherson

Strategy Details

Goal H

Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

Strategy H.2 Council's Lottery Committee to investigate various methods of managing local bingos.

>Concerns have been expressed about the number of bingos and number of groups involved.

Time Frame	Budget - Capital	Budget - Operating	Performance Measure	Target
June 2010 - Oct. 2010			Council receives report from Lottery Committee and adopts recommendations.	100%

Plan to Sustain

Council will support work of Lottery Committee and will implement its recommendations.

Community Involvement

Who	How	When	Why	Cost
Tetlit Gwich'in Council, local sports and cultural	Meetings, communications	2010	This is more than a Hamlet problem and requires the assistance of the broader community in finding a solution.	

Partnering Opportunity

TGC

Hamlet of Fort McPherson Action Plan

Goal A

Develop a governance structure for the Hamlet of Fort McPherson that provides for effective decision-making, openness and transparency, public engagement and accountability.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
A.1 On-going training for Council and Senior Staff on critical governance issues.	Yearly workshops, or more if required.		\$3,000	May 2010	Ongoing	1
	Invite staff and public to attend.					
	Advertise widely and communicate outcome via newsletter.					
A.2 Election training for prospective councillors.	Evening workshop on responsibilities of councillors, and basics of running an election.		\$100	Oct. 2010	Ongoing	1
A.3 Ensure proper management systems are in place.	Ensure SAO and Finance Officer have skills and experience to set up appropriate systems.			May 2010	Ongoing	
	If necessary, hire management and financial consultant to help set up systems.		\$50,000	June 2010	Sept. 2010	50

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
A.4 Implement organiational review.	Report on regular basis to Council.		\$75,000	May 2010	Sept. 2010	14
	Meet with Staff to discuss.			May 2010	June 2010	1
	Monitor and adjust as necessary.			May 2010	Ongoing	
A.5 Improve citizen involvement in Council decisions.	Put citizen reps on Council committees, as appropriate.			May 2010	Ongoing	
	Implement communications plan.		\$1,000	Sept. 2010	Ongoing	
A.6 Strengthen communications with residents and local organizations.	Meet with, invite to Council meetings, recruit for committees, include in regular communications. Be seen to be acting on input.		\$2,500	May 2010	Ongoing	12
A.7 Build strong working relationships with Tetlit Gwich'in Council and other organizations in the community.	Meet with individually, hold joint Council meetings, recruit for joint committees, include in regular communications. Be seen to be acting on input.			May 2010	Ongoing	1

Hamlet of Fort McPherson Action Plan

Goal B

To provide and sustain public infrastructure that supports effective delivery of programs and services.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
B.1 Update and implement five-year Capital Plan.	Seek public input on priorities via open houses, newsletter, flyers.			April 2010	May 2010	
	Fine tune with Council and submit to MACA for discussion.					
B.2 Report on impacts of permafrost degradation on both existing and future public infrastructure.	Consult with Ecology North about severity of problem in Fort McPherson.					
	Pass Council policy that before any new public infrastructure is built, a thorough soils analysis is done to determine suitability of site and/or foundation design.					
	Map community for permafrost impact on Hamlet building site.		\$10,000	June 2010	Sept. 2010	30

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
B.3 Ensure there are sufficient levels of residential lands for future development.	Determine number of residential housing units to be built in next 10 years to compare to land supply.					
	If necessary, hire urban planners to map out new residential development areas.		\$35,000	June 2011	Aug. 2011	30
B. 4 Develop maintenance and project management expertise.	Determine Hamlet requirements, figure out maintenance staff skill levels, and develop individualized training plans.		\$10,000	June 2010	Ongoing	10
	Hire maintenance supervisor on contract to help set up maintenance plan, and to train staff.		\$25,000	June 2010	Aug. 2010	90
B.5 Consolidate garage and maintenance buildings for Hamlet and build one central garage.	Review maintenance and vehicle storage needs.			April 2010	May 2010	
	Close buildings that are not needed.					
	Build new, centralized, well insulated garage.	\$500,000		April 2011	Aug. 2011	100

Hamlet of Fort McPherson Action Plan

Goal C

Implement Energy Plan to reduce energy usage and greenhouse gas emissions by 10 per cent over three years, and the community's overall impact on the environment.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
C.1 Organize the Fort McPherson Energy & Environment Committee.	Develop Terms of Reference.		\$2,500	May 2010	Ongoing	
	Report to Council adopted.					
	Councillor appointed to lead the start-up of the committee.					
	Committee members identified and recruited.					
	Ongoing communications with community about the committee.					
	Committee launches.					
C. 2 Maintain buildings and vehicles to minimize fuel used to heat buildings and run vehicles.	Develop maintenance schedule for buildings and vehicles, and expertise as per Strategy B.4		\$5,000	June 2010	Ongoing	
	Actively track energy usage by building and report to Council.					
C.3 Review existing Hamlet buildings to maximize insulation and reduce heating costs.	Work with Arctic Energy Alliance to assess insulation requirements of each building.	\$50,000		June 2010	Aug. 2010	30

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
	Create report to Council with cost-benefits analysis and budget implications, of upgrading insulation qualities			June 2010	Oct. 2010	5
C.4 Ensure any new Hamlet buildings exceed the minimum NWT requirements for energy efficiency.	Report to Council on recommendations by Arctic Energy Alliance on energy efficiency standards, policy adopted by Council setting those general standards for future Hamlet buildings.			June 2010	Oct. 2010	5
	Ensure policy is enforced in future building projects			Oct. 2010	Ongoing	
C.5 Rationalize current vehicle fleet.	Report to Council on need for each vehicle.			July 2010	Aug. 2010	2
	Council to reduce vehicle (pick-up truck) fleet, if necessary.					
C.6 Report on building a community heating plant, in conjunction with upgraded and expanded utilidor.	Create partnership and funding with Tetlit Gwich'in Council, GNWT, INAC and others to pursue study.			July 2010	Sept. 2010	10
	Set Terms of Reference for study and have them approved by partners.			Sept. 2010	Dec. 2010	10
	Write and circulate RFQ for consulting firm to lead study.			Dec. 2010	Jan. 2011	30
	Hire consulting firm. Study begins.			Feb. 2011	Mar. 2011	5

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
	Study is undertaken.		\$10,000	March 2011	Aug. 2011	60
	Partners meet in public to make go/no decision.			Sept. 2011	Sept. 2011	5
	On-going communications with citizens (open houses, newsletters, radio, etc.).			July 2010	Ongoing	12

Hamlet of Fort McPherson Action Plan

Goal D

To improve level of service and program delivery in areas of emergency services, recreation and roads.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
D.1 Create, and update yearly, a Hamlet Recreation Plan.	Director of Recreation to lead, with input from Recreation Committee. Public input required via workshop and print communications and review of yearly survey.			Dec. 2010	Yearly	15
D.2 Chip seal remainder of major roads and improve dust control on remainder.	Include in updated Capital Plan.	\$2 million	\$50,000			
	Gain funding approval.			April 2010		
	Write RFP/RFQ with help of outside expert(s) (GNWT?).			Dec. 2010		
	Award contract.			Feb. 2011		
	Work undertaken and completed.			July 2011	Aug. 2011	60
D.3 Improve drainage on certain properties along roadways.	Include in road maintenance budget 2010.	\$250,000	\$5,000	April 2010		
	Staff plan to repair/replace culverts, add fill, improve off, etc.			May 2010		10
	Staff undertake work.			July 2010		

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
D.4 Repair existing sidewalks and extend them.		\$150,000		April 2010		
	Identify areas to be repaired and get drawings for expanded sidewalk.	\$15,000		May 2010		10
	Work is undertaken.			July 2010	Aug. 2010	20
D.5 Report on infrastructure required to facilitate active transportation (i.e. walking, biking, running, skiing, trails).	Public input via workshop, printed communications, survey, radio, etc.			June 2010	July 2010	10
	SAO and Recreation Director to draft report for Council, including anticipated budget and funding sources.			Aug. 2010	Dec. 2010	15
	Council accepts report and acts on recommendations.			Jan. 2011		
D.6 Renovate Arena Complex and bring up to Fire and Public Health codes, and improve heating in spectator area.	Report to Council on what needs to be fixed, priorities and cost.			April 2010		2
	Council to act on recommendations in report.			April 2010		
	Repairs undertaken by staff and outside contractors.	\$325,000		May 2010	July 2010	45
D.7 Renovate and reopen Curling Rink.	Report to Council on what needs to be fixed, priorities and cost.			April 2010		2
	Council to act on recommendations in report.			April 2010		

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
	Repairs undertaken by staff and outside contractors.	\$80,000		May 2010	July 2010	
D.8 Build new community swimming pool.	Include in Capital Plan.			April 2010		
	Have plans drawn up and space allocated.		\$90,000	Sept. 2010	Nov. 2010	10
	Issue RFP/RFQ.			Dec. 2010		
	Award tender.			Jan. 2011		
	Construction.	\$900,000		May 2011	June 2011	60
D.9 Report on what outdoor facilities youth require to become more active (i.e. soccer pitch, skateboard park) and include priorities in five-year Capital Plan.	Public input via workshop, printed communications, survey, radio, etc.			June 2010	July 2010	10
	SAO and Recreation Director to draft report for Council, including anticipated budget and funding sources.			Aug. 2010	Dec. 2010	15
	Council accepts report and acts on recommendations.			Jan. 2011		
	Capital requirements included in updated Capital Plan.			Jan. 2011		
D.10 Form working group with Tetlit Gwich'in Council to explore establishing Cultural and Tourism Centre.	Form working group with Tetlit Gwich'in Council, EDO, local guides and/or outfitters.			April 2010	June 2010	
	Public input via workshop, printed communications, survey, radio, etc.			Oct. 2010	Nov. 2010	

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
	Draft report for Council, including anticipated budget and funding sources.			Dec. 2010	Feb. 2011	30
	Council accepts report and acts on recommendations.			April 2011		
D.11 Report on providing enhanced emergency services, including ambulance and vehicle extrication.	Form working group with Tetlit Gwich'in Council, GNWT Health Services, Fire Department, Fire Marshall and other interested partners.			Oct. 2010		
	Public input via workshop, printed communications, survey, radio, etc.			Nov. 2010	May 2011	
	Draft report for Council, including anticipated budget and funding sources.			March 2011		
	Council accepts report and, together with partners, acts on recommendations.			May 2011		

Hamlet of Fort McPherson Action Plan

Goal E

Increase awareness of, and participation in, Gwich'in language, traditional values and cultural practices as a community.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
E.1 Include heritage and cultural activities in recreation and leisure services activities.	During writing of annual Recreation Plan, ensure a representation of heritage/cultural activities are included.			Dec. 2010	Yearly	
E.2 Continue to support existing traditional healing and social events.	Ensure events are supported with lottery grants, use of space, employee assistance.		\$15,000	Ongoing		
E.3 Encourage Councillors and Staff to participate in cultural and heritage activities within the community.	Report to Council on the impact of allowing staff paid leave to participate as organizers, leaders or teachers in cultural and heritage activities within the community.		\$5,000	Dec. 2010		
	Council to receive report and act on recommendations.			Jan. 2011		

Hamlet of Fort McPherson Action Plan

Goal F

The Hamlet government is fully staffed with local citizens, and staff are performing to the requirements of their positions.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
F.1 Refine and implement Human Resources Plan.	Write the plan to include emphasis on training. Include input from staff, Council and Personnel Committee. Update yearly.			Dec. 2010	Yearly	
	Present report to Council for acceptance and implementation.			Feb. 2011		
F.2 Provide Council training focused on leadership.	Ascertain what areas of leadership training are required and organize workshop(s) to address needs. Consult with MACA, Aurora College and other organizations to find resources and funding.		\$5,000	June 2010	Yearly	

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
F.3 Support mentorship of local staff.	Include in HR plan the need to mentor local staff who, while being capable of doing a job, may not have had the opportunity for formal learning in that skill. Promote "hands on" learning and take "equivalent experience" into consideration when hiring. Once hired, ensure candidate is paired with an individual who can mentor them until they have mastered their job.			Feb. 2011		
	Present report to Council for acceptance and implementation.			Feb. 2011		
F.4 Support activities that develop the capacity of Hamlet staff and residents, and promote lifelong learning.	Include in HR plan the need for the Hamlet to support (i.e. meeting space, staff expertise, lottery grants, etc.) as needed to support activities in the Hamlet that inspire lifelong learning.		\$5,000	Feb. 2011		
	Present report to Council for acceptance and implementation.			Feb. 2011		

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
F.5 Update Employee Policy to incorporate requirement for continuous learning.	Include in HR plan the need for staff and elected officials to be continuous learners.			Feb. 2011		
	For staff, undertake formal skills assessments and establish training programs. Make skills upgrading part of yearly evaluation for Step Increase.			June 2011	Yearly	

Hamlet of Fort McPherson Action Plan

Goal G

Develop a strong and stable local economy.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
G.1 Create a Council Economic Development portfolio, and assign to a Councillor.	Report to Council on TOR. Council to select Councillor for the portfolio.			June 2010	Yearly	
G.2 Report on creating an Economic Development Advisory Committee.	Report to Council on creating an EDAC, including TOR. Council to act on recommendations.			June 2010		
G.3 Organize small business workshops for local people.	Report to Council on how to support EDO in helping local small businesses by holding small business seminars.		\$1,500	June 2010		
G.4 Make establishing a business in the Hamlet as easy as possible.	Staff and Council to provide excellent customer service.			Ongoing		
G.5 Create a local environment that nurtures local new businesses.	Staff and Council to provide excellent customer service.			Ongoing		
G.6 Market Fort McPherson to tourists.	Form working group with Tetlit Gwich'in Council, EDO, local guides and/or outfitters to determine desire for developing a Tourism Strategy.			Oct. 2010	Nov. 2010	5

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
	Create RFP/RFQ and TOR for the contract.			Nov. 2010	Dec. 2010	
	Select consulting firm to write strategy.		\$15,000	Dec. 2010	Feb. 2011	30
	Public input into local tourism.			April 2011		
	Draft report presented to working committee and then to Council for action.			May 2010		
G.7 Market Fort McPherson to outside businesses looking to expand or relocate.	Form working group with Tetlit Gwich'in Council, EDO, to determine desire for developing a business marketing strategy.			June 2010	Aug. 2010	5
	Create RFP/RFQ and TOR for the contract.			Sept. 2010	Oct. 2010	
	Select marketing firm to create strategy.		\$2,500	Dec. 2010	Feb. 2011	30
	Public input into local tourism.			April 2011		
	Draft report presented to working committee and then to Council for action.			May 2010		

Hamlet of Fort McPherson Action Plan

Goal H

Address poverty, homelessness, violence, alcohol and drug abuse and gambling addictions.

