



TRAINING
POLICY COMMITTEE
from dreams to legacy



2015/16
**ANNUAL
REPORT**





OUR MISSION

To assist Yukon First Nation People to obtain training that will help them implement their land claims and self-government agreements and fully participate in the economic opportunities arising from their implementation.

TPC does this by providing expertise, funding and support, and by promoting training initiatives and approaches that meet Yukon First Nation needs. Our work is anchored in tradition and culture, built on innovation, and informed by strong connections with Yukon First Nations.

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MESSAGE FROM THE CHAIR

This year was a year of exciting growth for the Training Policy Committee. Our understanding of training approaches that work for Yukon First Nations specifically—and the difficulties and challenges they experience—has grown significantly as a result of two innovative TPC-initiated projects, the *Baseline Assessment Project* and the *Rebuilding Yukon First Nations Literature Review*.

These projects, along with ongoing research into existing training supports, services and tools for Yukon First Nations, were made possible by an increase in our implementation related funding. This fiscal year our operation budget was doubled, the first significant increase since TPC was established over 20 years ago.

We grew our organizational efficiency over the year, working on inventorying and digitizing our records, developing new policies and increasing our staff. During this year, we shared an administrative support person with CYFN to help our hardworking Executive Director, Shannon Audette, with the expanding workload.

TPC also began planning for a move to a larger office and for the recruitment of additional staff. The relocation will allow us to establish a resource centre which will move us closer to our vision of being a hub for support and information on appropriate training opportunities and approaches for Yukon First Nations people. Our expansion will ensure we can continue to be responsive to pressing training issues and to help with long-term capacity building plans.

Importantly, the 2015/16 fiscal year saw an exciting growth of over 575% in the funds that we committed to support Yukon First Nations training and capacity building projects. More dollars on the ground means more capacity building for First Nation beneficiaries.

At the same time, we have been increasing our understanding of trust management and how to effectively invest our resources to ensure strong but safe growth of the Yukon Indian People's Trust Training Fund (YIPTT). We hope to implement some of these changes in the coming year.

All of these initiatives flow from the strategic goals we adopted in the previous year, and these same goals will continue to guide us into the next. We look forward to another year of growth, innovation, collaboration and service to Yukon First Nations.

Tosh Southwick
Chair, Training Policy Committee

TPC COMMITTEE MEMBERS

Committee members are responsible for the leadership, strategic direction and stewardship of the Training Policy Committee (TPC) and the Yukon Indian People's Training Trust (YIPTT).

There are five TPC members; three are appointed by CYFN, one by the Government of Yukon, and one by the Government of Canada. Both government representatives are senior government officials who have the authority to represent their government in education and training matters.

TPC members and staff (as of March 31, 2016)



Tosh Southwick (*Chair*)
Council of Yukon
First Nations



Karen Wienberg (*Vice-Chair*) Government
of Canada



Mike Vance
Council of Yukon
First Nations



Judy Arnold
Government of Yukon



Patricia Martin
Council of Yukon
First Nations



Shannon Audette
(*Executive Director*)
Training Policy Committee



TPC VISION

Our vision for the future in the Yukon

Grounded in their traditions and culture, Yukon First Nation people are proudly and confidently working in their communities, governments and beyond.

Our vision for the future of the Training Policy Committee

The Training Policy Committee is the Yukon hub for support and information on appropriate training opportunities and approaches for Yukon First Nations people.

TPC MISSION & VALUES

OUR MISSION

To assist Yukon First Nation People to obtain training that will help them implement their land claims and self-government agreements and fully participate in the economic opportunities arising from their implementation.

TPC does this by providing expertise, funding and support, and by promoting training initiatives and approaches that meet Yukon First Nation needs. Our work is anchored in tradition and culture, built on innovation, and informed by strong connections with Yukon First Nations.

OUR VALUES

Respect

TPC values the diversity, experience, traditions and culture of all of its members, staff and clients.

Openness

TPC is receptive and responsive to new ideas and innovative approaches to building capacity with Yukon First Nations beneficiaries.

Accountability

TPC follows through on its mandate and operates in a transparent manner that ensures beneficiaries, Yukon First Nations and the Parties to the UFA are informed of our activities.

Future Oriented

The long-term training interests of future generations of beneficiaries guide TPC's decisions and planning initiatives.

Collaboration

TPC works closely with others and fosters connections among our partners.



TPC MANDATE

Section 28.7 of the UFA outlines that the TPC shall:

- establish training programs for Yukon Indian People;
- develop a training plan which addresses matters identified in the implementation plans;
- develop a work plan to be included in the Umbrella Final Agreement implementation plan;
- develop guidelines for expenditure of money from the Trust;
- expend the money in the Trust in accordance with the approved work plan;
- prepare an annual report to be delivered to the parties to the Umbrella Final Agreement; and
- establish consultative arrangements between Government and Yukon First Nations to ensure effective and economical integration of existing programs with new programs established by the training plan.

WORKING TOWARDS OUR GOALS

In the previous fiscal year (2014-15), TPC completed a new strategic plan. The goals in the three-year (2015-2018) plan provided a framework for our work in this first full year.

Our 3-year strategic plan goals:

- Yukon First Nations and partners are accessing TPC's information and expertise on training approaches that work for First Nations.
- Yukon First Nations have improved access to supports and services that are relevant to their training needs.
- TPC has increased its operational efficiency & effectiveness.
- Available YIPPTT funding is being reliably accessed for projects that support YIPPTT's "Beneficial Uses."

3-YEAR GOAL: Yukon First Nations and partners are accessing TPC's information and expertise on training approaches that work for First Nations.

As TPC's public profile has been expanding, through our outreach and communications, we have increasingly become the hub for information on effective training approaches for Yukon First Nations.

Accordingly, the focus of much of our work in this first year of our strategic plan was to both broaden and deepen our

understanding of training approaches that work for Yukon First Nations specifically.

To this end, we initiated two comprehensive projects: the **Baseline Assessment Project** and the **Rebuilding Yukon First Nations Literature Review**.

These projects have helped us identify themes and patterns related to training and capacity development approaches for Yukon First Nations. They have significantly strengthened our understanding of both the successful approaches to training in the Yukon and the difficulties and challenges First Nations experience.

Reports from both of these projects will be made available in 2016/17 and shared with Yukon First Nations and our partners. Much of our effort in the coming fiscal year will be sharing what we have learned and using it to help advise Yukon First Nations on training project design and implementation.