Strategy	Activity	Budget - Capital	Budget - Operational	Start	End	Days
H.1 Support local initiatives addressing these issues with appropriate bylaws, policies, meeting/office space, grants and staff time.	Report to Council on how best to support the resolution of these issues. Council to act on recommendations.		\$5,000	June 2010	Ongoing	
H.2 Council's Lottery Committee to investigate various methods of managing local bingos.	Put the issue on the Committee's agenda for initial discussion.			June 2010	Oct. 2010	
	Frame the issues and take to a public meeting for input.					
	Lottery Committee to draft recommendations for Council.					
	Report to Council and have Council act on the recommendations.					

10.0 Appendices

- I. Fort McPherson statistical overview
- II. Community survey
 - a. Poster
 - b. Radio announcement
 - c. Survey
 - d. Survey results
- III. Community presentation
 - a. Community input
 - b. Key outcomes
- IV. Hamlet Council presentation
- V. Fort McPherson energy profile
- VI. Organizational chart (proposed)
- VII. Five-Year Capital Plan
- VIII. Tetlit Gwich'in Band Council Workshop

10.0 Appendices

I. Fort McPherson statistical overview

Fort McPherson - Statistical Profile

	Fort McPherson	Northwest Territories		Fort McPherson	Northwest Territories
POPULATION			<i>Teen Births</i>		
<i>Population (2007)</i>			1996	3	96
Total	791	42,637	1997	-	86
Males	405	21,951	1998	1	82
Females	386	20,686	1999	1	83
0 - 4 Years	52	3,310	2000	2	84
5 - 9 Years	60	3,201	2001	2	70
10 - 14 Years	85	3,546	2002	3	72
15 - 24 Years	149	6,972	2003	2	72
25 - 44 Years	209	14,060	2004	-	86
45 - 59 Years	113	7,898	2005	-	68
60 Yrs. & Older	123	3,650	<i>Number of Deaths</i>		
Aboriginal	743	21,617	1996	5	152
Non-Aboriginal	48	21,020	1997	7	138
<i>Historical Population</i>			1998	9	146
1996	915	41,748	1999	7	162
1997	885	41,635	2000	5	156
1998	862	40,816	2001	5	163
1999	863	40,654	2002	5	169
2000	825	40,499	2003	2	202
2001	827	40,822	2004	5	153
2002	796	41,489	2005	4	148
2003	793	42,231	<i>Cause of Death</i>		
2004	801	42,822	Injury Deaths (inc. suicides)		
2005	802	42,724	1996	3	34
2006	796	42,401	1997	1	24
2007	791	42,637	1998	4	24
<i>Ave. Annual Growth Rate (96-07)</i>			1999	2	36
Total Population	-1.3	0.2	2000	1	31
< 15 Yrs.	-3.8	-1.5	2001	1	31
60 Yrs. & Older	3.5	4.4	2002	2	24
<i>Population Projections</i>			2003	-	36
2012	774	44,878	2004	2	23
2017	756	47,038	2005	1	21
2022	738	48,919	<i>Suicides</i>		
VITAL STATS			1996	-	4
<i>Number of Births</i>			1997	-	6
1996	13	814	1998	1	7
1997	13	722	1999	1	15
1998	12	678	2000	-	7
1999	16	659	2001	-	8
2000	14	673	2002	-	8
2001	9	613	2003	-	10
2002	15	635	2004	1	11
2003	20	701	2005	1	4
2004	11	698	HOUSEHOLDS & FAMILIES		
2005	3	712	<i>% of Households with more than 6 people</i>		
			1981	36.0	13.9
			1986	26.5	11.5
			1991	23.7	9.8
			1996	15.4	8.6
			2001	14.6	7.2
			2004	14.5	7.0
			2006	11.3	6.2

	Fort McPherson	Northwest Territories
<i>Family Structure (2006)</i>		
Total Family Structure	200	10,875
Husband-Wife	70	5,555
Common-law	40	2,990
Lone Parent	90	2,330
% Couple Families	55.0	78.6
<i>Tenure (2006)</i>		
Total	265	14,235
Owned	110	7,520
Rented	140	6,565
% Owned	41.5	52.8
<i>% of Households in Core Need</i>		
1996	37.5	19.7
2000	35.8	20.3
2004	32.7	16.3

CRIME

<i>Violent Crimes</i>		
1999	92	2,042
2000	81	1,984
2001	61	2,000
2002	105	2,375
2003	113	2,848
2004	103	2,942
2005	132	2,715
2006	100	2,717
2007	103	3,015
<i>Property Crimes</i>		
1999	87	2,376
2000	81	2,395
2001	62	2,135
2002	91	2,527
2003	111	3,053
2004	97	3,187
2005	116	2,899
2006	56	2,680
2007	75	2,471
<i>Other Criminal Code</i>		
1999	257	5,584
2000	145	7,153
2001	258	8,352
2002	418	8,576
2003	445	10,012
2004	441	11,933
2005	682	12,914
2006	484	12,076
2007	475	13,173

Federal Statutes

1999	10	477
2000	7	415
2001	12	432
2002	55	655
2003	27	595
2004	10	632
2005	13	742
2006	9	534
2007	11	657

Traffic

1999	25	398
2000	11	327
2001	11	441
2002	28	547
2003	26	633
2004	26	759
2005	25	881
2006	35	829
2007	29	865

Violent Crime Rate (per 1,000 persons)

1999	106.6	50.2
2000	98.2	49.0
2001	73.8	49.0
2002	131.9	57.2
2003	142.5	67.4
2004	128.6	68.7
2005	164.6	63.5
2006	125.6	64.1
2007	130.2	70.7

Property Crime Rate (per 1,000 persons)

1999	100.8	58.4
2000	98.2	59.1
2001	75.0	52.3
2002	114.3	60.9
2003	140.0	72.3
2004	121.1	74.4
2005	144.6	67.9
2006	70.4	63.2
2007	94.8	58.0

INCOME SUPPORT

Beneficiaries (monthly average)

2000	140	3,040
2001	72	2,425
2002	34	2,200
2003	42	2,152
2004	34	2,073
2005	30	1,924
2006	34	1,925
2007	37	2,035

	Fort McPherson	Northwest Territories
<i>Cases (monthly average)</i>		
2000	72	1,502
2001	39	1,202
2002	22	1,118
2003	27	1,111
2004	21	1,110
2005	19	1,051
2006	22	1,060
2007	25	1,121

Payments (\$000)

2000	348	10,657
2001	187	8,840
2002	117	8,701
2003	141	8,946
2004	132	9,270
2005	124	8,610
2006	143	8,530
2007	163	9,770

TRADITIONAL ACTIVITIES (2003)

Hunted & Fished (%)	37.4	36.7
Trapped (%)	12.9	5.9
Households Consuming Country Food (Most or All meat consumed) (%)	60.6	17.5

ABORIGINAL LANGUAGES*% Aboriginals that Speak an Aboriginal Language*

1984	27.2	59.1
1989	30.8	55.6
1994	23.7	50.1
1999	27.4	45.1
2004	22.7	44.0

EDUCATION*% with High School Diploma or More*

1986	26.2	51.6
1989	34.2	59.8
1991	33.7	59.9
1994	34.4	63.2
1996	41.9	63.5
1999	43.3	66.1
2001	41.1	64.8
2004	38.1	67.5
2006	43.0	67.0

Employment Rates (2006)

Less than High School Diploma	23.9	42.2
High School Diploma or Greater	66.7	81.6

LABOUR FORCE*Participation Rate*

1986	51.0	74.5
1989	55.1	74.9
1991	62.4	78.2
1994	60.7	77.2
1996	65.3	77.2
1999	67.0	78.3
2001	59.4	77.1
2004	57.1	75.6
2006	58.8	76.5

Unemployment Rate

1986	24.5	11.2
1989	39.9	13.2
1991	28.6	11.3
1994	34.5	14.8
1996	22.1	11.7
1999	28.5	13.7
2001	20.6	9.5
2004	39.9	10.4
2006	28.4	10.4

Employment Rate

1986	38.5	66.2
1989	33.1	65.0
1991	44.6	69.3
1994	39.7	65.7
1996	50.8	68.2
1999	47.9	67.5
2001	48.1	69.8
2004	34.3	67.8
2006	42.1	68.6

Selected Employment Rates (2006)

Males	39.0	70.1
Females	47.3	66.7
Aboriginal	37.1	52.2
Non-Aboriginal	90.0	82.8
15-24	17.2	49.8
25-34	52.6	76.2
35-44	63.6	81.4
45-54	60.0	81.9
55-64	53.8	67.7
65 & Over	12.5	16.4

Labour Force Activity (2006)

Population 15 & Over	570	31,140
Employed	240	21,350
Unemployed	95	2,475
Not in the Labour Force	235	7,310

Potential Available Labour Supply (2004)

Number of Unemployed	132	2,454
% Do Rotational	97.0	70.3
% Male	65.2	64.4
% Aboriginal	98.5	77.3
% Less than High School Diploma	75.0	52.3

	Fort McPherson	Northwest Territories
--	-------------------	--------------------------

Labour Force Profile (2006)

% Gov't, Health, Social Serv, Educ	42	37
% Goods Producing	22	17
% Other Industries	30	44

Annual Work Pattern (2005)

% Worked	68	81
% Worked More than 26 weeks	51	76

PERSONAL INCOME*Total Income (\$000)*

1996	9,855	822,773
1997	9,187	827,162
1998	9,741	852,225
1999	9,807	886,962
2000	10,221	921,079
2001	12,059	1,058,019
2002	13,755	1,148,300
2003	13,771	1,199,686
2004	15,390	1,246,589
2005	15,873	1,297,842
2006	16,083	1,384,602

% Change in Total Inc. (1999-2006)	64.0	56.1
------------------------------------	------	------

Average Personal Income (\$)

1996	21,900	33,693
1997	20,880	33,666
1998	20,726	34,378
1999	21,793	35,650
2000	23,230	36,220
2001	25,123	39,186
2002	26,971	42,047
2003	27,002	42,572
2004	30,176	44,080
2005	31,124	46,170
2006	31,535	48,396

Employment Income (\$000)

1996	7,514	710,374
1997	6,739	713,328
1998	7,232	724,431
1999	7,205	772,452
2000	7,853	805,159
2001	9,480	935,854
2002	10,766	1,016,653
2003	10,722	1,058,922
2004	12,212	1,101,853
2005	12,565	1,145,168
2006	12,121	1,208,376

% Change in Emp. Inc. (1999-2006)	68.2	56.4
-----------------------------------	------	------

	Fort McPherson	Northwest Territories
--	-------------------	--------------------------

Average Employment Income (\$)

1996	20,872	33,556
1997	19,821	33,364
1998	20,089	33,476
1999	20,014	35,450
2000	21,814	36,187
2001	23,700	38,497
2002	25,633	41,428
2003	26,151	41,904
2004	30,530	43,969
2005	29,221	45,843
2006	31,897	47,856

Percent Taxfilers Less than \$15,000

1996	51.1	34.9
1997	52.3	34.8
1998	55.3	34.1
1999	51.1	32.8
2000	47.7	32.0
2001	43.8	28.8
2002	41.2	27.6
2003	45.1	28.0
2004	43.1	27.3
2005	41.2	26.0
2006	39.2	24.9

Percent Taxfilers More than \$50,000

1996	11.1	25.6
1997	9.1	25.6
1998	10.6	25.3
1999	11.1	28.1
2000	13.6	28.2
2001	14.6	31.4
2002	15.7	34.4
2003	17.6	35.1
2004	21.6	36.5
2005	21.6	38.3
2006	21.6	39.9

FAMILY INCOME*Average Family Income*

1996	41,645	65,506
1997	40,163	66,367
1998	38,915	68,948
1999	40,740	70,463
2000	43,274	71,864
2001	49,352	80,225
2002	57,248	87,143
2003	52,350	88,244
2004	62,138	91,362
2005	63,519	96,171
2006	61,348	101,622

	Fort McPherson	Northwest Territories
<i>Percent Families Less than \$25,000</i>		
1996	40.0	24.5
1997	36.8	24.0
1998	40.0	22.9
1999	40.0	21.9
2000	36.8	21.7
2001	28.6	16.9
2002	28.6	15.3
2003	22.7	16.5
2004	33.3	16.2
2005	28.6	15.1
2006	28.6	14.3

Percent Families More than \$60,000

1996	25	49
1997	16	49
1998	20	49
1999	25	50
2000	21	51
2001	29	57
2002	33	60
2003	27	60
2004	43	61
2005	43	63
2006	38	65

PRICES

2005 Living Cost Diff. (Edm = 100)	152	..
2004 Food Price Index (YK = 100)	163	..

SYMBOLS

- zero or too small to be expressed
 .. not available
 x data suppressed

10.0 Appendices

II. Community survey



It's *your* future ... get involved!

Hamlet planning for the future ...

Fort McPherson Hamlet has been asked by the Government of the Northwest Territories and Canada to consult with citizens and create an *Integrated Community Strategic Plan*.

The Plan will lay out what services the Hamlet should provide and how it might provide them to you -- the citizens of Fort McPherson.

Starting soon you will be asked to complete a

simple survey on your local government and improving life in Fort McPherson.

This survey will be followed by a community meeting November 18 to hear the results of the survey and give Council direction as it creates its plan for the future.

For information, call the Hamlet office, or speak to the Mayor or Councillor. 952-2428

It's your future, please get involved.

Survey radio announcement

(To be read daily during week survey is being undertaken.)

Survey takers _____ and
_____ will be visiting every house in
the hamlet this week to get your opinions about our community and the Hamlet.

The Hamlet has begun a study called an *Integrated Community Strategic Plan*. The study is required so that Council and Staff can plan for the future of the Hamlet Government, and the services it delivers to the residents of Fort McPherson.

As part of this study, the Hamlet wants to know what residents think about quality of life issues here in Fort McPherson, and about services delivered by the Hamlet government.

Please take a few minutes to take the survey. The more responses the Hamlet receives, the better the study will be.

You can also do the survey online by following the link on the Hamlet's website,
www.fortmcpherson.ca

The survey is anonymous.

Integrated Community Strategic Plan *Survey*



Introduction

The Hamlet has begun a study called an *Integrated Community Strategic Plan*. The study is required so that we can plan for the future of the Hamlet Government and the services it delivers to the residents of Fort McPherson.

As part of this study, the Hamlet wants to know what residents think about quality of life issues here in Fort McPherson, and about services delivered by the Hamlet government.

This is an anonymous survey undertaken on behalf of the Hamlet. We will not collect any information with this survey that can identify you. If you feel uncomfortable answering any questions, please disregard it.

Part A

To help us understand more about the people who answer this survey, please tell us a little about yourself. If you feel uncomfortable answering any questions, please do not answer it.

1. I am:
 - a. A youth (15 years or under)
 - b. A teen (16 – 18)
 - c. Young adult (19-29)
 - d. Adult (30 – 60)
 - e. Elder (61+)
2. I am:
 - a. Male
 - b. Female
3. I am:
 - a. First Nations (Y/N)
4. I have, or am responsible for, a child/children living in the Hamlet (Y/N)
(If NO, go to question 6.)
5. The child/children I have, or am responsible for, include these age ranges:
 - a. 1 to 5 years of age (Y/N)
 - b. 6 to 10 years of age (Y/N)
 - c. 11 to 15 years of age (Y/N)
 - d. 16 to 18 years of age (Y/N)
 - e. Over 18 years of age (Y/N)
6. I have an elderly (60+) parent living in the Hamlet (Y/N)

Integrated Community Strategic Plan *Survey*



7. I am:
- a. A student
 - b. Employed full or part-time by an organization or company
 - c. Self-employed
 - d. Retired
 - e. Other

Part B

We'd like to know how well we've done in communicating what it is the Hamlet does. *This is not a test of your knowledge, but of how well we communicate.*

8. With regards to the services offered by the Hamlet, do you consider yourself to be generally:
- a. Very knowledgeable
 - b. Somewhat knowledgeable
 - c. Not at all knowledgeable
9. What's your top two sources of information about Hamlet activities and services (circle the top two):
- a. Reading notices and advertisements posted around the hamlet
 - b. Talking to Hamlet staff
 - c. Talking to Hamlet Mayor and/or Councillor
 - d. Local radio
 - e. Inuvik radio
 - f. Talking to friends and co-workers
 - g. Inuvik newspaper
 - h. Hamlet website
 - i. Other: _____
10. Have you attended a Hamlet Council meeting in the past 12 months? (Y/N)
11. Have you visited the Hamlet Complex in the past 12 months for a meeting or event? (Y/N)

Integrated Community Strategic Plan *Survey*



12. Are you aware that the Hamlet is mandated by the Government of the Northwest Territories to provide the following services?
- a. Recreation services (Y/N)
 - b. Water (Y/N)
 - c. Sewage (Y/N)
 - d. Garbage (Y/N)
 - e. Road maintenance (Y/N)
 - f. Community Lands Administration (i.e. zoning) (Y/N)
 - g. Fire Services (Y/N)
 - h. Bingo licencing (Y/N)
 - i. Bylaw enforcement (Y/N)
 - j. Economic development (Y/N)
13. Are you aware the Hamlet has a website? (Y/N)
14. In general, is a website a good place for you to get information about the Hamlet? (Y/N)
15. What's your favourite method of learning about Hamlet activities (circle your top two choices):
- a. Posters and notices
 - b. Newsletter
 - c. E-mails
 - d. Face-to-face with staff or elected officials
 - e. Council meetings
16. How interested are you in what is happening at the Hamlet?
- a. Very interested
 - b. Somewhat interested
 - c. Not at all interested
17. If it were to set up an e-mail service, would you be interested in receiving Hamlet e-mails with information such as recreation programs, important meetings, etc.? (Y/N)
18. How important is the role the Hamlet plays in ensuring people enjoy a good quality of life in Fort McPherson?
- a. Very important
 - b. Somewhat important
 - c. Not important at all

Integrated Community Strategic Plan *Survey*



We're just about done ...

Part C

Through the Integrated Community Strategic Plan, the Hamlet is planning for the future. With that in mind, we are interested in your general thoughts about the hamlet.

19. What are the top three challenges facing Fort McPherson today?

- a. _____
- b. _____
- c. _____

20. What could the Hamlet focus on in the next one to three years to address these challenges?

21. The Hamlet has been asked to think about how it can help us all be more environmentally friendly. Things like promoting renewable energy, improving the efficiency of our houses and office buildings, and reducing the causes of climate change. Can you offer us some suggestions?

As part of the Integrated Community Strategic Plan, the Hamlet will be holding an open house in November to tell you about the results of the survey and to get your input on the study. Please watch for notices.

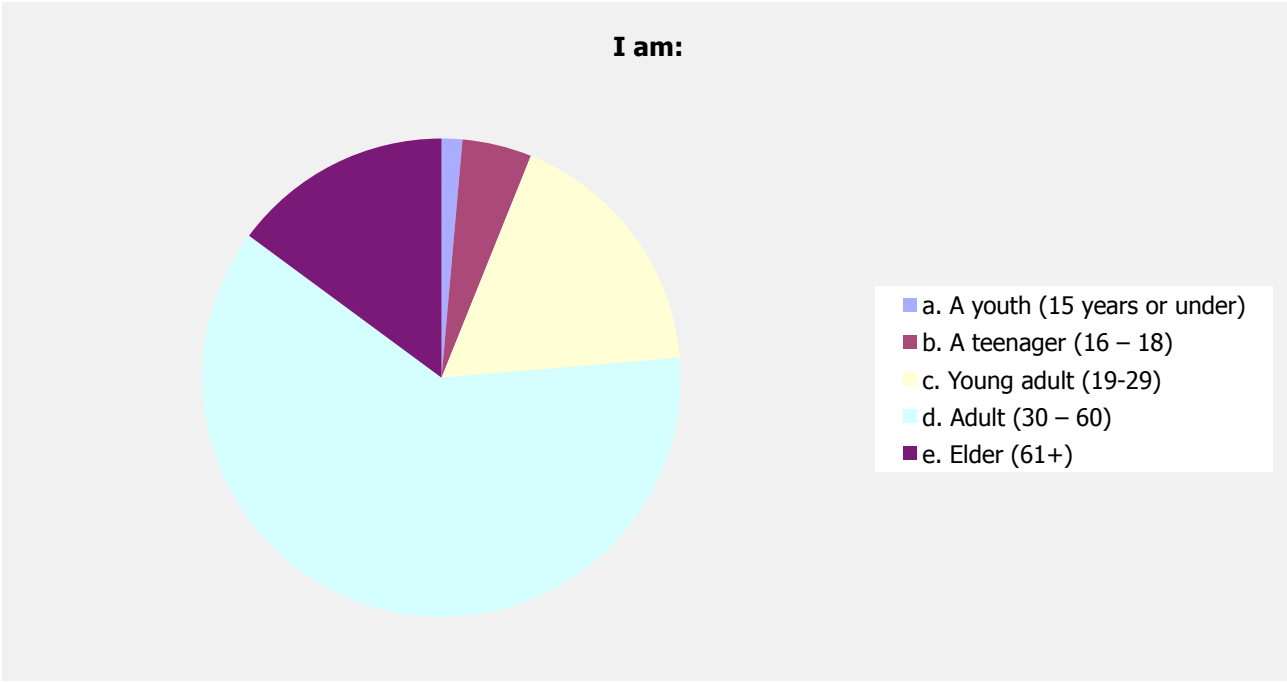
Thank you!

Hamlet of Fort McPherson Survey Results

(Please note that data with identifiable information has been removed.)

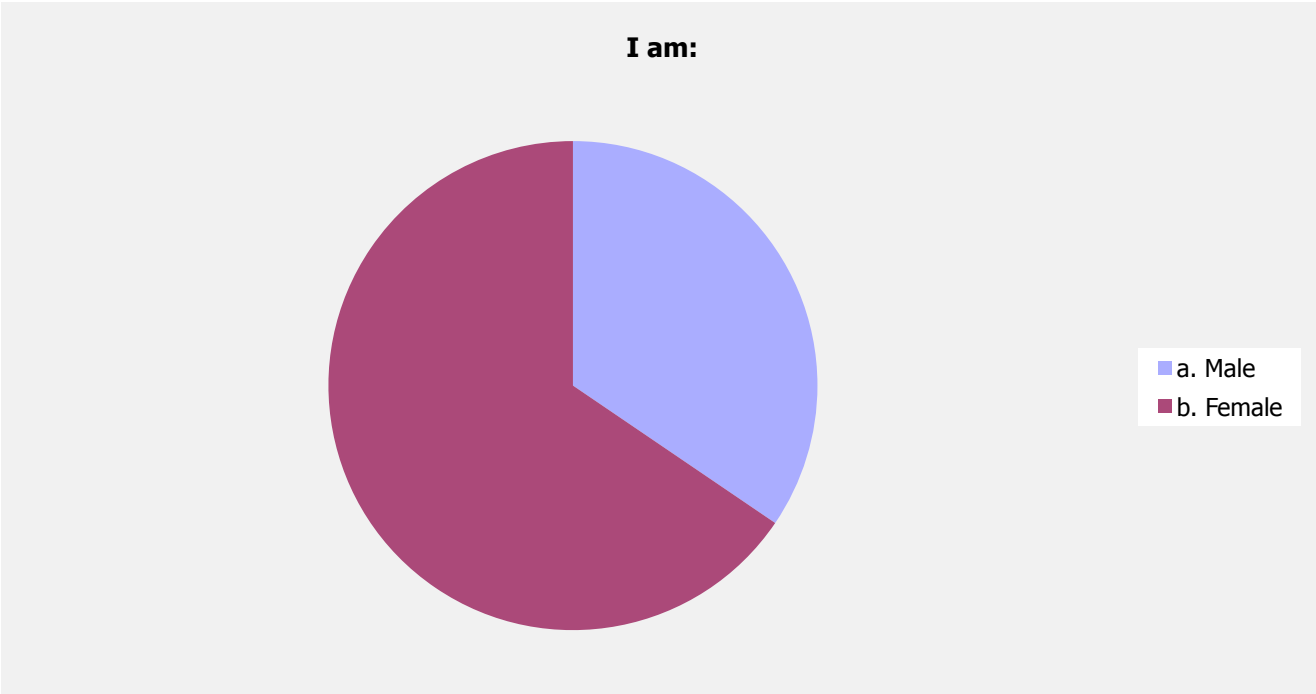
Fort McPherson Hamlet ICSP

I am:		
Answer Options	Response Percent	Response Count
a. A youth (15 years or under)	1.4%	2
b. A teenager (16 – 18)	4.7%	7
c. Young adult (19-29)	17.6%	26
d. Adult (30 – 60)	61.5%	91
e. Elder (61+)	14.9%	22
answered question		148
skipped question		1



Fort McPherson Hamlet ICSP

I am:		
Answer Options	Response Percent	Response Count
a. Male	34.5%	51
b. Female	65.5%	97
answered question		148
skipped question		1

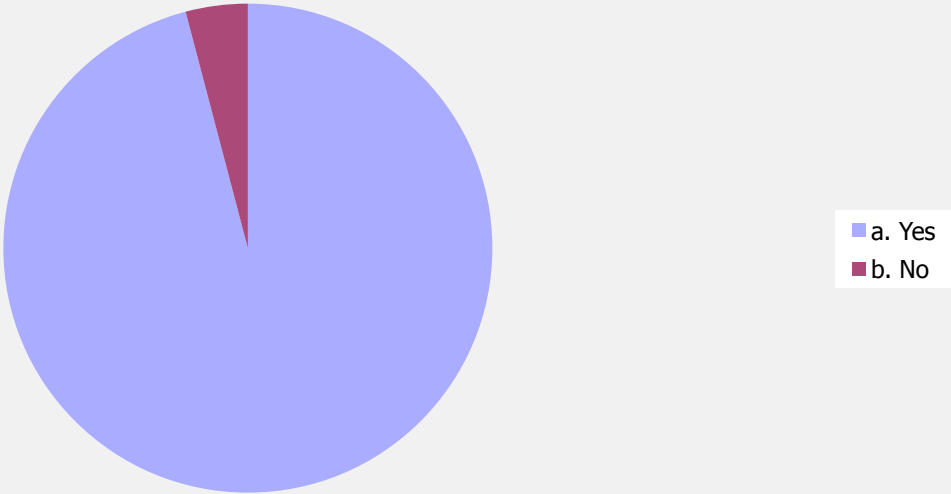


Fort McPherson Hamlet ICSP

I am First Nation:

Answer Options	Response Percent	Response Count
a. Yes	95.9%	141
b. No	4.1%	6
<i>answered question</i>		147
<i>skipped question</i>		2

I am First Nation:



Fort McPherson Hamlet ICSP

I have, or am responsible for, a child/children living in the Hamlet. (If NO, please go to question 6.)

Answer Options	Response Percent	Response Count
a. Yes	63.6%	89
b. No	36.4%	51
<i>answered question</i>		140
<i>skipped question</i>		9

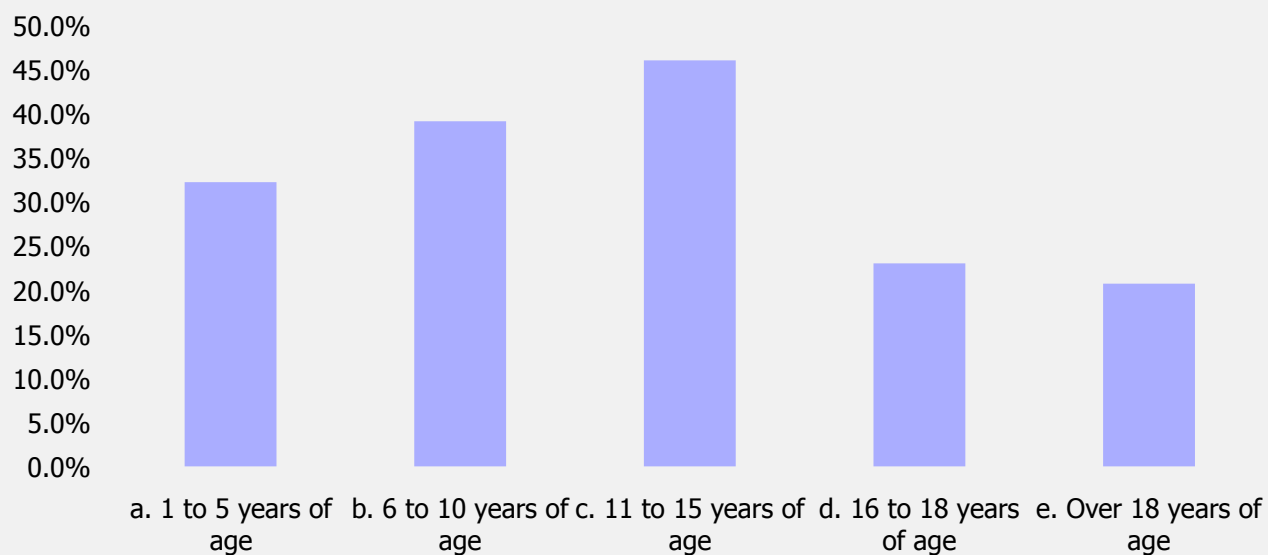
I have, or am responsible for, a child/children living in the Hamlet. (If NO, please go to question 6.)