In the past year, both Yukon First Nations and our partners have been increasingly reaching out to our Executive Director for advice on effective training approaches. She continues to participate actively in the Yukon College's President's Advisory Committee on First Nation Initiatives (PACFNI) which provides both a conduit for TPC to learn from Yukon First Nations and to

A woman with short dark hair and glasses, wearing a red long-sleeved shirt under a black vest, is smiling and pointing her right index finger towards a whiteboard. The whiteboard is covered in handwritten notes in orange and black ink. At the top left, 'LSC = w Planning' is written and boxed. To its right, 'B = Plan = g = Budget -> Program' is written. Below this, 'S-P's' is written, followed by 'Politicians', 'Promises & Legislation', and 'Policies'. On the left side of the board, there are circled numbers 1, 2, and 3, with arrows pointing to various parts of the board. The background is a plain wall with a wooden door frame visible on the right.

WHO WE'RE NETWORKING WITH

In addition to meeting with every Self-Governing Yukon First Nation this year as part of our Baseline Assessment project, TPC has worked with a diversity of agencies, sharing ideas and expertise on First Nation training related training matters.

For example, we have met with:

- CYFN leadership
- Yukon College's Presidential Advisory Committee on First Nation Initiatives (PACFNI)
- Comprehensive Skills & Trade Training Stakeholder Committee
- Implementation Working Group
- Advanced Education, Government of Yukon
- Executive Council Office, Government of Yukon
- Frontier College
- First Nation Health Commission
- Yukon Indian Development Corporation
- Canada Labour Program
- YUWIN
- Whitehorse Chamber of Commerce
- Numerous independent training contractors

share ideas and information. She also networks with a wide diversity of other agencies (see box). Her discussions and ongoing work with YIPPT funded projects continually increases her understanding of what training is available, and what is working or how it can be improved.

3-YEAR GOAL: Yukon First Nations have improved access to supports and services that are relevant to their training needs.

One of our significant efforts towards this goal was our research project, *Existing Training Supports, Services and Tools for Yukon First Nations*. This project was initiated to identify and evaluate current training services being offered in the Yukon and to identify the gaps in services.

The final product, which will be available in 2016/17, will include an analysis of the training services available, including the identification of strengths and limitations in the Yukon's training sector.

This project will provide TPC with information it can share on training activities that are currently relevant in design and content to Yukon First Nations and it will help us identify ways of closing the gaps in training supports and services. This will be a significant step in achieving this strategic plan goal.

We will also be using the findings from our *Baseline Assessment Project* and the Rebuilding Yukon First Nations Literature Review to guide future research on case studies that will strengthen our understanding of effective training approaches for Yukon First Nations. We will use this information to develop a web-based toolkit we can share with Yukon First Nations and our partners so that future training supports and services will be increasingly relevant to the needs of Yukon First Nations.

Additionally, in 2015/16, our electronic newsletter on training opportunities expanded from 250 to over 340 subscribers. At the same time, we have continued to provide our website

as a way of people sharing information on upcoming training activities that may be of interest to Yukon First Nations.

In the coming year, we will be redesigning our website to improve access to training opportunities, services, supports, funding opportunities and more.

3 YEAR GOAL: TPC has increased its operational efficiency & effectiveness.

TPC realizes how vital it is to have a strong operational foundation in order to be responsive and accountable to Yukon First Nations.

Our work on a new comprehensive records management system was one of our biggest improvements in this first year of working towards increasing our efficiency and effectiveness. We passed a new Records and Information Policy and have been doing a comprehensive inventory of all of our records. We are continually scanning documents to ensure a proper electronic archive of our records and have shifted from using paper to electronic meeting packages to respect our value of being 'future oriented'.

Building our own capacity was another focus this year. We provided training for our committee on SharePoint, a browser-based collaboration and document management platform that allows us to better share and access TPC documents. Two members attended a valuable training session on trust management. Our Executive Director took a Cynefin course at Yukon College and attended the National Aboriginal Trust Officers Association conference.

Additionally, we increased our staff resources. Initially, we had a cost sharing arrangement with the Council of Yukon First Nations for an administrative support person. Later in the year we initiated the hiring process for a Project Manager and a Policy Advisor.

This year we also initiated a review of the YIPPT Indenture Agreement, the document that governs how the training trust is managed and what it can be used for, and we re-structured our

investments to better meet our short- and long-term goals. Planned changes to the Indenture Agreement and to our investment policy will help us improve the fund's growth to ensure we are effectively supporting training annually while ensuring it will be available for future generations.

3-YEAR GOAL: Available YIPPTT funding is being reliably accessed for projects that support YIPPTT's "Beneficial Uses".

As part of the Baseline Assessment project, our Executive Director met with all self-governing Yukon First Nations. This provided an opportunity to share information with leaders and staff about the work of the TPC, how our training trust fund worked and how it could be accessed.

Staff also regularly responded to inquiries about how to access funding and assisted

First Nations as they developed proposals and plans to submit to YIPPTT.

This year, four new projects were approved for funding. While the number of projects does not represent a large increase from our previous year, we significantly increased the quantity of funding we approved. This year we committed over \$500,000 to training projects, more than five times what we approved in 2014-15. This disbursement of additional training dollars represents much greater support for capacity building in Yukon First Nations.

Finally, as part of the amendments to the YIPPTT Indenture agreement mentioned under the previous goal, we started a review how "beneficial uses" is defined, to ensure the definition is consistent with the objectives of the Umbrella Final Agreement.



TPC PROJECTS

Baseline Assessment

A significant and exciting project for TPC this year was its Yukon-wide Baseline Assessment. This project was initiated to help develop a holistic picture of the current training environment in Yukon First Nations. By raising awareness of the patterns of past successes and pitfalls, the goal was to help TPC—and other partners—improve the effectiveness of trainings provided to Yukon First Nations.

Specifically, TPC wanted to understand what the current training needs are for Yukon First Nation government employees, and how the TPC can best support those training needs.

Part of the project included collecting first and second hand stories about the experiences that YFNs have had in training and about the successes and challenges they face in developing the skills needed to build better lives and to take advantage of economic opportunities.

The overall project included four main components:

1. **Literature review** – A comprehensive literature review was done to help identify themes related to training and capacity building.
2. **Survey** – Printed surveys were delivered to all Yukon First Nation (YFN) government staff during community visits. A very high return rate of 83% was achieved (acceptable return rates for surveys can range from 55-65 %).



BASELINE ASSESSMENT PROJECT BENEFITS FOR YFNS

I. FOR THE INDIVIDUAL:

- Training that will be more useful to their day-to-day work
- Better use of time
- More 1 on 1 support

II. FOR THE DEPARTMENT:

- Information that will serve in developing staff training plans
- Data that will inform professional development strategies
- Higher retention levels
- On-going support for skills development
- Better trained staff

III. FOR THE FIRST NATION GOVERNMENT:

- An opportunity to access funding and expertise available with the TPC
- A possibility to share resources and information with respect to training, provided by the TPC
- More access to relevant training
- Data to support funding proposals for innovative training and programs

3. **Community interviews** – One-on-one interviews were conducted with key individuals during community visits. These participants included: members of Chief and Council, members of Elder and Youth Councils, and senior First Nation staff.
4. **Key Informant interviews** – Interviews were also conducted with people working in the field of delivering training to First Nations.