□

Fort McPherson Hamlet ICSP**The child/children I have, or am responsible for, include these age ranges:**

Answer Options	Response Percent	Response Count
a. 1 to 5 years of age	32.2%	28
b. 6 to 10 years of age	39.1%	34
c. 11 to 15 years of age	46.0%	40
d. 16 to 18 years of age	23.0%	20
e. Over 18 years of age	20.7%	18
<i>answered question</i>		87
<i>skipped question</i>		62

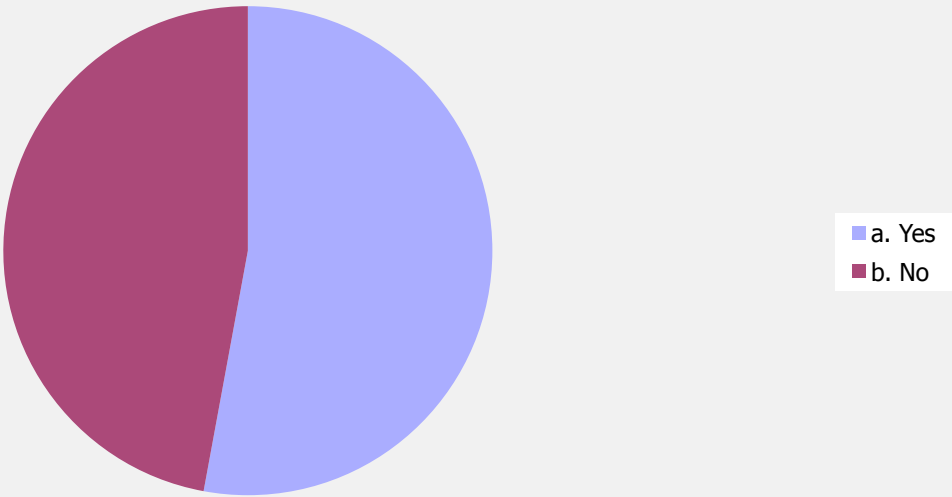
The child/children I have, or am responsible for, include these age ranges:

□

Fort McPherson Hamlet ICSP

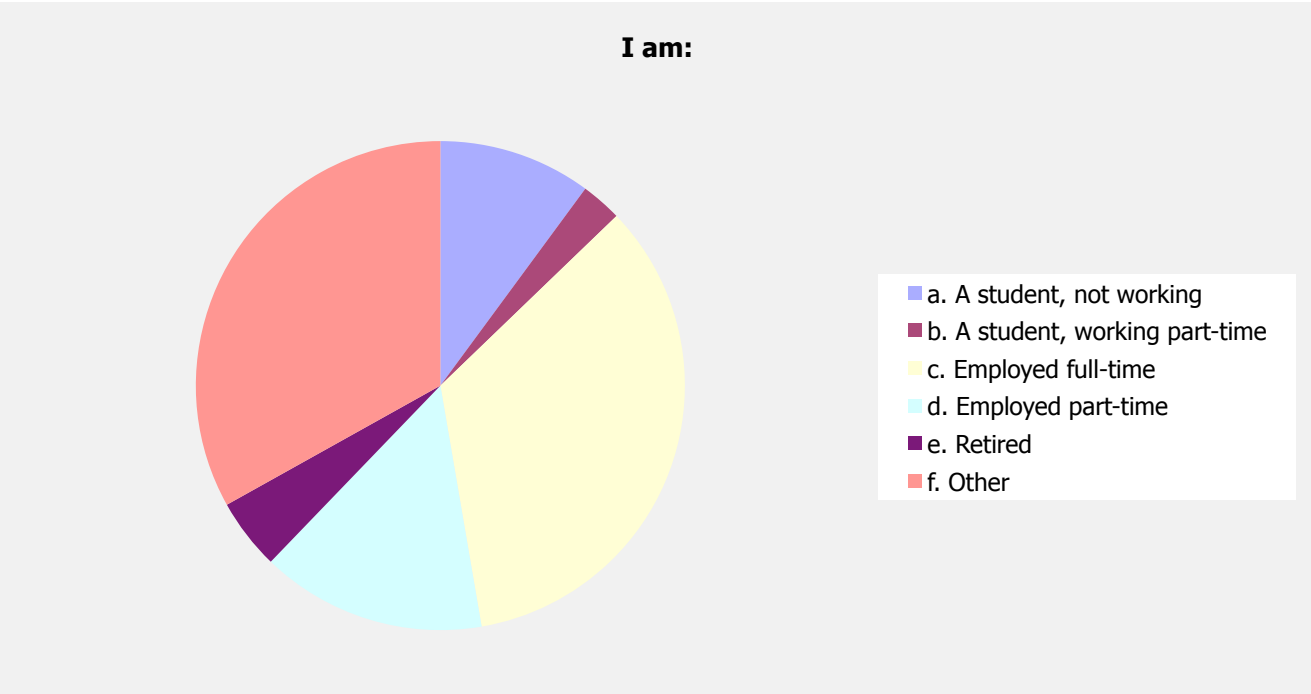
I have an elderly (60+) parent living in the Hamlet		
Answer Options	Response Percent	Response Count
a. Yes	52.9%	73
b. No	47.1%	65
answered question		138
skipped question		11

I have an elderly (60+) parent living in the Hamlet



Fort McPherson Hamlet ICSP

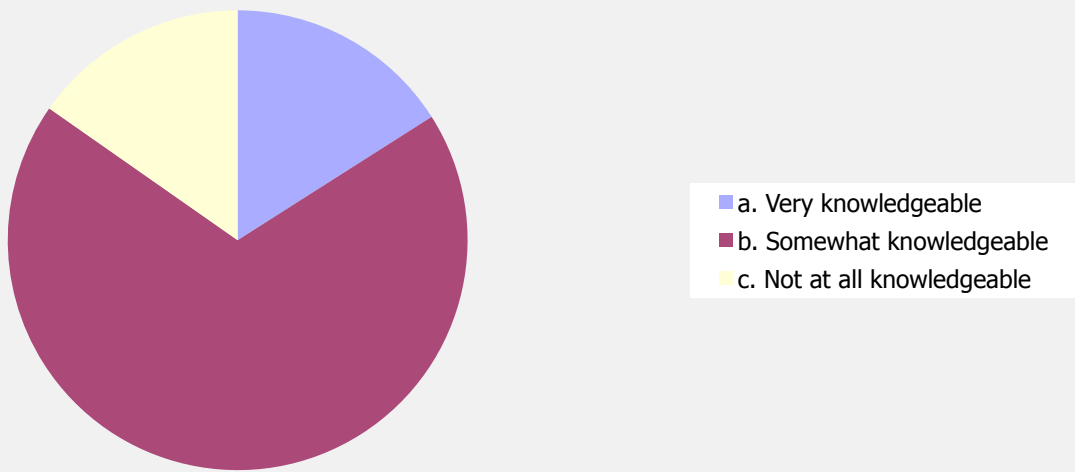
I am:		
Answer Options	Response Percent	Response Count
a. A student, not working	10.1%	15
b. A student, working part-time	2.7%	4
c. Employed full-time	34.5%	51
d. Employed part-time	14.9%	22
e. Retired	4.7%	7
f. Other	33.1%	49
answered question		148
skipped question		1



Fort McPherson Hamlet ICSP

With regards to the services offered by the Hamlet, do you consider yourself to be generally:		
Answer Options	Response Percent	Response Count
a. Very knowledgeable	16.0%	23
b. Somewhat knowledgeable	68.8%	99
c. Not at all knowledgeable	15.3%	22
<i>answered question</i>		144
<i>skipped question</i>		5

With regards to the services offered by the Hamlet, do you consider yourself to be generally:

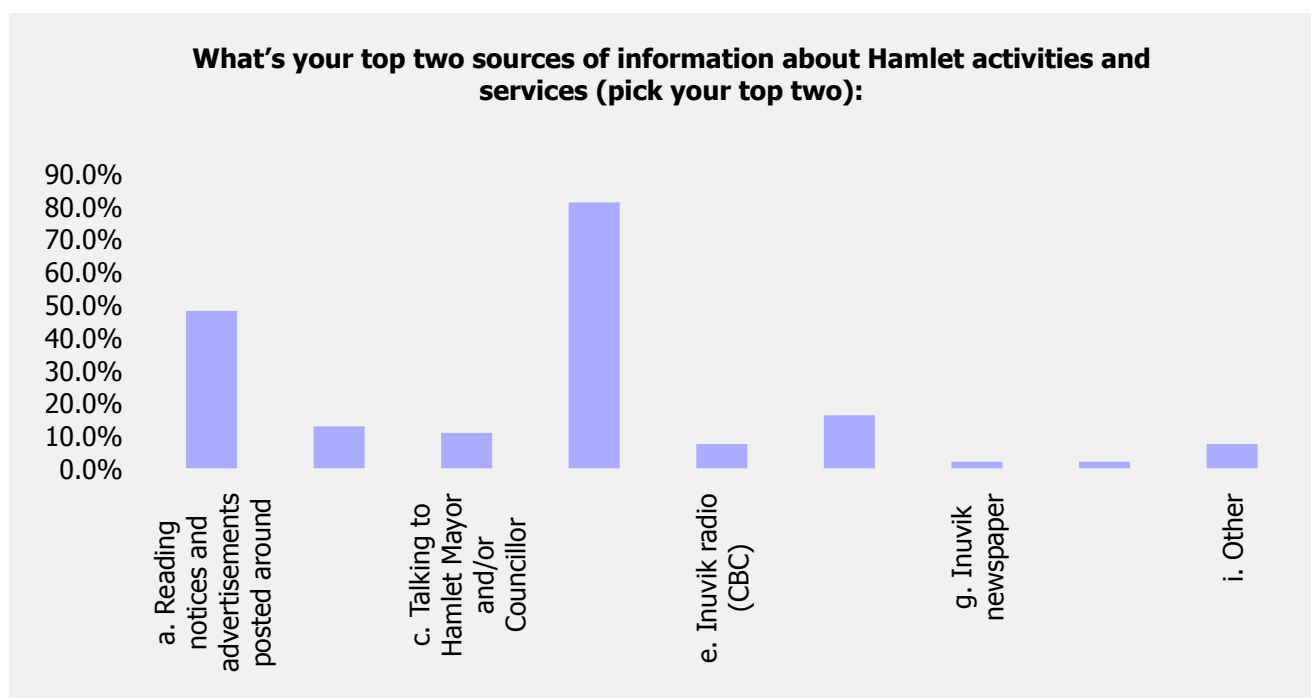


□

Fort McPherson Hamlet ICSP

What's your top two sources of information about Hamlet activities and services (pick your top two):

Answer Options	Response Percent	Response Count
a. Reading notices and advertisements posted around the	48.0%	71
b. Talking to Hamlet staff	12.8%	19
c. Talking to Hamlet Mayor and/or Councillor	10.8%	16
d. Local radio	81.1%	120
e. Inuvik radio (CBC)	7.4%	11
f. Talking to friends and co-workers	16.2%	24
g. Inuvik newspaper	2.0%	3
h. Hamlet website	2.0%	3
i. Other	7.4%	11
answered question		148
skipped question		1



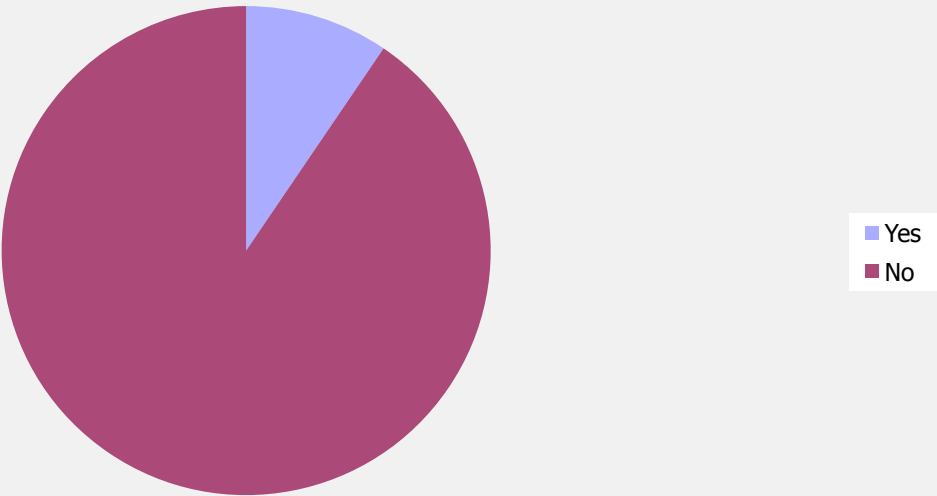
□

Fort McPherson Hamlet ICSP

Have you attended a Hamlet Council meeting in the past 12 months?

Answer Options	Response Percent	Response Count
Yes	9.5%	14
No	90.5%	133
<i>answered question</i>		147
<i>skipped question</i>		2

Have you attended a Hamlet Council meeting in the past 12 months?

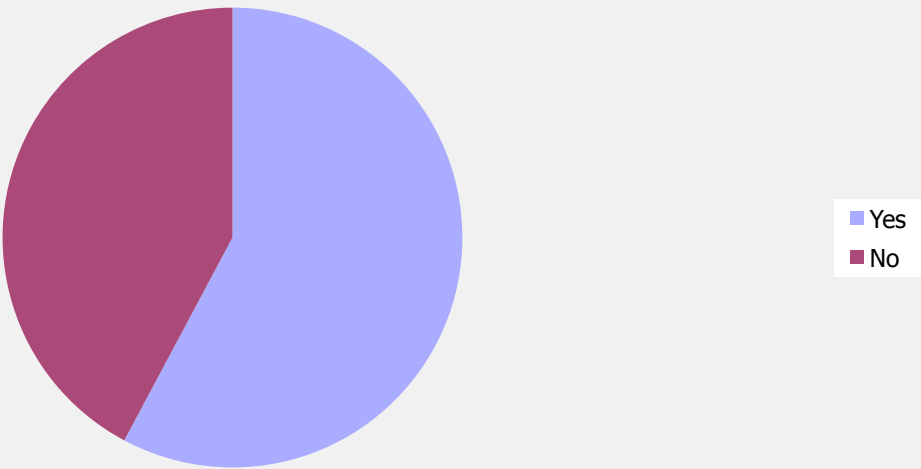


□

Fort McPherson Hamlet ICSP

Have you visited the Hamlet Complex in the past 12 months for a meeting or event?		
Answer Options	Response Percent	Response Count
Yes	57.8%	85
No	42.2%	62
answered question		147
skipped question		2

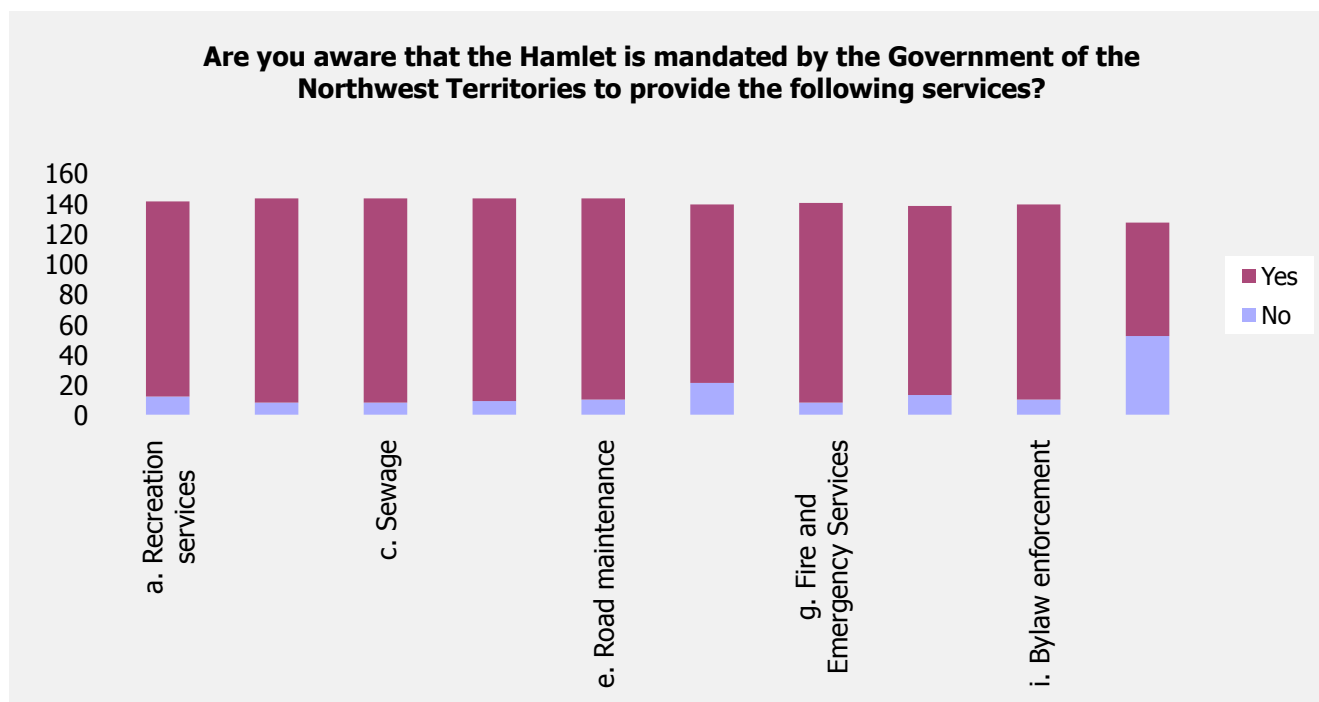
Have you visited the Hamlet Complex in the past 12 months for a meeting or event?



Fort McPherson Hamlet ICSP

Are you aware that the Hamlet is mandated by the Government of the Northwest Territories to provide the following services?

Answer Options	Yes	No	Response Count
a. Recreation services	129	12	141
b. Water	135	8	143
c. Sewage	135	8	143
d. Garbage	134	9	142
e. Road maintenance	133	10	143
f. Community Lands Administration (i.e. zoning - what can be	118	21	139
g. Fire and Emergency Services	132	8	139
h. Bingo/Nevada/raffle licensing	125	13	138
i. Bylaw enforcement	129	10	139
j. Economic development	75	52	126
answered question			145
skipped question			4

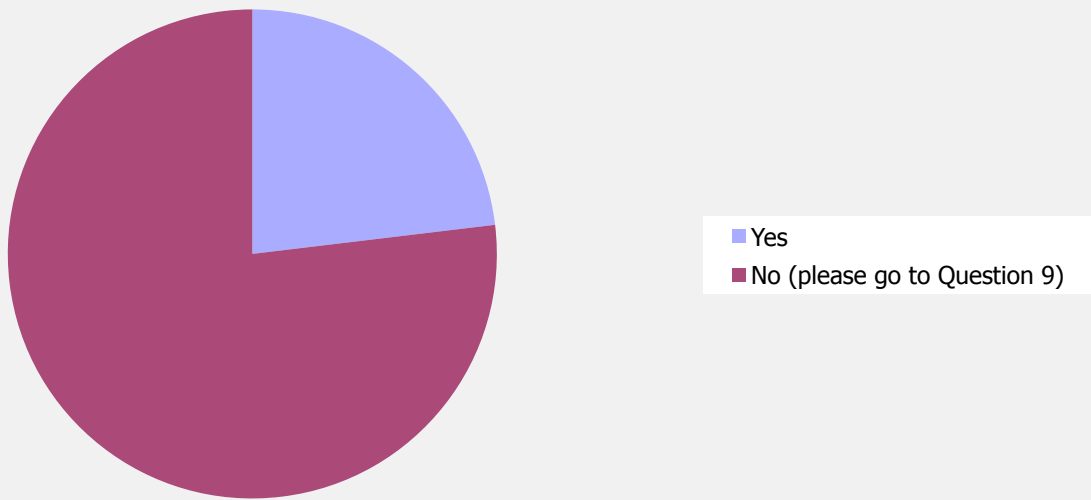


Fort McPherson Hamlet ICSP

Are you aware the Hamlet has a website?

Answer Options	Response Percent	Response Count
Yes	23.1%	33
No (please go to Question 9)	76.9%	110
<i>answered question</i>		143
<i>skipped question</i>		6

Are you aware the Hamlet has a website?

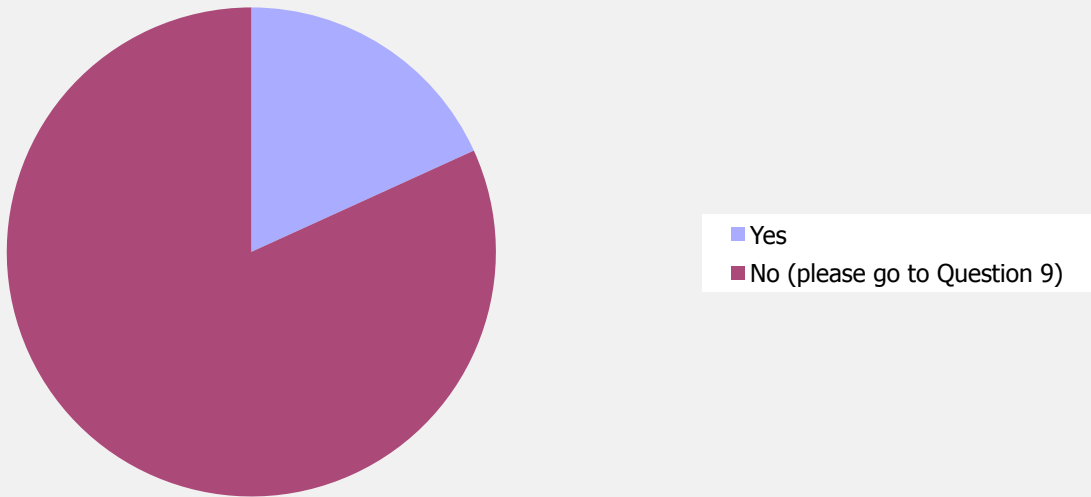


□

Fort McPherson Hamlet ICSP

Have you visited the Hamlet website?		
Answer Options	Response Percent	Response Count
Yes	18.2%	12
No (please go to Question 9)	81.8%	54
<i>answered question</i>		66
<i>skipped question</i>		83

Have you visited the Hamlet website?

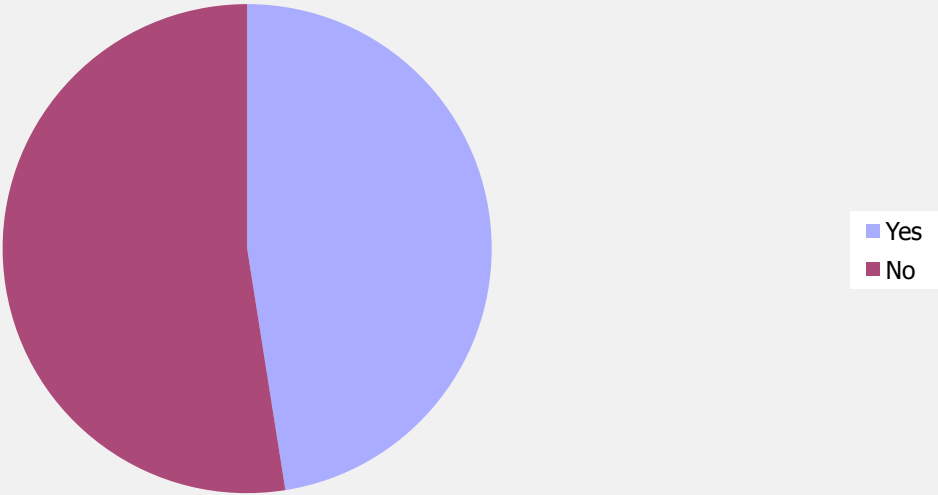


□

Fort McPherson Hamlet ICSP

Will you visit the Hamlet website again?		
Answer Options	Response Percent	Response Count
Yes	47.5%	28
No	52.5%	31
answered question		59
skipped question		90

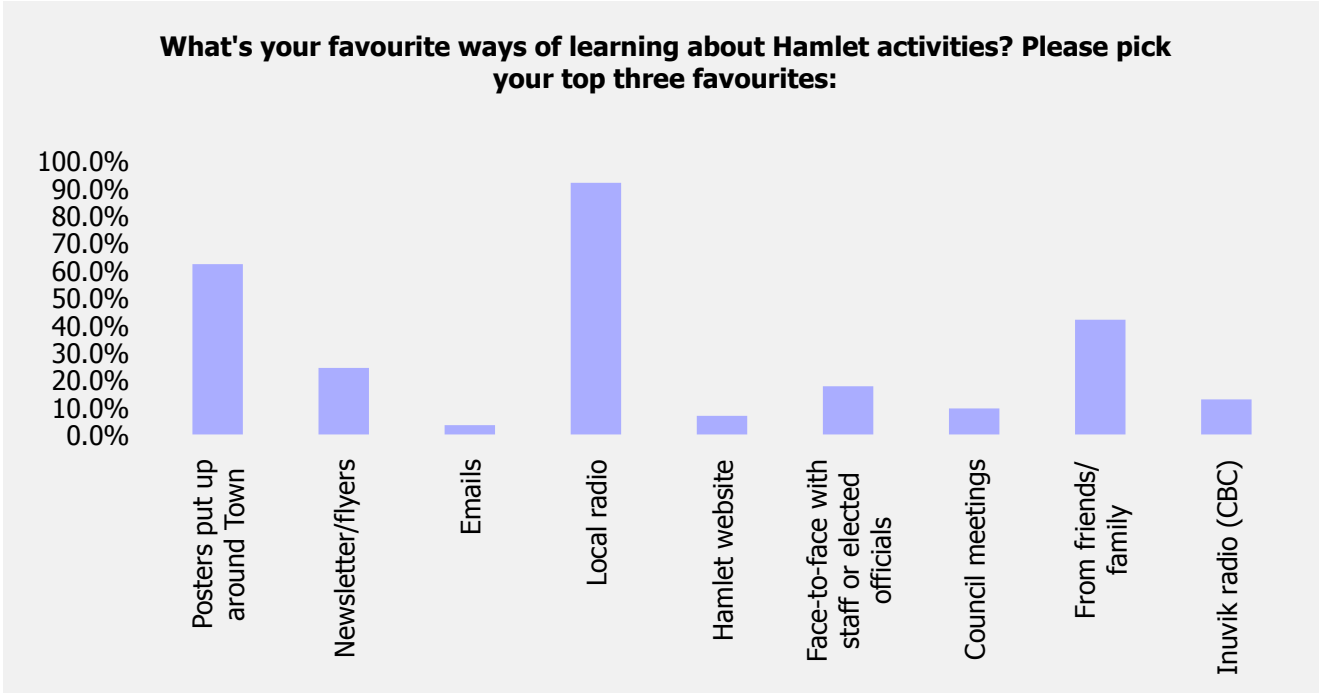
Will you visit the Hamlet website again?



Fort McPherson Hamlet ICSP

What's your favourite ways of learning about Hamlet activities? Please pick your top three favourites:

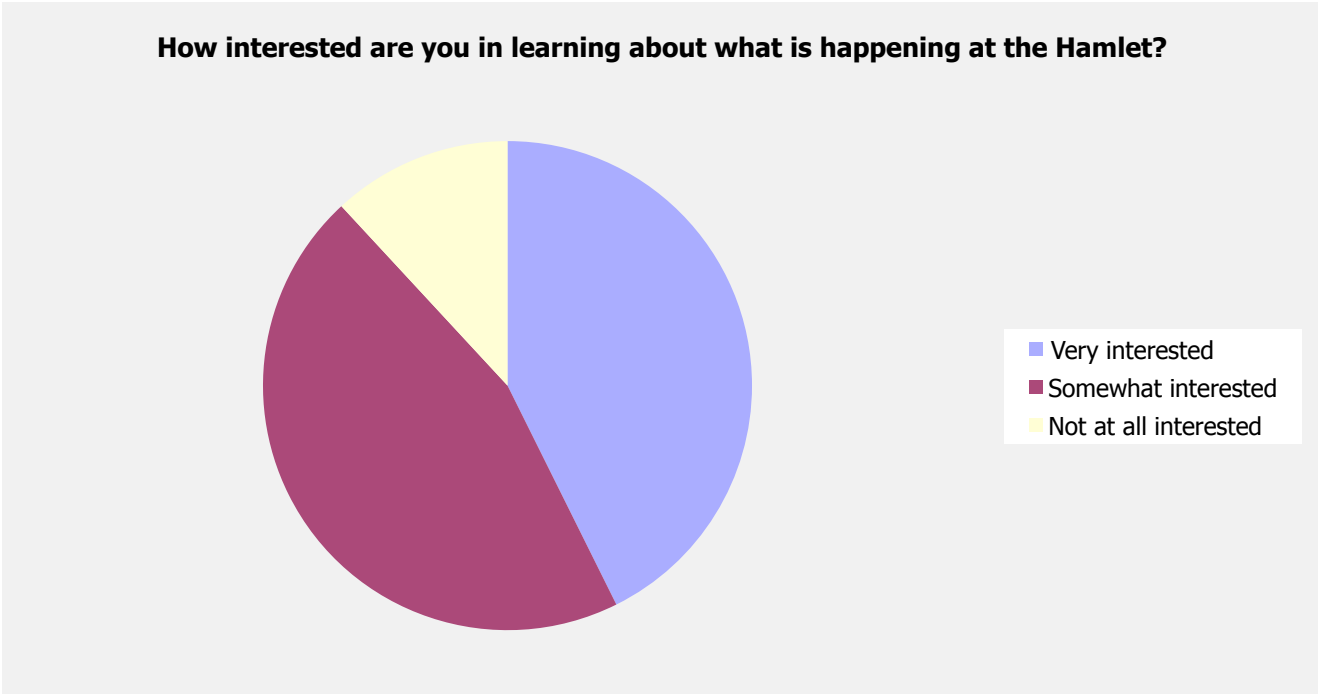
Answer Options	Response Percent	Response Count
Posters put up around Town	62.2%	92
Newsletter/flyers	24.3%	36
Emails	3.4%	5
Local radio	91.9%	136
Hamlet website	6.8%	10
Face-to-face with staff or elected officials	17.6%	26
Council meetings	9.5%	14
From friends/family	41.9%	62
Inuvik radio (CBC)	12.8%	19
answered question		148
skipped question		1