Between October, 2015 and February 2016, TPC and project staff travelled to 11 communities to collect information to gather information for the project. A total of 141 stories were collected from a cross section of Yukon First Nations management, staff and leaders.

A methodology called Sensemaker® was used to highlight patterns in people's stories and experiences. The findings will be released in a report in 2016-17. The findings and data will be shared with Yukon First Nations and partners who fund or deliver training.

Existing Training Supports, Services & Tools for YFN's - Training Needs & Gaps in Services & Supports

This project was integrated with the Baseline Assessment. The research project was initiated to evaluate current training services being offered in the Yukon and to identify the gaps.

In addition to helping TPC understand what additional training efforts might be needed in the Yukon, the research results will help connect YFNs to the resources already available to their community.

The project has included in-depth research on all the training services available for YFNs in the Yukon and Canada. The final product will include an analysis of the training services available, including the identification of strengths and limitations in the Yukon's training sector.



The final report will be made available in 2016-17 via our website. It will describe all available training services available (their purpose, eligibility, funding, application process, and contact person), as well as the analysis and recommendations for areas of improvement.

There will also be user friendly print and electronic information on Yukon training services that Yukon First Nations and training organizations will be able to access.

Rebuilding Yukon First Nations Literature Review: Effective Training Areas, Approaches, and Techniques

This two-part literature review was initiated by TPC to help answer the following questions:

1. What literature has been written about the process of rebuilding indigenous nations?
2. What literature exists on relevant training techniques and models to fulfill this process in a way that is meaningful to indigenous nations?
3. How can these techniques and models be adapted to assist Self-Governing Yukon First Nations to implement their agreements?
4. How can TPC most effectively utilize its resources to provide training assistance aimed at empowering Self-Governing Yukon First Nations to design meaningful and unique training plans?

The first part of the review, involved an extensive literature review of training approaches and models that have been successful in First Nation/Native American/Indigenous communities. The purpose was to look at the training areas that are essential

for the successful implementation of self-governing agreements. From this a policy document focusing on nation 'rebuilding' & capacity development has been drafted and will be released in 2016-17.

In addition to helping TPC better understand effective training approaches for self-governing First Nations, the document will be used to advocate to various funders the importance of training models/approaches that address the unique challenges indigenous communities like YFNs face.

The second part of the review was intended to create a toolkit based on actual case studies of training initiatives. The toolkit was to look at specific details of actual effective training initiatives, including project's templates, work plans, budgets, and performance measurements. However, it became evident that there was a lack of case studies containing this type of specific information making the toolkit impossible to develop as planned. Instead, TPC will be working to integrate these sorts of case studies, templates and resources into their new website.

In addition, the results of the policy document developed in the first part will be used to develop a case study template for TPC/YIPTT funded projects and to gather information on past funded (and future funded) projects that will help us develop a toolkit down the road.

YUKON INDIAN PEOPLE'S TRAINING TRUST (YIPTT)

The members of the Training Policy Committee are trustees for the Yukon Indian People's Training Trust Fund. This trust fund was set up under the UFA and the trustees are legally obligated to manage the fund according to the trust's Indenture Agreement.

TRUST OBJECTIVES

The objects of the trust are "to advance the training of Beneficiaries in accordance with the Beneficial Uses and, until the Trust Property has been completely expended, to pay any amount or amounts, whether income or capital, of the Trust Property on Beneficial Uses." (YIPTT Indenture Agreement)

"Beneficial Uses" are currently defined as follows:

"Beneficial Uses" means the use of the Trust Property to foster the socio-economic development of Beneficiaries, including the funding of training for Beneficiaries in the development of job related skills necessary to enable Beneficiaries to fully participate in the economic opportunities arising from the implementation of any Yukon First Nation Final Agreement, the specifics of which shall be set out in the Training Plan. (YIPTT Indenture Agreement)

As of the end of March 31, 2016, the closing balance for the Trust was \$9,827,271.

HOW YIPTT FUNDS ARE DISPERSED

Allocated Funds

For the first five years after the Trust was set up, the trustees allocated a portion of the Trust to each individual Yukon First Nation. A number of First Nations have accessed all or some of their funds, based on an approved training plan. Others have not yet applied for their allocated funds.

Each self-governing First Nation is eligible to apply to use their allocated funds for training that supports 'beneficial uses' as defined in the Trust Indenture Agreement (please see the financial statements for a schedule of available allocated funds).

Generic Training Fund

To support ongoing training that would meet the needs of multiple First Nations, the trustees established the Generic Training Fund over 15 years ago.

"Generic" training refers to training activities that are relevant to more than one self-governing First Nation. To access funding from Generic Training Fund, two or more First Nations need to develop joint training projects. One First Nation acts as the project lead, overseeing the administrative and financial aspects of the project.

The objectives of the Generic Training Fund are to:

- Build the capacity of self-governing Yukon First Nations to implement self-government agreements.

- Provide relevant training models, manuals, and best practice resources for self-governing Yukon First Nations.
- Build and support partnerships among self-governing Yukon First Nations to develop and implement generic training programs.



A photograph of three people in safety gear standing in a field. On the left, a woman in a wide-brimmed hat and orange vest holds a smartphone and a drum. In the center, a man in a red shirt and orange vest looks down. On the right, a man in an orange shirt and cap stands with hands in pockets. A fire burns in the bottom right corner. The background shows a forested hill.

TR'ONDĚK HWĚCH'IN TEACHING & WORKING FARM SCHOOL

Tr'ondëk Hwëch'in (TH) is working towards substantially increasing Yukon First Nation ability for food production. This will contribute to First Nations and community food security and self-sufficiency.

Read more about this project on page 20.

YIPTT FUNDED PROJECTS

Transitional Employment Initiative & Youth Program – Personal Development

First Nation: Carcross Tagish First Nation (C/TFN)

YIPTT Fund: Allocated Funds

Funding approved: \$88,630.00

Project timeline: July 2015 to January 2016 (completed)

Due to the high number of citizens/ members who were either unemployed or under employable because of personal and professional barriers, C/TFN's Transitional Employment Unit created a program to address 'whole health' on the road to employment.

Participants were referred to the program by C/TFN Temporary Financial Assistance's Outreach Workers and the Health and Wellness Department. Although it was anticipated that 8 people would participate in the adult Excellence Series, strong interest resulted in an initial 15 participants.