□

Fort McPherson Hamlet ICSP

How interested are you in learning about what is happening at the Hamlet?		
Answer Options	Response Percent	Response Count
Very interested	42.7%	61
Somewhat interested	45.5%	65
Not at all interested	11.9%	17
<i>answered question</i>		143
<i>skipped question</i>		6

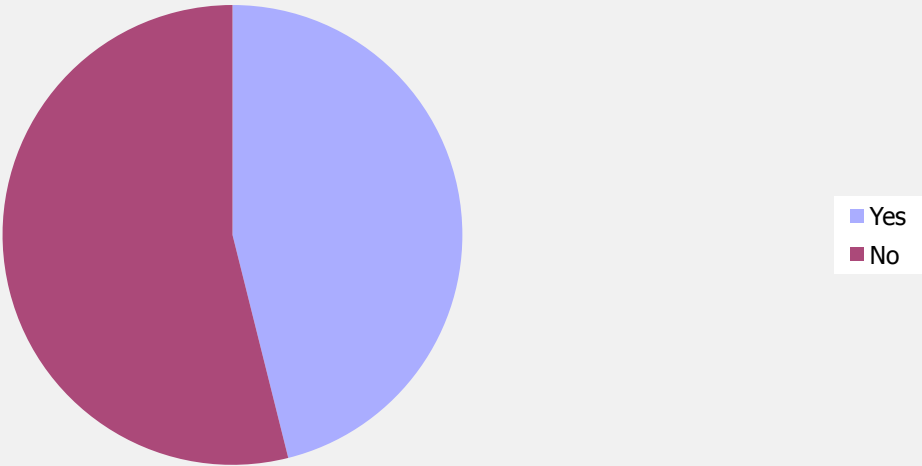


□

Fort McPherson Hamlet ICSP

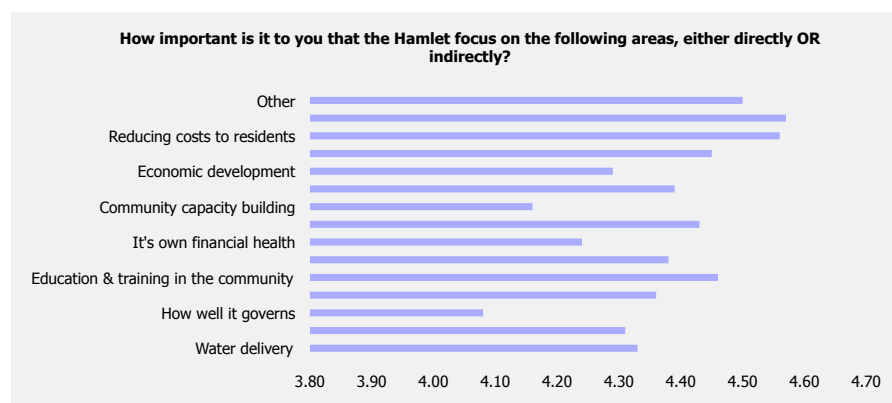
Would you be interested in receiving emails from the Hamlet with information about recreation programs, important meetings, etc.?		
Answer Options	Response Percent	Response Count
Yes	46.1%	65
No	53.9%	76
<i>answered question</i>		141
<i>skipped question</i>		8

Would you be interested in receiving emails from the Hamlet with information about recreation programs, important meetings, etc.?



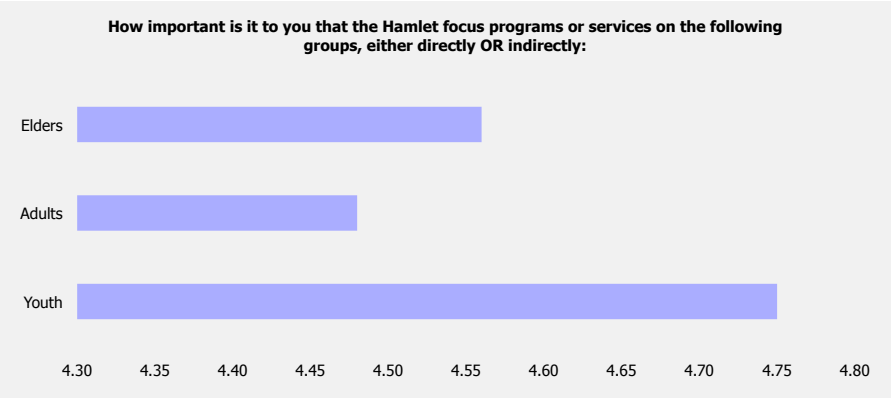
□
Fort McPherson Hamlet ICSP

How important is it to you that the Hamlet focus on the following areas, either directly OR indirectly?							
Answer Options	Not important	neither important nor unimportant	Important	Very important	Extremely important	Rating Average	Response Count
Water delivery	2	3	23	29	80	4.33	137
Sewage	2	2	29	28	83	4.31	144
How well it governs	4	6	33	27	68	4.08	138
Recreation	1	1	25	34	81	4.36	142
Education & training in the community	0	3	21	26	92	4.46	142
Bylaw enforcement	1	2	24	31	85	4.38	143
It's own financial health	2	7	26	27	80	4.24	142
Fire & safety	0	4	20	30	89	4.43	143
Community capacity building	0	5	39	26	72	4.16	142
Culture	1	1	25	30	85	4.39	142
Economic development	0	3	35	21	81	4.29	140
Health	0	3	24	20	94	4.45	141
Reducing costs to residents	1	1	17	21	102	4.56	142
Environment	0	0	21	17	100	4.57	138
Other	0	0	6	4	22	4.50	32
answered question							144
skipped question							5



Fort McPherson Hamlet ICSP

How important is it to you that the Hamlet focus programs or services on the following groups, either directly OR indirectly:							
Answer Options	Not important	neither important nor unimportant	Important	Very important	Extremely important	Rating Average	Response Count
Youth	0	0	8	20	116	4.75	144
Adults	0	0	26	24	95	4.48	145
Elders	4	2	12	17	108	4.56	143
answered question							145
skipped question							4



10.0 Appendices

III. Community presentation

Hamlet of Fort McPherson

Integrated Community Strategic Plan • November 11, 2009

Welcome

Welcome

Agenda

- Welcome (2 min.)
- Introduction – why we are holding this workshop (5 min.)
- Overview of the survey (10)
- Discuss these questions: (45 min)
 - Our challenges as a community
 - What should or could the Hamlet do to address these challenges
- Further thoughts (5 min)
- Thank you

What is an ICSP

Integrated Community Strategic Plan

1. Capital Plan
2. Human Resource Plan
3. Energy Plan
4. Strategic Plan

What we've done

- 1. Read reports from the past 15 years
- 2. Community Survey
- 3. Capital planning
- 4. Energy planning
- 5. HR planning
- 6. On-going conversations with community leaders and members

What do we want tonight?

Community input!

- Did a community survey (150 responses)
- Now its time to talk face-to-face

Community Survey

Who responded?

- Adults (62%)
- Young adults (18%)
- Elders (15%)
- Teens (5%)
- Youth (1%)

Community Survey

Who responded?

- Women (66%)
- Men (34%)

Community Survey

Responsibilities

- 64% are responsible for children living in the Hamlet
- 53% have an elderly parent living in the Hamlet

Community Survey

Top Challenges – themes

- Economic development → jobs
- Social problems (drugs/alcohol/gambling/abuse)
- More variety of things for youth/teens to do
- Clean up the town & roads → make us proud
- Make the town more affordable to live in → water, heat, electricity
- Improve recycling

Community input

Questions for tonight:

- Where do we want to go as a community?
 - What is our community vision?
- What needs to be done to reach our vision?
 - Let's make a list
- Who might take the lead on this list?
- Who can help?


Community input

Two ways to help

1. *Directly* – this is something the Hamlet has the responsibility to work on.
2. *Indirectly* – this is something the Hamlet doesn't have the responsibility for, but could help organize a solution

Thank you!

Together we make Fort McPherson stronger.



Fort McPherson Community Meeting
November 18, 2009

Attendance: 20 people

Key ideas from the meeting

Less dependence on alcohol

- need to make alcohol less of a “solution” for those who have troubles
- only a few people are a problem
- those few cost us all a lot

Need to build a healthier community -- both body and soul

- More sports and social facilities for youth?
- Coffee shop for elders to socialize?
- More social get-togethers for all ages, i.e. breakfasts
- By gathering, we get to know one another
- These social events need to be on-going
- There is already lots for kids to do, but it is often not coordinated well or communicated
- Youth have a responsibility to get involved too --> not just an adult responsibility
- More on-the-land activities for kids
 - Coordinate with school for winter AND summer program

Update infrastructure

- Year ‘round community gym
- Replace aging buildings, such as swimming pool

Make Fort McPherson a desirable place to live and raise a family

- Need to create job and social opportunities here so youth can see there is a future here
- Create more jobs, apprenticeship opportunities
- Jobs = feel good about yourself
- Sustainable communities = decent wages and family incomes
- Can organizations offer job shadowing or mentoring
- Problems --> not enough jobs for all apprentices, even if we wanted to hire them all
- Maybe we should encourage youth to leave for education and training, but have a nice community for them to come back to when they want to settle down.

Education

- Must be meaningful, quality, and equal to “down south”
- Perhaps make it more practical, i.e. focus on teaching via everyday life experiences, not theoretical
- Takes the whole community to teach a child

- Teach youth on the land and in town
- Support Arctic College in trades training, secretarial and management training
- Think about how to take care of kids who fall through the education “crack” --> how to get them back into the education stream
- All hamlet organizations need to pick up the grads

Community organizations

- All organizations must work together --> stop protecting your own “turf” and focus on servicing the residents of Fort McPherson
- Cut through the bureaucracy --> work together
- Need better coordination among all hamlet organizations --> Hamlet Council can take the lead in organizing this.
- Inter-Agency Committee required so that groups can better coordinate their efforts, cut time and cost to provide services
- Perhaps a Community Assembly is required where all community groups report to citizens, not just DGO/Band groups
- Improve information --> on-going community newsletter with useful information featuring stories about all organizations
- Community e-mail list to “push out” important information

Open world to our youth

- We must open the eyes of our youth to the world beyond Fort McPherson
- Trips outside the territory and even the country are required to build self confidence and open our children’s eyes to what’s available out “there”
- Real life experience can be gained by travel
- Learn “going south” skills at an early age
- So, look for opportunities for kids to travel and get out
- Will build pride in their community when they meet strangers and talk about their community

10.0 Appendices

IV. Hamlet Council presentation

Hamlet of Fort McPherson

Integrated Community Sustainability Plan • February 23, 2010

Presentation to Council

Welcome

Agenda

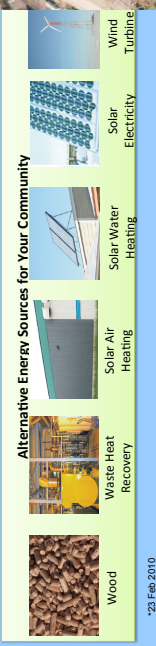
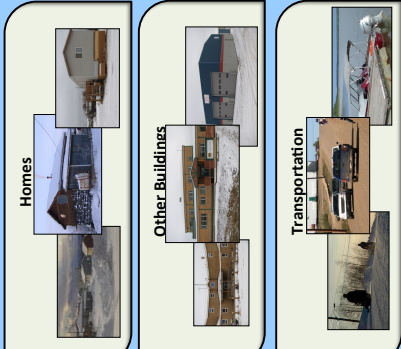
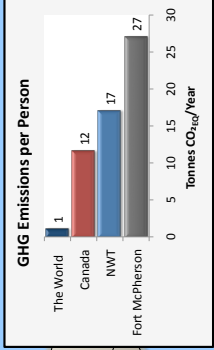
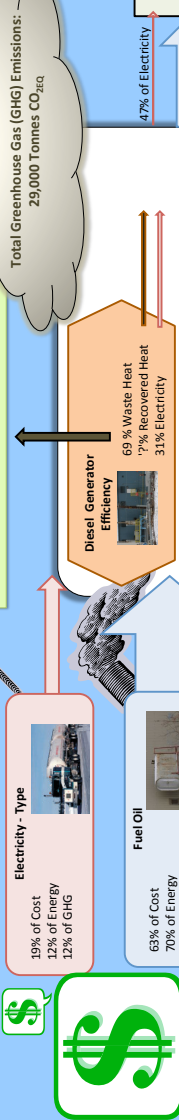
- What the government asked for (5 min.)
- What is a sustainable community (5 min.)
- How sustainable is this community today (10 min.)
- Fort McPherson ICSP objectives (5min.)
- Attributes of a sustainable Fort McPherson (10 min.)
- Vision (draft) (10)min.
- Goals → Objectives → Actions 45 (min.)
- Next steps (5 min.)

10.0 Appendices

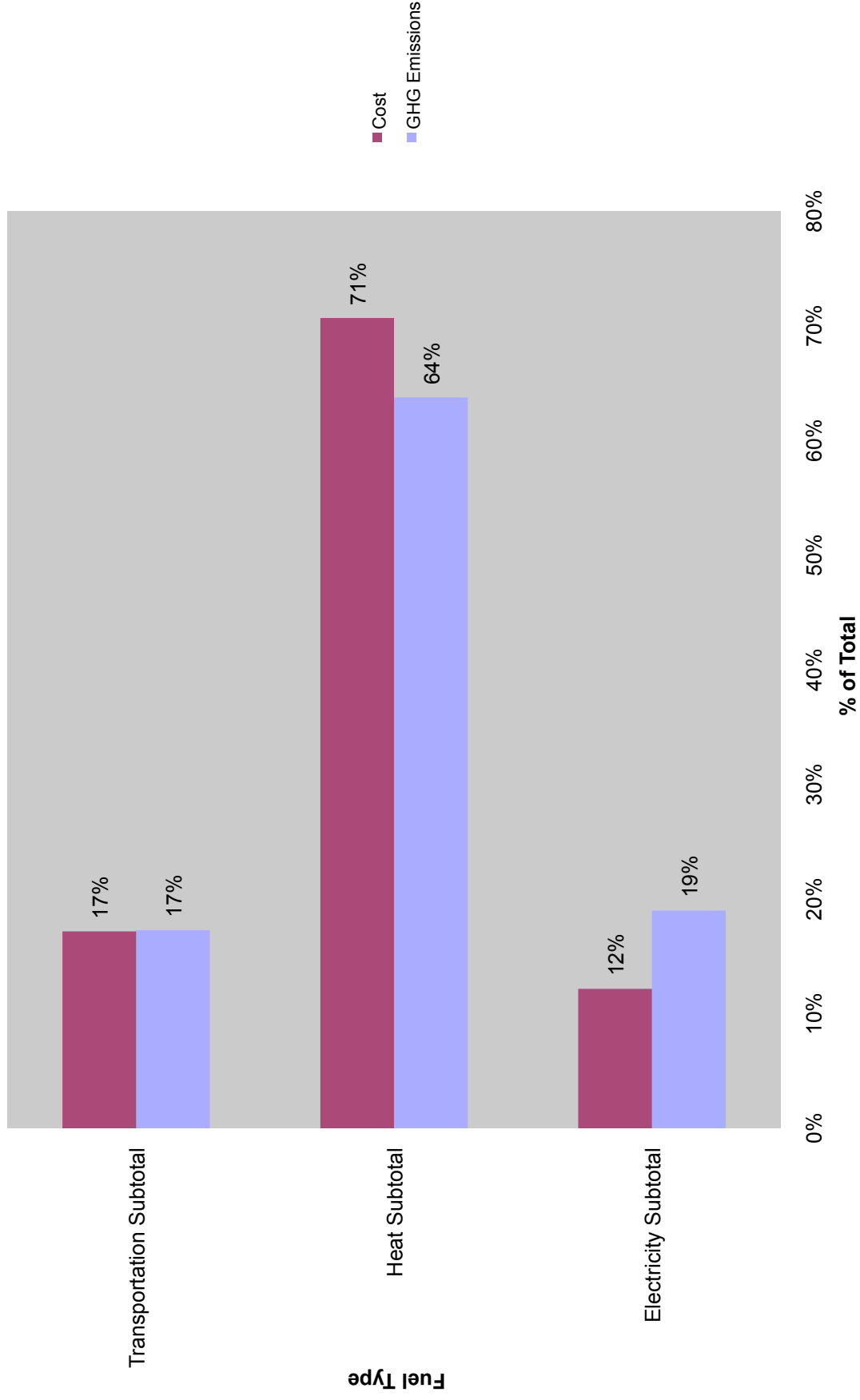
V. Fort McPherson energy profile

Fort McPherson Energy Profile 2007/08

Population: 804
 Total Cost: \$10,000,000
 Total Energy: 310,000,000 MJ



How much energy does our community use?



Energy Source Input Data

Energy Source Input:	Amount	Units	Energy Conversion	Energy	% of Total Energy	Arrow Height Inches	Conversion to "Useful" energy	"Useful" Energy	Cost/Unit	Total Cost	% of Total Cost
Diesel (Electricity)	982,980	Litres	38.40	37,746,432	MJ/yr	0.4	3.31 L/KWh	3,256,000	\$ 2.00	\$ 1,967,000	19%
Natural Gas (Electricity)	-	m³	37.50	-	MJ/yr	0.0	- kWh/m³	-	\$ -	\$ -	0%
Hydro (Electricity)	-	kWh	3.60	-	MJ/yr	0.0	1.00	- kWh (electricity)	\$ -	\$ -	0%
Wind (Electricity)	-	kWh	3.60	-	MJ/yr	0.0	1.00	- kWh (electricity)	\$ -	\$ -	0%
Solar PV (Electricity)	-	kWh	3.60	-	MJ/yr	0.0	1.00	- kWh (electricity)	\$ -	\$ -	0%
Electricity Subtotal	5,708,274	Litres	38.40	219,197,722	MJ/yr	2.1	80% efficiency	3,256,000 kWh (electricity)	\$ 1.15	\$ 1,967,000.00	19%
Fuel Oil (Heating)	-	m³	37.50	-	MJ/yr	0.0	- MJ (heat)	175,358,177 MJ (heat)	\$ -	\$ 6,564,515	63%
Natural Gas (Heating)	-	Litres	26.60	-	MJ/yr	0.0	78% efficiency	- MJ (heat)	\$ -	\$ -	0%
Propane (Heating Res)	-	Litres	26.60	-	MJ/yr	0.0	78% efficiency	- MJ (heat)	\$ -	\$ -	0%
Propane (Heating Other)	-	Litres	26.60	-	MJ/yr	0.0	78% efficiency	- MJ (heat)	\$ -	\$ -	0%
Wood - chopped (Heating)	241	Cords	19,800	4,771,800	MJ/yr	2%	60% efficiency	2,863,080 MJ (heat)	\$ 150.00	\$ 36,150	0.3%
Wood - pellets (Heating)	-	tonnes	19,700	-	MJ/yr	0.0	75% efficiency	- MJ (heat)	\$ -	\$ -	0%
Waste Heat Recovery (Heating)	-	MJ	1	-	MJ/yr	0.0	100% efficiency	- MJ (heat)	\$ -	\$ -	0%
Solar Hot Water (Heating)	-	MJ	1	-	MJ/yr	0.0	100% efficiency	- MJ (heat)	\$ -	\$ -	0%
Solar Hot Air (Heating)	-	MJ	1	-	MJ/yr	0.0	100% efficiency	- MJ (heat)	\$ -	\$ -	0%
Heat Subtotal	1,200,879	Litres	33.70	40,469,622	MJ/yr	0.4	12.00 L/100km	178,221,257 MJ (heat)	\$ 1.20	\$ 6,600,665	64%
Gasoline (Vehicles)	-	Litres	38.40	-	MJ/yr	0.1	10.00 L/100km	10,007,325 km (transport)	\$ -	\$ 1,441,055	14%
Diesel (Vehicles)	289,823	Litres	38.40	11,129,203	MJ/yr	0.1	10.00 L/100km	2,898,230 km (transport)	\$ 1.20	\$ 347,788	3%
Transportation Subtotal	289,823	Litres	38.40	11,129,203	MJ/yr	0.1	10.00 L/100km	12,905,655 km (transport)	\$ 1.20	\$ 1,788,842	17%
Total Energy Input	804	Population	313,314,779	MJ/yr	100.0%	3.00		12,905,655	\$	\$ 10,356,508	100.0%
Useful Percentage	23%		389,695	MJ/yr/person				\$	\$	\$ 12,881	lyr/person

Electrical Demand Data

Energy Demand:	Amount	Units	Energy Conversion	Energy	% of Total Energy	Arrow Width Inches	% of Electricity	Cost/Unit	Total Cost
Electricity (Residential)	1,528,000	kWh	3.60	5,500,800	MJ/yr	0.05	47%	\$0.628	\$ 959,000
Electricity (General)	1,670,000	kWh	3.60	6,012,000	MJ/yr	0.06	51%	\$0.580	\$ 968,000
Electricity (Street Lights)	58,000	kWh	3.60	208,800	MJ/yr	0.00	2%	\$0.690	\$ 40,000
Total Electricity	3,256,000	kWh		11,721,600	MJ/yr			\$0.604	\$ 1,967,000

Diesel Generator Analysis

Energy	Amount	Units	Energy Conversion	Energy	% of Total Energy	Arrow Width Inches	% of Generator Output
Total Diesel Electricity	3,256,000	kWh	3.60	11,721,600	MJ/yr	0.1	31%
Diesel Fuel Use in Generator (2003-2004)	982,980	Litres	38.40	37,746,432	MJ/yr	N/A	N/A
Waste Heat From Diesel Generator	3.31	kWh/Litre^{F_Q}		26,024,832	MJ/yr	0.2	69%
				31%	Efficiency		

Natural Gas Generator Analysis

Energy	Amount	Units	Energy Conversion	Energy	% of Total Energy	Arrow Width Inches	% of Generator Output
Total Gas Electricity	0	kWh	3.60	0	MJ/yr	0.0	#DIV/0!
Natural Gas Fuel Use in Generator	0	m³	37.50	0	MJ/yr	0.0	N/A
Waste Heat From natural Gas Generator	#DIV/0!	kWh/Litre^{F_Q}		#DIV/0!	Efficiency	0.0	#DIV/0!

For input data sources please see the Community Data.xlsx file.

Fuel energy conversion values from AEA's Standardized Technical Values Dec.09

Conversions to CO2 from AEA Standardized Technical Values

Energy Related GHG per person (Tonnes CO₂/year)

10.0 Appendices

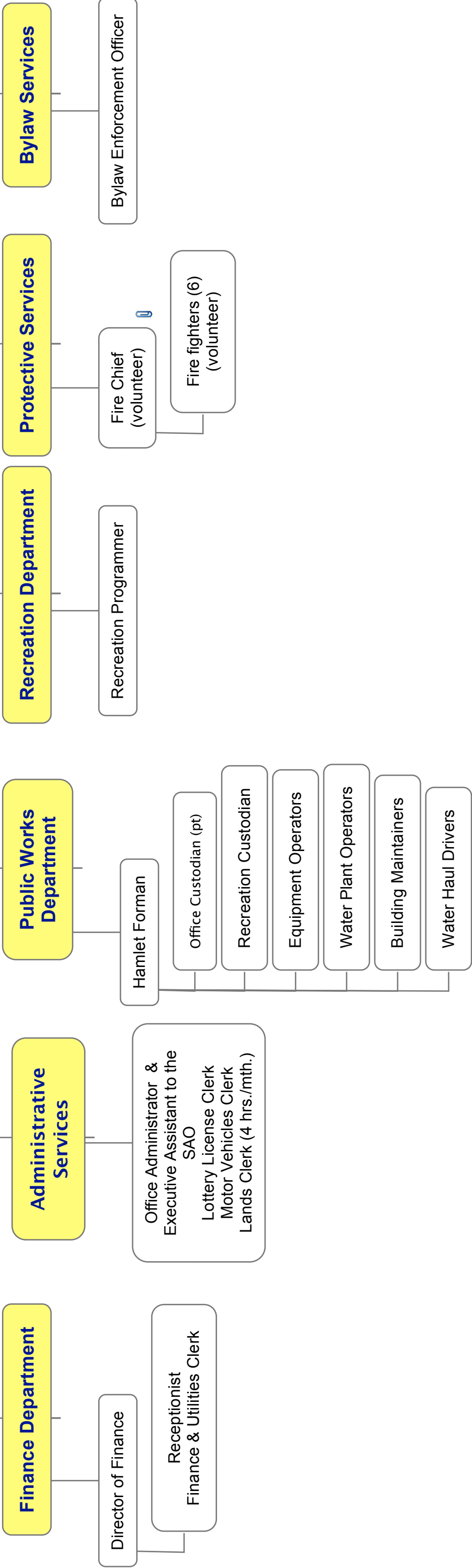
VI. Organizational chart (proposed)



Council



Senior Administrative Officer



10.0 Appendices

VII. Five-year Capital Plan

HAMLET OF FORT MCPHERSON
Proposed projects to be integrated into capital planning 2010/2011
D R A F T

Hamlet Garage	\$	500,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	500,000
Curling Rink repairs	\$	80,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	80,000
Chip Seal	\$	-	\$	2,000,000	\$	-	\$	-	\$	-	\$	-	\$	2,000,000
Arena Complex Upgrades	\$	325,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	325,000
Sidewalks - repair and expand	\$	165,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	165,000
Drainage - ditches/culverts	\$	250,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	250,000
Hamlet buildings - insulation upgrade	\$	50,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	50,000
Swimming Pool	\$	-	\$	-	\$	-	\$	90,000	\$	90,000	\$	900,000	\$	990,000

Totals:	\$	1,370,000	\$	2,000,000	\$	-	\$	90,000	\$	900,000	\$	4,360,000
----------------	----	-----------	----	-----------	----	---	----	--------	----	---------	----	-----------

10.0 Appendices

VIII. Band workshop outcomes

(Please note that the Workshop was held independently of the ICSP, but information from it has been included in the Plan.)

Submitted By: Leslie Williamson
Facilitator for Ft McPherson Strategic Planning
Workshop
June 16-18, 2009



*Projects and Programs suggestions for Strategic Planning
June of 2009*

Needs in the community...broken up into different areas the group decided on unmet needs that they would like to see addressed.

Economic Development

Suggestions for projects and programs that could enrich what is currently taking place.

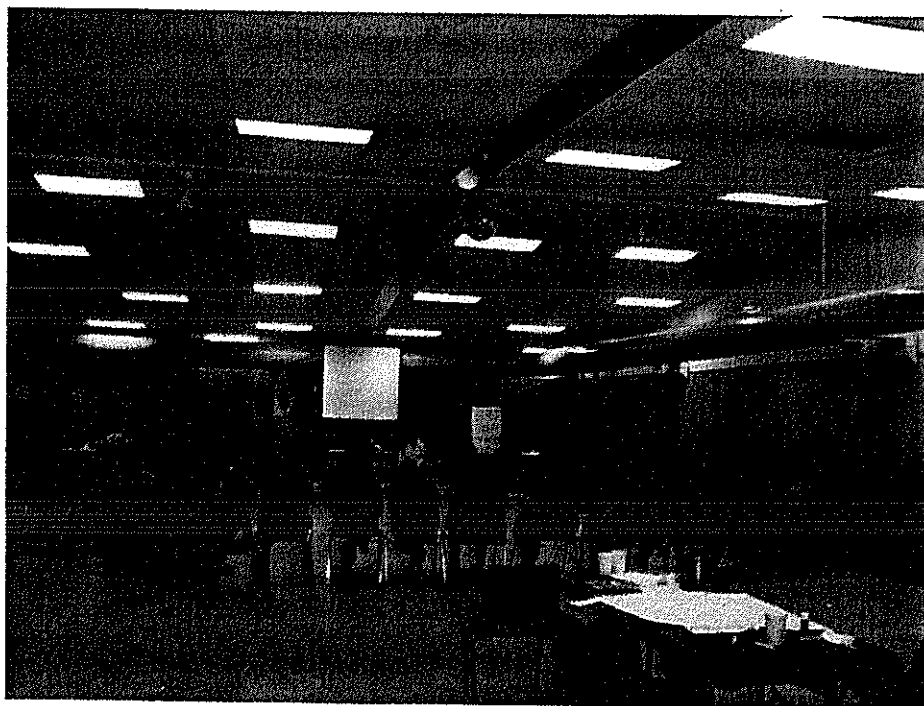
- *Start up a Laundromat business with showers*
- *A coffee shop that's open late for people to visit*
- *A craft shop - selling local crafts for the tourists etc.*

- *And information centre for tourists - and a place for teaching traditional values*
- *A bakery business*
- *Community flea markets*
- *Sales of traditional foods*
- *Have tour guides in the community - with a boat to view traditional sights, offer hiking, ski-dooing*
- *A convenience store that provides basic needs and is open later in the day with gas station*
- *Car wash*
- *Youth could be paid to clean yards, shovel snow, walk dogs, babysit, run bake sales and chop wood.*
- *Start up a Bed and Breakfast - could be a family business for someone*
- *Have a movie nigh - pay to enter, sell popcorn - could be run by the youth, they could draw a wage and organize it.*
- *Have talent shows - pay an entry fee, sell food at the canteen*
- *Organize carnivals and music festivals*
- *Hard ware business*