A youth program was also offered. This program had 10 participants, between the ages of 15-19. The participants travelled to the Youth Pursuit of Excellence training in Vancouver, BC in June

2015. In December, they presented a workshop to C/TFN leaders and staff on what they learned. This successful workshop is now being used as part of C/TFN's orientation for new staff.

And the positive impacts from the project continue.

C/TFN's Capacity Development staff continue to use the tools and concepts learned during these programs as part of their day-to-day work coordinating personal and professional career plans.

Both youth and adult participants are also utilizing their supports and communication skills for better results in their lives. Citizens are holding support study groups two times a month, without C/TFN resources, to keep their learning fresh and to work through the Excellence tools.

All of those who participated in these programs have moved on to career exploration through guiding circles and have started to be placed into government positions. These participants are vital to the on-going growth of C/TFN's self-government's implementation.

Cultural Orientation Workshop

First Nation: Tr'ondëk Hwëch'in

YIPTT Fund: Allocated Funds

Funding approved: \$38,162

Project timeline: June 2015 to March 31, 2017

Employee orientation introduces employees to their new jobs and work environments. It helps new employees to become accustomed to their new government, department, teammates and work expectations. In a First Nation context, cultural orientation can be an important component of an employee's orientation.

This project was designed to add a more comprehensive cultural orientation element to the First Nation's existing orientation package. The intent was to enhance the value of the orientation and strengthen employee appreciation and understanding for the environment they are working in.

A new one-day workshop has been developed to help inform and educate First Nation staff about Tr'ondëk Hwëch'in cultural values, beliefs and traditional pursuits. The project will refine the workshop content after delivering initial workshops.

The project will also offer cultural orientation workshops to external community interest groups. Targeted groups include the City of Dawson, the hospital, Government of Yukon departments, the School of Visual Arts (SOVA), and Yukon College's Dawson campus.

Our Voices: Yukon First Nations Emerging Leaders Project

First Nation: Kluane First Nation (lead); Teslin Tlingit Council

YIPTT Fund: Generic Training Fund

Funding approved: \$33,275

Project timeline: March 2015 to March 2016

Our Voices is a group of northern Indigenous emerging leaders from Yukon, Northwest Territories and Northern British Columbia. They have joined together with a shared common vision to create "A world where northern Indigenous peoples hold up our youth and our culture." Our Voices leaders have been working since December 2013 to identify, connect and train emerging leaders in northern Indigenous communities.

With funding from YIPTT—and through partnerships with several First Nations, other governments and sponsors—Our Voices offered three inspirational, focused leadership-training sessions in 2015/16. The sessions were led by Banff Centre's Indigenous Leadership program and focused on the role of strategic planning, tactical planning, project management for Our Voices and organizational development.

The project also included a Youth Wellness Gathering at Jackson Lake, co-hosted with the



Kwanlin Dün First Nation. The project's earlier training sessions inspired Our Voices members to practice their leadership skills at the Jackson Lake gathering as planners, speakers, and facilitators. This has carried over into the many projects and employment opportunities that each Our Voices member has been able to create in their community, the Yukon and beyond.

The on going support and funding of our partnership with the Training Policy Committee has allowed Our Voices, Yukon Emerging Leaders, our mentors and supporters the opportunity to begin the much needed dialogue of how northern Indigenous peoples can hold each other up. The many conversations that have come from the training that the funding has provided has given Our Voices an opportunity to show each other (the youth) how we can exercise our cultural identity and build leadership skills that can be taken and implemented in our homes and for our Nations.

As a result of this project, Our Voices has helped to identify and train over 30 emerging youth leaders from virtually all communities in Yukon, northern B.C. and the NWT. Our Voices has created continuing positive conversations and connections between youth that will undoubtedly last a lifetime and contribute to the better world envisioned in *Together Today for our Children Tomorrow*.



Indigenous Leadership Management Development

First Nation: Ta'an Kwach'an Council (lead) and Kwanlin Dün First Nation

YIPTT Fund: Generic Training Fund

Funding approved: \$50,000

Project timeline: April 2015 to March 2016

This project supported both leadership and resiliency training sessions for the two First Nations.

One purpose of this project was to provide a customized program of leadership training, facilitated by the faculty from The Banff Centre, for management. The goal was to align everyone's priorities and understandings in order to develop a more cohesive style of government management.

Fifteen people attended the three days of leadership training in April 2015. The training agenda focused on communication, strategic thinking and planning, cooperation, collaboration, measuring progress, and continuity of management styles relevant to a self-governing First Nation.

The project also included a two-day resiliency training, provided by The Affinities Group. This training was delivered in two sessions, the first to staff and junior management and the second to more senior levels of management in both organizations. The sessions covered topics like communication, making decisions, and managing conflict, professionalism, lateral violence, personal empowerment, team building, and leadership.

It is the intention of both organizations to come together one last time to deliver another two-day workshop on resiliency training to staff or management that could not attend the first offering.

The delivery of these workshops was met with much enthusiasm and participants reported that they acquired new tools they could use in their positions.

Records Management Project (Phase II)

First Nation: Kwanlin Dün First Nation (Lead) and Teslin Tlingit Council

YIPTT Fund: Generic Training Fund

Funding approved: \$120,595.06

Project timeline: May 2015 to July 2016

This project was the second phase of a Records and Information Management (RIM) project by KDFN and TTC. Phase II built on the foundation of knowledge acquired in Phase I.

Two goals of this part of the project were to improve and strengthen the partnership between the two First Nations and to share the RIM knowledge gained with the community.

Phase II included staff training and the deepening of RIM knowledge through attending two records management conferences and completing two demanding 7-week online courses offered by the University of Toronto School of Continuing Studies

KDFN and TTC staff deepened their knowledge about how to ensure accountable and effective management of records as their governments mature and grow.

They also learned about preparing strategically for full electronic records management down the road. TTC acquired and trained staff on a shared drive management tool that will improve the organization and findability of electronic files; KDFN learned how to assess their staffing and functional needs and developed a strategic plan to prepare for eventual acquisition of an electronic records management system.

The final part of Phase II involved hosting a RIM symposium that allowed KDFN and TTC, and other speakers, to share their experiences and knowledge with other Yukon First Nations. This very successful event was held in April 2016 and was attended by over one hundred people.





Tr'ondëk Hwëch'in Teaching & Working Farm School

First Nation: Tr'ondëk Hwëch'in

YIPTT Fund: Generic Training Funds

Funding approved: \$315,258

Project timeline: January 2016 to March 2017

Tr'ondëk Hwëch'in (TH) is working towards substantially increasing Yukon First Nation ability for food production. This will contribute to First Nations and community food security and self-sufficiency.

As part of their efforts, the First Nation is establishing a northern "on-the-land" Farm School program that will effectively teach applied agricultural knowledge in a practical way. In 2016, 20 students will learn about the production of market crops, forage crops and livestock farming, as well as traditional food systems.

There are no academic entrance requirements at the Farm School. Instead, entrance will be based on desire, displayed interest, natural ability, and so on.

Accommodation will be provided on the farm. The school will create a healthy, healing, safe and rewarding "on-the-land" environment

where First Nation citizens and others can learn, work and build stronger determination in self-confidence, self-sufficiency and determination.

The Farm School program will be open to all Yukon First Nation communities. While the majority of students in the first year will be Tr'ondëk Hwëch'in, there will also be students from three other Yukon First Nations.

Initially, the program will be delivered by Yukon College as a non-academic continuing education program. It will consist of approximately 430 hours of formal classroom instruction and 600 hours of paid practicum experience (i.e. field work on the farm).

The school will also incorporate dual credit opportunities for a number of secondary school students who will be provided with on-the-land farming exposure and introduction to the importance for food security. Four secondary students will be earning credits on the farm this first summer.

Science driven options for credit offerings will be created later in the TH Farm School's life, as the demand and capacity presents itself.





TRAINING POLICY COMMITTEE

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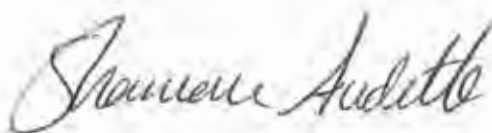
Management Responsibility Statement

The management of Training Policy Committee is responsible for preparing the financial statements, the notes to the financial statements and other financial information contained in this annual report.

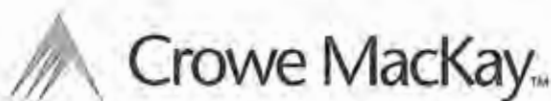
Management prepares the financial statements in accordance with Canadian accounting standards for not-for-profit organizations. The financial statements are considered by management to present fairly the management's financial position and results of operations.

The organization, in fulfilling its responsibilities, has developed and maintains a system of internal accounting controls designed to provide reasonable assurance that management assets are safeguarded from loss or unauthorized use, and that the records are reliable for preparing the financial statements.

The financial statements have been reported on by Crowe MacKay LLP, Chartered Professional Accountants, the shareholders' auditors. Their report outlines the scope of their examination and their opinion on the financial statements.



Executive Director
October 13, 2016



Independent Auditors' Report

To the Members of the Training Policy Committee

We have audited the accompanying financial statements of the Training Policy Committee, which comprise the statement of financial position as at March 31, 2016, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Training Policy Committee as at March 31, 2016, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matter

The financial statements of Training Policy Committee for the year ended March 31, 2015 were audited by another auditor who expressed an unqualified opinion on those statements dated June 8, 2015.

Whitehorse, Canada
October 13, 2016

Crowe MacKay LLP
Chartered Professional Accountants

Training Policy Committee

Statement of Operations

For the year ended March 31,	2016	2015
Revenues		
Contributions from Council of Yukon First Nations	\$ 214,056	\$ 210,158
Administration fees	48,662	24,218
Miscellaneous income	1,650	3
	264,368	234,379
Expenditures		
Advertising and promotion	13,211	27,509
Amortization	2,568	331
Appreciation and acknowledgement	1,230	261
Bookkeeping	7,001	4,518
Committee development	-	341
Contracts	171,223	12,907
Honoraria	1,100	2,600
Insurance	533	1,108
Interest and bank charges	516	333
Office expenses	5,426	5,230
Professional fees	4,600	2,050
Rent	13,680	12,202
Salaries and related benefits	88,996	83,176
Staff development	4,070	3,521
Telephone and utilities	3,161	2,942
Travel	7,096	2,427
	324,411	161,456
Excess (deficiency) of revenues over expenditures	\$ (60,043)	\$ 72,923

Training Policy Committee

Statement of Changes in Net Assets

For the year ended March 31, 2016

	Investment in capital assets	Unrestricted net assets	Total 2016	Total 2015
Balance, beginning of year	\$ 1,061	\$ 122,269	\$ 123,330	\$ 50,407
Excess (deficiency) of revenues over expenditures	-	(60,043)	(60,043)	72,923
Purchase of capital assets	5,168	(5,168)	-	-
Amortization of capital assets	(2,568)	2,568	-	-
Balance, end of year	\$ 3,661	\$ 59,626	\$ 63,287	\$ 123,330

Training Policy Committee

Statement of Financial Position

March 31,	2016	2015
Assets		
Current		
Cash	\$ 57,068	\$ 19,904
Accounts receivable	1,542	-
Prepaid expenses	1,006	-
GST receivable	4,350	1,398
Due from related parties (note 3)	8,405	108,614
	72,371	129,916
Property and equipment (note 4)	3,661	1,061
	\$ 76,032	\$ 130,977

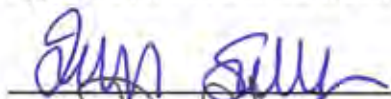

Liabilities

Current		
Accounts payable and accrued liabilities (note 5)	\$ 7,946	\$ 3,840
Salaries payable	4,799	3,807
	12,745	7,647

Fund balances

Investment in capital assets	3,661	1,061
Unrestricted net assets	59,626	122,269
	63,287	123,330
	\$ 76,032	\$ 130,977

Approved on behalf of the board:

Member

Member

Training Policy Committee

Statement of Cash Flows

For the year ended March 31,	2016	2015
Cash provided by (used for)		
Operating activities		
Excess (deficiency) of revenues over expenditures	\$ (60,043)	\$ 72,923
Item not affecting cash		
Amortization	2,568	331
	(57,475)	73,254
Change in non-cash working capital items		
Accounts receivable	(1,542)	-
Prepaid expenses	(1,006)	-
GST Receivable	(2,952)	555
Accounts payable and accrued liabilities	4,106	(25,538)
Salaries payable	992	1,925
Employee deductions payable	-	658
Interest receivable	-	382
	(57,877)	51,236
Financing activity		
Advances from (to) related parties	100,209	(118,903)
Investing activities		
Purchase of property and equipment	(5,168)	-
Redemption of short term investments	-	65,348
	(5,168)	65,348
Increase (decrease) in cash	37,164	(2,319)
Cash, beginning of year	19,904	22,223
Cash, end of year	\$ 57,068	\$ 19,904

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

1. Nature of operations

Training Policy Committee ("the Committee") is a not-for-profit organization established under Chapter 28 of the Umbrella Final Agreement ("the UFA") in 1995. The Committee's mandate is to establish training programs for Yukon Indian People and develop guidelines for the expenditure of money from the Yukon Indian People Training Trust ("the Trust"). The Committee is not subject to income tax under the terms of the UFA.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

(a) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and bank deposits.