Education

- *There is a need for more funds targeted toward education projects*
- *Have more outdoor and indoor programs.*
- *The classes are over crowded so more class room space and teachers to teach them.*
- *Curriculum needs to be changed*
- *Have after school and evening programs*
- *Offer tutoring for support*
- *Bring in different workshops to train community members*
- *Have more aboriginal teachers*
- *Support the youth coming out of grade 12 in the direction of college programs or university*
- *Bring more resource people into the school*
- *Bring in more Trades training programs - work in creative ways so E.I. fund the training - find out how this can be done.*
- *Have a career fair - to inspire our youth for a career*
- *Offer incentives for the students so they will work towards a goal of achievement academically.*
- *Offer health programs in the school.*
- *Offer life skills training, as well as sewing and cooking.*

- *Have leadership programs - mentor our future leaders in strong leadership skills - boosting their self- esteem*
- *Workshops for - parenting skills*
- *Start a fitness center*
- *Start up a library*
- *Don't pass students on to the next grade until they are ready academically - not because of their age.*
- *Change the quality of the teaching - make sure the students are learning to the level they need so they can get into university and college.*
- *Bring prayers and the national anthem back into the school.*
- *Provide guidance counsellors for the youth in the school that will assist with making career choices - so the students will know that they need to accomplish to start into a career.*
- *Support out athletes financially, coaching and with mentors*
- *Acquire budgets and financing for education programs*
- *Need a liaison worker that is aboriginal for the people*
- *Need for more aboriginal people that are role models - start a project of create posters that will demonstrate these roles models in the community.*
- *Make more effort to educate community members on programs that are currently available for them to access.*



Health Services

- *Advertise that more nurses, doctors eye doctor, dental team etc. are needed in the community. - report this need to Health Canada*
- *Acquire and bigger transportation van*
- *Start physical fitness programs*
 1. *for the Elders*
 2. *the youth*
 3. *younger children*
 4. *and rest of the community*
- *invite more visits from the Health inspector - more attention paid to the health issues in the community - the patients - have the store checked for expire dates on the food being sold, led in the toys and other concerns regarding how the peoples health is impacted.*
- *continue to clean up the town for health reasons*
- *Request that nurses come to the homes when an Elder or someone just cannot come to the nurse station.*
- *Update the equipment at the nurse station.*
- *Have more pamphlets, posters and use the radio to educate the community on health issues*
- *Offer a food safety course.*
- *Educate on the traditional medicines*
- *Monitor the Elders medications more closely - support workers to be educated on this so they can support the Elders in this area.*
- *Utilize the Tloondih camp more often*
- *Have workshops on: loss and grief, suicide prevention, personal development skills, parenting, addiction, trauma recovery, residential school and its impact intergenerationally, self esteem - youth empowerment.*
- *Offer counselling for parents that are struggling and need more support.*
- *Promote a dry community - Champaign*
- *More counselling for the residential school students that are getting money and have to tell their story - bring in workshops to assist them with their process during this time.*

Recreation

- *Bring in curling - teach how to play, create programs and tournaments*
- *Coaching clinics and first aid/cpr*
- *Generate more volunteers - need more commitment of planning*
- *For supporting the different programs*
- *Ask parents, teachers, RCMP and other community members - encourage new people to volunteer.*
- *Upgrade recreation facility/and equipment*
 - a. *Do some fund raising for this - bingos, garage sales, raffles and bakes sales.*
 - b. *Write proposals*
 - c. *Need more access to the facilities - gym (summer evenings) & arena*
- *Have more on the land projects - bush skills, Survival skills, Ski doo trips, Hiking, Trapping, Hunting, Fishing*
- *Build a swimming pool*
- *Build a soccer field*
- *Have programs that cover - canoeing, snow shoeing, skiing, cooking class, dance lessons*
- *Use the gym for yoga classes, traditional dancing lessons, and education on nutrition.*
- *Have craft classes - sewing and beading*
- *Teach gardening for beautification of the community*
 - a. *Plant around the band office building*
 - b. *Issac's garden upkeep*
 - c. *Meals on wheels (have traditional foods)*
 - d. *Playground - parks and picnic areas*
 - e. *Organize tournaments between communities*
 - f. *Fund raise to pay volunteers to keep activities going*

Have a hang out centre for darts, dances, and games for different age groups

Offer Elders activities - walking, exercise, visits, and weight lifting

Let people know when the recreation events are happening over the radio CBQM and posting

Have community tournaments

Social gatherings

Have clubs for - self defence, shooting, Rangers, cub scouts, brownies, big brothers and sisters.

Culture and Tradition

- *Workshops on the land: net setting, trapping, hunting, fishing, snowshoe making, sewing, tanning hides, story telling language, tent setting, wood, traditional medicine, dancing, spiritual development, berry picking, cooking, setting rabbit snares, music.*
- *Teach GPS and mapping course*
- *Teach respect for the land and animals.*
- *Survival skills: boat, ski doo, gun, mapping (trails and river) clothing (how to dress in different weather) How to read the weather, how to make lean-to and snowshoes, make fire, educate on what items need to going on trips, food.*
- *Who will do the workshops - teach safety courses*
 Elders - middle age and youth
 Resource people - proposal writers
 Teachers
 E.N.R.
 Instructors: boat, fire arm safety course
 GPS mapping

Funding - where to find it

Government agencies E.N.R. - I.T.I. - through economic development
Other- RRC, TGC, GTC, GSCI
Oil companies - INAC
Donations from stores and organizations.

What could be used for these activities:

Tloondih camp

Midway

Rock River

Bush camps

Learning

Recreation complex

Infrastructure, housing, community environmental issues

- *Store for the hardware business*
- *More maintenance of the community land - beautification*
 - *Fix and build fences*
 - *Build gates and repair existing ones*
 - *Pave the roads in town*
 - *Renovate homes, paint them and doors*
 - *Electricity levelling*
- *Outside lights for the winter*
- *More new homes*
- *Take down the old condemned buildings*
- *Bring in recycling bins and boxes*
- *Provide garbage boxes*
- *Build side walks*
- *Have a solar system for each house*
- *Build dog houses*
- *Build a freezer house for the community*
- *Build picnic areas*
- *Plant trees along the roads*
- *Build play grounds*
- *Build an indoor swimming pool*
- *Have a year round fitness centre*
- *Renovate graveyard*
- *Build a green house*
- *Build a river dock*
- *Build a theatre house*
- *Start a saw mill*
- *Clean up the camps*
- *Clean up the pay phone - gas tanks*
- *Build a library*
- *Build a bridge - Mackenzie river and Peel River*
- *Build historical sites around town*
- *Build an outdoor entertainment stage with benches*
- *Have benches along the river bank, store and spots around town*
- *Youth to clean elders yards*
- *Burn willow chips for firewood - start a business for gathering the willow and chipping it to sell to community - David K.*

Day II

Continuation of projects and programs

Prioritizing

Decide with projects need to be priority.

Think about how the project will impact the community.

Think about how big the project is - how long it will take to implement it.

Tell us why you have decided this is a project that needs to be prioritized.

Infrastructure

#1 Take down old buildings, clean up the town by taking old garbage away from town.

The hamlet's fire department, maybe MVC can burn and tear down old buildings

It's important for our health and safety of our children.

Places such as first doc & bush camp which can be taken care of by RRC

#2 More street lights for winter

Too dark for people in some places in town, important for safety and Halmet can over see this.

#3 River Doc at the river bank, 8 miles, last doc

This can be taken care of by RRC - important for safety of everyone who uses the docs

#4 Renovations - building new camps on the land.

This can be done for Elder's who want to go back on the land, a close by community campy for Elders could also be built for day use. This could be used by the community for teaching traditional values.

Could come from the RRC band.

Infrastructure continued

#5 Picnic tables, benches, side walks, dog houses, garbage boxes.

Use the bands sawmill to create there projects, create employment projects for unemployment, jobs for youth, the could improve many areas all round town.

Can also be the start of an apprenticeship program for future carpenters.

#6 Playgrounds around town.

Upgraded current playground, place new playgrounds in needed areas. I.E. each organization can donate for playground for different places in town.

#7 Traditional Murals and graffiti for youth.

On buildings, such as organizations and abandoned buildings, funding can come from different organizations in town. Which can become nice senses and beautify the down, at the same time acknowledge peoples art and talent.

#8 A central arbour - one for winter and one for summer.

For cultural events, build in a circle form, for main gatherings.

This can be taken care of by the band or different organizations can get together to make this happen.

This project can contribute to employment and continued apprenticeships for those interested in learning to be carpenters and builders.

#9 Community beautification course

Grow grass, greenhouse established, plant flowers, but willows, rocks, soil.

This can be done through justice committee, band, Hamlet.

Infrastructure continued

#10 Freeze house built

Store meat for people who can't afford freezers, reduce power for community.

Can be taken care of by RRC

#11 Fitness Centre

Important for offering opportunity for healthier life styles

Can be done by Band or Hamlet.

#12 Historical sties and renovate graveyard.

More traditional sites in different places in town. , renew crosses and fences

Access fund fro INAC

Health

#1 Transportation bus/van

Will enable Elders to afford taxi fare to H/C, stores and other places in the community.

Elders and youth councils need transportation to do out of town trips (conferences, healing groups etc.)

For safety of Elder's being transported rather than walking on high traffic roads.

More community involvement and participation.

#2 Long Term Care Facility

Elders can stay in community

Will create jobs, with a home care program.

Youth involvement to learn skills.

Family members don't have to see their family leave the community

Makes community feel better knowing that they will be taken care of.

This is a MAJOR ISSUE and could take up to 5 years to implement.

#3 Need or more nurses and doctors

House call for terminally ill patients

Permanent doctor needed - once a month isn't enough time.

Statistically there are more Elders and middle aged community members to prepare for in the future.

We'll have more healthy community members

Will reduce amount of appointments for the one week visit.

#4 Community clean up.

In general the people in the community feel good to see a clean community.

Also it's good for tourism and other visitors that come to town to see a clean well kept environment in our town.

We as a community can have a sense of pride in ourselves as we are the caretakers of our town.

#5 Parenting skills training

Young parents needs support

Their lack of discipline will improve as they feel supported in their parenting

They can learn on the land and have pride in themselves and teach their children those skills

It shows respect for members in our community that are struggling.

Education

#1 Training

Setting goals.

In trades

Post secondary education

Community member's awareness

Be prepared - actively, physically and mentally.

How will this project impact community?

People will be educated in trades and possibly own their own business.

Create good role models

It's a part of rebuilding our community.

We will have our own aboriginal tradesmen.

We'll have certified red sealed workers and journeymen to do the work in our own community.

How long will it take to implement this different training?

4-5 years are what most apprenticeships take to complete.

#2 Educate community members on projects and programs that are available already and the new ones that come up.

Aurora College

Education training with Tribal council

TGC

Income support

Language center

Aurora - GTC - Inuvialuit has a mobile training program

Canvas shop has training available

GNWT

DIAND

MACA

This could impact the community in many positive ways:

Create more jobs

We'll have more trained people

Less people will be on income assistance.

Role models come out of programs like this

It will build self-esteem.

There could be less social problems in the community.

More youth will be seeking jobs after graduation.

More people will start apprenticeships.

It can create long term careers.

How long could this take:

This could take as long as 2 years with required instructors depending on which career choice is made.

#3 Promoting students to the next grade level.

Have adequate education to move on to the next level.

Require exams to move on to next level.

Have study periods after school.

Have tutors for the students

Have assistants for extra help in the classroom

Have certified counsellors

*Educate parents to get involved in child's education.
Start life skills in preschool.*

The impact could be

Students will be prepared to go to the next level

It will build more confidence in our students

There will be improved self-esteem

Parents will feel more secured knowing their child can make it academically.

Teachers will feel more support and appreciated.

To implement this it could take:

2 years

Education act

DEA

MLA

Community will need to help and get behind the changes needed.

#3 Leadership programs

Educate students/and people on land claims.

Teach them traditional knowledge

Be a healthy role model

Teach parenting skills - sex education can be a part of that.

Teach life skills

Work with the addictions issues around alcohol and drug abuse

Support spirituality

Promote health eating

Teach public speaking for self esteem building

This project will impact the community by:

Adding more knowledge

Creating a positive environment

Build self-esteem.

We'll have healthier community members.

There will be more activities available

There will be a brighter future for the younger people in our community.

To implement this project it could take as long as:

Starting with the high school students

Then the college students

#4 Life skills training

Sewing

Cooking

Hunting

Literacy

Self-esteem building tools

Job training

Trapping

First aid, CPR and safety training.

Use Thloondii

Resources are Elders

How will this project impact the community?

We will have qualified students to take on jobs.

It will build self-esteem.

It can prepare students for further education.

How long will it take to implement?

2 months with qualified instructors and follow ups.

Culture

#1 Old way Survival skills training

This is very important before going out on the land.

Tent setting snare setting

Wood net setting

Cooking hunting skills

Fire making traditional

Why: It's very important for the young middle age to learn survival skills

If more people know the skills more people will go out on the land.

The impact could be: will build self-esteem, build courage in all areas of life, because if they got lost on the land they'll know how to survive on the land. Will support their spirituality, teach leadership skills, and teach self organization, they will become more respectful of self, others and the land. There could be less substance abuse, crimes committed and less jail time.

How long to implement?

The survival skills workshop course can be taught in the fall & spring on the land in 5 days to 2 weeks.

It could also be implemented into the school curriculum.

Recreation

#1 Proposal writing for funding for the different projects - hire an assistant that is skilled in proposal writing. For:

Coaching clinics

First aid/CPR

Equipment

Facility up keep

Paid positions to run the programs

Honorariums for volunteers on the committees

Advertising - posters newsletter, community forum,

The impact this could have on community:

It could bring families together

Give youth something to do.

Reduce crime rate in community

Encourage more Elder involvment

Promote a healthier community physical activity, tournaments between communities and schools.

When teams come to town for a tournament the town will benefit economically as money is spent.

How long could this take to implement?

A few months once the proposals are sent in, maybe sooner.

Funds can be raised immediately with community involvement through volunteers.

Economic Development

#1 Laundromat with convenience store, showers, coffee shop and gas station all in one place.

The impact would be:

It would generate more money when tourists come to town.

It would be helpful for people in the community that don't have a washer and dryer.

Large families could benefit from it.

A coffee shop brings people together - increases social activity.

VISION STATEMENT

Final

As Gwich'in we will work together respectfully to empower our youth, elders and community as a whole to preserve our traditional values. Through pulling together collectively, we will keep our focus on optimum health, education, and spiritual wellness as we promote and remain focused only on what will best serve.