(b) Property and equipment

Property and equipment are recorded at cost. The Committee provides for amortization using the following methods at rates designed to amortize the cost of the assets over their estimated useful lives, as set out below.

When property and equipment are sold or retired, the related cost and accumulated amortization are removed from the accounts and any gain or loss is charged against earnings in the period.

A full year's amortization is recorded in the year of acquisition. No amortization is recorded in the year of disposal.

Furniture and fixtures	20% Declining balance
Computer equipment	30% Declining balance
Computer software	100% Declining balance

(c) Impairment of long-lived assets

The carrying value of long-lived assets is reviewed for impairment whenever events or circumstances indicate that their carrying amount may not be recoverable. If the sum of the undiscounted expected future cash flows expected to result from the use and eventual disposition of an asset is less than its carrying amount, it is considered to be impaired. An impairment loss is measured at the amount by which the carrying amount of the asset exceeds its fair value. When quoted market prices are not available, the company uses the expected future cash flows discounted at a rate commensurate with the risks associated with the recovery of the asset as an estimate of fair value.

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

2. Significant accounting policies (continued)

(d) Assets under capital lease

Leases that transfer substantially all the benefits and risks incidental to the ownership of property are recorded as capital leases. At the inception of a capital lease, an asset and an obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair value at the beginning of the lease. Amortization is based upon the assets estimated useful life using the methods and rates described in Note 4. All other leases are accounted for as operating leases and payments are expensed as incurred.

(e) Financial instruments

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

The Committee subsequently measures the following financial assets and financial liabilities at amortized cost:

Financial assets measured at amortized cost include cash, accounts receivable, and amounts due from related parties.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities, and salaries payable.

The Committee subsequently measures no financial assets and financial liabilities at fair value, without adjustment for transaction costs and with changes in fair value recognized in operations in the period in which they occur.

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in operations. Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal, to a maximum of the related accumulated impairment charges recorded in respect of the particular asset, is recognized in operations.

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

2. Significant accounting policies (continued)

(f) Revenue recognition

The Committee follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Donations and bequests of cash, investments and other assets intended to be converted into cash are recorded in the period received. Donations of investments and other assets intended to be converted into cash are recorded at their fair values as determined by closing market prices on the date of receipt, or by independent appraisal.

Revenue from the sale of services is recognized upon provision of the services to the purchaser.

(g) Related party balances

The Committee initially measures related party balances in accordance with the substance of the transactions that gave rise to them. The Committee subsequently measures related party balances in accordance with the Committee's policies for financial instruments, as set out in note (e).

(h) Contributed materials and services

The Committee relies on contributed services from appointed representatives to achieve its purposes. Contributed services include committee member honoraria and related travel costs and are not recognized in these financial statements.

(i) Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reported period. Actual results could differ from those estimates.

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

3. Related party transactions

- (a) During the year, the Committee entered into transactions with the following related parties:

Yukon Indian People Training Trust ("YIPTT"), trust of which the Committee is the trustee
Council of Yukon First Nations ("CYFN"), funding agent and majority representation of
Committee members

- (b) Transactions

Monetary and non-monetary related party transactions occur in the normal course of operations and are measured at the exchange amount, which is the amount of consideration agreed to between the related parties.

	2016	2015
Revenue		
CYFN - Contributions	\$ 214,056	\$ 210,158
YIPTT - Admin fees	48,662	24,218
	<u>\$ 262,718</u>	<u>\$ 234,376</u>
Expenses		
CYFN - Contracts	\$ 3,927	\$ 2,393
CYFN - Rent	12,758	11,280
CYFN - Salaries and related benefits	467	429
	<u>\$ 17,152</u>	<u>\$ 14,102</u>

- (c) Due from related parties

	2016	2015
Yukon Indian People Training Trust	\$ 8,405	\$ 3,535
Council of Yukon First Nations	-	105,079
	<u>\$ 8,405</u>	<u>\$ 108,614</u>

The balances due from YIPTT are unsecured, non-interest bearing with no specific terms of repayment. The balances due from CYFN are unsecured, non-interest bearing with payment terms as specified by annual contribution agreements between the parties.

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

4. Property and equipment

	2016		2015	
	Cost	Accumulated amortization	Net book value	Net book value
Furniture and fixtures	\$ 4,468	\$ 4,029	\$ 439	\$ 686
Computer equipment	8,284	5,062	3,222	375
Computer software	1,365	1,365	-	-
	\$ 14,117	\$ 10,456	\$ 3,661	\$ 1,061

5. Accounts payable and accrued liabilities

	2016	2015
Trade payables	\$ 1,300	\$ 34
Accrued liabilities	6,646	3,806
	\$ 7,946	\$ 3,840

6. Salaries payable

Included in salaries payable is \$960 (2015 - \$737) in payroll remittances payable to Canada Revenue Agency.

7. Contractual obligation

The Committee has a lease obligation for office equipment. Future lease payments are as follows:

2017	\$ 509
2018	509
2019	127
	\$ 1,145

Training Policy Committee

Notes to the Financial Statements

March 31, 2016

8. Financial instruments

Transacting in and holding of financial instruments exposes the company to certain financial risks and uncertainties. These risks include:

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Committee's exposure to credit risk relates to accounts receivable of \$1,542 (2015 - \$-) and arises from the possibility that a debtor does not fulfil its obligations. The Committee believes this risk is minimized by creating an allowance for bad debts when applicable. The Committee maintains strict credit policies and limits in respect to counterparties. The Committee performs continuous evaluation of its financial assets and records impairment in accordance with the stated policy.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting its obligations associated with financial liabilities. The company's exposure to liquidity risk relates to accounts payable and accrued liabilities of \$7,946 (2015 - \$3,840) and arises from the possibility that the timing and amount of its cash inflows will not be sufficient to enable it to meet its financial obligations as they become due. The Committee believes this risk is minimized by ensuring that it documents when authorized payments become due and maintaining an adequate line of credit to repay trade creditors.

(c) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The company is not exposed to market risk.

9. Economic dependence

The Committee receives the majority of its revenue through a funding agreement with Council of Yukon First Nations, as established under the Umbrella Final Agreement. The Committee must follow the mandate set by the UFA. The Committee's continued operations are dependent on this funding agreement and on satisfying the terms of the UFA.

10. Comparative amounts

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.



YUKON INDIAN PEOPLE TRAINING TRUST

FINANCIAL STATEMENTS MARCH 31, 2016.

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Management Responsibility Statement

The management of Yukon Indian People Training Trust is responsible for preparing the financial statements, the notes to the financial statements and other financial information contained in this annual report.

Management prepares the financial statements in accordance with Canadian accounting standards for not-for-profit organizations. The financial statements are considered by management to present fairly the management's financial position and results of operations.

The Trust, in fulfilling its responsibilities, has developed and maintains a system of internal accounting controls designed to provide reasonable assurance that management assets are safeguarded from loss or unauthorized use, and that the records are reliable for preparing the financial statements.

The financial statements have been reported on by Crowe MacKay LLP, Chartered Professional Accountants, the shareholders' auditors. Their report outlines the scope of their examination and their opinion on the financial statements.



Executive Director
October 13, 2016

Independent Auditors' Report

To the Trustees of Yukon Indian People Training Trust

We have audited the accompanying financial statements of Yukon Indian People Training Trust, which comprise the balance sheet as at March 31, 2016, and the statements of income and distributions, trust equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the trust's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the trust's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independent Auditors' Report (continued)

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Yukon Indian People Training Trust as at March 31, 2016, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matter

The financial statements of Yukon Indian People Training Trust for the year ended March 31, 2015 were audited by another accountant who expressed an unqualified opinion on those statements, dated June 23, 2015.

Whitehorse, Canada
October 13, 2016

Crowe Mackay LLP
Chartered Professional Accountants

Yukon Indian People Training Trust

Statement of Income and Distributions

For the year ended March 31,	2016	2015 As restated (note 7)
Revenue	\$ 268,552	\$ 190,938
Disbursements		
Bank charges	60	59
Administration fees (note 6)	48,662	24,218
Investment management fees	35,084	35,331
Professional fees	19,871	9,615
	103,677	69,223
Income before other items	164,875	121,715
Other expenses (income)		
Gain on sale of investments	(27,313)	-
Realized gain on investments	(389,792)	-
Unrealized loss (gain) on investments	736,619	(711,911)
	319,514	(711,911)
Net income (loss)	\$ (154,639)	\$ 833,626

Yukon Indian People Training Trust

Statement of Trust Equity

For the year ended March 31, 2016

	Allocated Fund (note 9)	Restricted Fund	Total 2016	Total 2015 As restated (note 7)
Balance, beginning of year				
As previously reported	\$ 2,552,382	\$ 7,873,000	\$ 10,425,382	\$ 9,605,201
Prior period adjustments (note 7)	-	16,230	16,230	-
As restated	2,552,382	7,889,230	10,441,612	9,605,201
Share of net income (loss)	-	(154,639)	(154,639)	833,626
Interfund transfers	66,498	(66,498)	-	-
Disbursements for training	(126,792)	(519,119)	(645,911)	-
Recoveries of disbursements	-	-	-	2,785
Balance, end of year	\$ 2,492,088	\$ 7,148,974	\$ 9,641,062	\$ 10,441,612

Yukon Indian People Training Trust

Balance Sheet

March 31,	2016	2015 As restated (note 7)
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Assets

Current		
Cash	\$ 166,587	\$ 90,756
Interest receivable	36,566	38,839
	203,153	129,595
Investments (note 4)	9,624,118	10,334,558
	\$ 9,827,271	\$ 10,464,153

Liabilities

Current		
Accounts payable and accrued liabilities (note 5)	\$ 177,804	\$ 19,006
Due to related party (note 6)	8,405	3,535
	186,209	22,541

Trust Equity

Allocated Fund (note 9)	2,492,088	2,552,382
Restricted Fund	7,148,974	7,889,230
	9,641,062	10,441,612
	\$ 9,827,271	\$ 10,464,153

Approved on behalf of the trustees:

	Trustee
	Trustee

Yukon Indian People Training Trust

Statement of Cash Flows

For the year ended March 31,	2016	2015 As restated (note 7)
Cash provided by (used for)		
Operating activities		
Net income (loss)	\$ (154,639)	\$ 833,626
Items not affecting cash		
Gain on sale of investments	(27,313)	-
Unrealized loss (gain) on investments	736,619	(711,911)
Investment income reinvested	(660,619)	(201,050)
	(105,952)	(79,335)
Change in non-cash working capital items		
Interest receivable	2,273	(1,281)
Accounts payable and accrued liabilities	158,799	(34,427)
Due to/from related party	4,870	8,680
	59,990	(106,363)
Financing activity		
Withdrawals from investments	661,752	157,910
Investing activity		
Net recoveries (disbursements) for training	(645,911)	2,785
Increase in cash	75,831	54,332
Cash, beginning of year	90,756	36,424
Cash, end of year	\$ 166,587	\$ 90,756

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

1. Nature of operations

Yukon Indian People Training Trust ("the Trust") was established under Chapter 28 of the Umbrella Final Agreement ("the UFA") in 1995. The trustees are the members of the Training Policy Committee ("the Committee"). The trustees are legally obligated to manage the trust according to the Yukon Indian People Training Trust Indenture Agreement ("the Indenture Agreement") established in 1995. The Trust's objective is to foster socio-economic development of Yukon Indian People through the use of Trust property to advance the training and development of job related skills. The Trust is not subject to income tax under the terms of the UFA.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

(a) Cash equivalents

Cash and cash equivalents consist of cash on hand and bank deposits.

(b) Financial instruments

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

The Trust subsequently measures the following financial assets and financial liabilities at amortized cost:

Financial assets measured at amortized cost include cash and interest receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and due to related party.

The Trust subsequently measures investments at fair value, without adjustment for transaction costs and with changes in fair value recognized in operations in the period in which they occur.

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

2. Significant accounting policies (continued)

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in operations. Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal, to a maximum of the related accumulated impairment charges recorded in respect of the particular asset, is recognized in operations.

(c) Investments

Investments are recorded at fair value. Quoted market prices are used to determine the fair value of the investments as at the year end date. Unrealized gains and losses as a result of fair value adjustments at year end are included in net income for the year.

(d) Revenue recognition

The Trust follows the restricted fund method of accounting. Under this method operations are separated between unrestricted and restricted activities with a set of self-balancing accounts for each fund. The Trust uses the following funds:

- (i) The general fund reports revenues from and expenditures of unrestricted contributions, donations and fundraising activities and restricted contributions to be used for general operations, together with related assets, liabilities, net assets and cash flows. There are no unrestricted contributions.
- (ii) The allocated fund reports revenues and disbursements internally allocated and restricted among the individual Yukon First Nations. The Yukon First Nations can apply to the trustees to obtain these funds for training purposes in accordance with the Trust's objective.
- (iii) The restricted fund reports revenues from funds contributed by the Government of Canada and the Yukon Government under the UFA. Revenues and expenditures, together with related assets, liabilities, net assets and cash flows, are externally restricted for meeting the objective of the Trust and for reasonable administrative costs. The Yukon First Nations can apply to the trustees to obtain these funds for training purposes in accordance with the Trust's objective.

Contributions and other revenues are recognized in the fund corresponding to the purpose for which they were contributed or raised. Restricted contributions and other revenues contributed to or raised for the general fund are deferred and recognized in the year in which the related expenses are incurred.

Investment income includes dividends and interest income recorded on the accrual basis, as well as realized investment gains and losses and unrealized gains and losses on financial instruments subsequently measured at fair value. Investment income is included in the statement of operations in the fund in which the related financial instrument is recorded.

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

2. Significant accounting policies (continued)

(e) Related party balances

The Trust initially measures related party balances in accordance with the substance of the transactions that gave rise to them. The Trust subsequently measures related party balances in accordance with the Trust's policies for financial instruments, as set out in note (b).

(f) Donated material and services

The Trust relies on contributed services from appointed representatives to achieve its purposes. Contributed services include committee member honoraria and related travel costs and are not recognized in these financial statements.

(g) Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reported period. Actual results could differ from those estimates.

3. Financial instruments

Transacting in and holding of financial instruments exposes the company to certain financial risks and uncertainties. These risks include:

(a) Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. At the year-end date, the company has the following financial assets and financial liabilities that are denominated in foreign currencies and is thus exposed to the financial risk of earnings fluctuations arising from changes in foreign exchange rates and the degree of volatility of these rates: United States cash and marketable securities - \$1,274,932 (2015 - \$1,068,420). The company does not use derivative instruments to hedge its exposure to fluctuations in foreign currency exchange rates.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting its obligations associated with financial liabilities. The company's exposure to liquidity risk relates to accounts payable and accrued liabilities and arises from the possibility that the timing and amount of its cash inflows will not be sufficient to enable it to meet its financial obligations as they become due. Management believes this risk is minimized through maintaining availability to cash from the sale of marketable securities.

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

3. Financial instruments (continued)

(c) Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices, other than those arising from interest rate risk or foreign currency risk, whether those changes are caused by factors specific to the individual financial instrument or issuer, or factors affecting all similar financial instruments or issuers. The company's investments in equity funds expose the company to price risks as these instruments are subject to price changes in an open market for a variety of reasons including, investor sentiment and expectations, changes in market rates of interest, general economic indicators and restrictions of credit markets. The company does not employ derivative financial instruments to hedge its exposure to other price risk. Management mitigates this risk by engaging a qualified investment portfolio manager.

4. Investments

	2016		2015	
	Cost	Market	Cost	Market
Cash and equivalents	\$ 9,812	\$ 9,812	\$ 111,508	\$ 111,508
Corporate bonds	4,697,007	4,743,498	5,413,009	5,609,012
Equity funds	4,424,556	4,870,808	3,580,679	4,614,038
	\$ 9,131,375	\$ 9,624,118	\$ 9,105,196	\$ 10,334,558

5. Accounts payable and accrued liabilities

	2016	2015 As restated (note 7)
Training disbursements payable	\$ 159,167	\$ -
Accrued liabilities	18,637	19,006
	\$ 177,804	\$ 19,006

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

6. Due to related party

(a) During the year, the Trust entered into transactions with the following related party:

Training Policy Committee, the Trustee

(b) Transactions

These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

	2016	2015
Expenses - Administration fees	\$ 48,662	\$ 24,218

(c) Due to related party

	2016	2015
Training Policy Committee	\$ 8,405	\$ 3,535

The balance due to the related party is unsecured, non-interest bearing with no specific terms of repayment.

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

7. Prior period adjustments

March 31, 2015	Previously reported	Adjustments	Restated
Statements of Income and Distributions and Trust Income			
Investment management fees	\$ 28,591	\$ 6,740	\$ 35,331
Unrealized gain on investments	722,216	(10,305)	711,911
Net income	850,670	(17,044)	833,626
Disbursements for training	30,489	(30,489)	-
Recoveries of disbursements	-	2,785	2,785
Trust equity, end of year	10,425,382	16,230	10,441,612
Balance sheet			
Cash	\$ 15,809	\$ 74,947	\$ 90,756
Interest receivable	46,878	(8,039)	38,839
Prepaid expenses	45,000	(45,000)	-
Accounts payable and accrued liabilities	13,328	5,678	19,006
Restricted fund	7,873,000	16,230	7,889,230
Statement of Cash Flows			
Net income	\$ 850,670	\$ (17,044)	\$ 833,626
Unrealized gain on investments	722,216	(10,305)	711,911
Investment income reinvested	184,005	17,045	201,050
Decrease in interest receivable	9,320	(8,039)	1,281
Increase in prepaid expenses	45,000	(45,000)	-
Decrease in accounts payable and accrued liabilities	40,106	(5,679)	34,427
Withdrawals from investments	151,170	6,740	157,910
Net recoveries (disbursements) for training	(30,489)	33,274	2,785
Cash, end of year	15,809	74,947	90,756

Prior period adjustments were made for the following purposes:

- (i) To accrue investment management fees payable for the quarter ended March 31, 2015.
- (ii) To reduce interest receivable as at March 31, 2015 to agree to the investment statements.
- (iii) To remove two cheques that were issued subsequent to March 31, 2015. One of the cheques related to prepaid expenses.
- (iv) To remove equity disbursement that was disbursed subsequent to March 31, 2015.

8. Comparative amounts

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.

Yukon Indian People Training Trust

Notes to the Financial Statements

March 31, 2016

9. Allocated Fund

The annual disbursements and allocations of training funds are as follows:

	Opening Balance	Disbursements	Income Allocation	Closing Balance
First Nation of Nacho Nyak Dun	\$ 619	\$ -	\$ 17	\$ 636
Vuntut Gwitchin First Nation	205,956	-	5,646	211,602
Teslin Tlingit Council	2,867	-	79	2,946
Champagne and Aishihik First Nations	8,007	-	220	8,227
Kwanlin Dun First Nation	637,480	-	17,476	654,956
Ta'an Kwach'an Council	61,066	-	1,674	62,740
Selkirk First Nation	36,873	-	1,011	37,884
Little Salmon Carmacks First Nation	108,537	-	2,976	111,513
Tr'ondek Hwech'in	283,268	(38,162)	6,720	251,826
Kluane First Nation	441,969	-	12,117	454,086
Ross River Dena Council	512,298	-	14,044	526,342
Carcross/Tagish First Nation	222,979	(88,630)	3,683	138,032
Liard First Nation	7,615	-	209	7,824
White River First Nation	22,848	-	626	23,474
	<u>\$ 2,552,382</u>	<u>\$ (126,792)</u>	<u>\$ 66,498</u>	<u>\$ 2,492,088</u>



TRAINING

POLICY COMMITTEE

from dreams to legacy

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