



KAKIVAK ASSOCIATION Annual Report 2021



Helping Inuit Succeed

**KAKIVAK ASSOCIATION
IS A COMMUNITY
ECONOMIC DEVELOPMENT
ORGANIZATION SERVING
INUIT BY PROVIDING
PROGRAMS AND
SERVICES TO ENHANCE
THE STRENGTHS OF
COMMUNITIES IN THE
QIKIQTANI REGION.**

WELCOME TO KAKIVAK ASSOCIATION

From our office in Iqaluit, Kakivak Association serves Inuit in the thirteen communities that make up the Qikiqtani Region of Nunavut. Our region is large, stretching 2,200 kilometres from Sanikiluaq in south-east Hudson Bay to Grise Fiord on Ellesmere Island. Our communities are diverse, ranging from Iqaluit, the territorial capital with a population close to 8,000, to Grise Fiord in the high Arctic with a population of 150.



Our priorities at Kakivak include:

- Providing financial support for Inuit pursuing training and post-secondary education.
- Supporting Inuit in achieving employment objectives through job search and employment assistance services.
- Assisting Inuit in achieving greater participation in business through the establishment, management and operation of viable, successful businesses.
- Offering support for work experience and skills development for Inuit youth, leading to advancement in education and employment.
- Supporting adequate and affordable access to childcare as a basis for increased participation of Inuit, and particularly Inuit women, in education, training and employment.
- Delivering high quality, professional services to clients.
- Strengthening partnerships with a wide range of individuals, businesses and organizations.
- Developing Kakivak Association as an effective and efficient organization for the delivery of community economic development programs and services.

MESSAGE FROM THE CHAIR



BOARD CHAIR

JEREMY TUNRALUK

It is a great honour to present Kakivak Association's 2021 Annual Report. As the new Chair for the Kakivak Association Board of Directors, I am eager and excited to be in a leadership role for such a great organization, one that is geared towards helping and promoting Inuit led economic development opportunities.

It is also a honour to be taking over the role from such a well respected, long standing political and Inuit leader, Joe Attagutluk. I am proud and honoured to fill such big kamiik! Joe has contributed so much over the years and the Qikiqtani Region would not be the same without his efforts and experience.

The Covid-19 Pandemic created many different challenges within Kakivak Association and across the region. Although we were not able to deliver all of our programs and services, I am amazed that we were able to accomplish so much, including the roll-out of the new Inuit Post-Secondary Education Program, and the

delivery of Covid Relief Programs for Inuit-owned businesses, helping them to maintain their business expenses and retain Inuit employees. The fact that we were able to develop and deliver new needs-focused programming during a very difficult year is a good indication of Kakivak's resourcefulness and capacity.

The Covid-19 Pandemic not only affected Kakivak, but more importantly it impacted all the Inuit that rely on our programs, especially those that live in the smaller communities within our region. The Pandemic forced some of our programs to be withheld, but once things are back to normal, I know that the team at Kakivak will be excited to bring back our full range of programs and services, and renewing our commitment to helping Inuit succeed.

Jeremy Tunraluk
Chair

MEET THE BOARD OF DIRECTORS



"Kakivak Association does a lot of great work, and I find it very rewarding to be involved with such a great organization."

Michael Qappik, Vice Chair

"As a new member of the Kakivak Board of Directors I am eager to support economic development in our communities."

Namen Inuaraq, Director



"I am glad to be in a position where I can pass on some of my knowledge and experience as a member of the Kakivak Board of Directors to some new members."

Johnny Manning, Secretary-Treasurer



"I am excited to be involved with an organization that provides so much support to Inuit."

Patrick Palituq, Director





PRESIDENT AND CEO

LEONIE QAUMARIAQ

For the second time, we are presenting our annual report while the world is still grappling with a corona virus pandemic. This is a unique situation for us, and for everyone that we work with and serve in our region. The pandemic has had a large negative impact on all service organizations and our clients, most notably small businesses, daycares, and post-secondary students.

After our offices were closed to the public in March of 2020, we suddenly had to figure out how to operate and continue to serve the changing needs of our clients. A priority was the continuation of our existing childcare programs and support to students who were far from home dealing with isolation and lockdowns and an uncertain academic future.

Another priority was to see what we could do to support our clients who were adversely affected by the pandemic lockdowns and travel restrictions. In April, only a few weeks after the first lockdown was announced, we successfully launched the Qikiqtani COVID-19 Business Relief and

MESSAGE FROM THE CEO

Qikiqtani COVID-19 Emergency Wage Subsidy Programs, making available new programming of up to \$1.5 Million in support to the smallest, most vulnerable Inuit-owned businesses and employers in the Qikiqtani Region.

In the middle of all of this, the launch of the Inuit Post-Secondary Education Strategy took place in the Spring of 2020. This federally funded program expanded and enhanced the support for Inuit Students living and studying outside of Inuit Nunangat. We were able to provide support for over 70 students with connections to the Qikiqtani region.

All through the pandemic, our staff faced numerous challenges as well. We had to learn to work

differently, with Zoom and MS Teams calls replacing face to face interactions. Schools and Daycare closures combined with Office closures led to a shift to working from home and balancing family and work life in novel and sometimes stressful circumstances. Parents become part time teachers as well as remote workers.

I am very proud of our staff and what we have been able to accomplish in one of the most difficult years in our history.

Leonie Qaumariaq
President and CEO

KAKIVAK ASSOCIATION AND THE QIKIQTANI INUIT ASSOCIATION

Kakivak Association is the non-profit economic development arm of the Qikiqtani Inuit Association (QIA), and each year funds are made available to maintain the delivery of economic development services and programs.

Funding from QIA supports the delivery of the Small Tools Program, the Sivummut Grant Program and the Makigiaqvik Loan Program.



MESSAGE FROM THE OUTGOING CHAIR

OUTGOING CHAIR

JOE ATTAGUTALUK

I was honoured to serve as the Chair of the Kakivak Association Board of Directors from February 2017 to December 2020.

It was very rewarding to be involved with Kakivak, delivering economic development programs that provide benefits to so many Inuit.

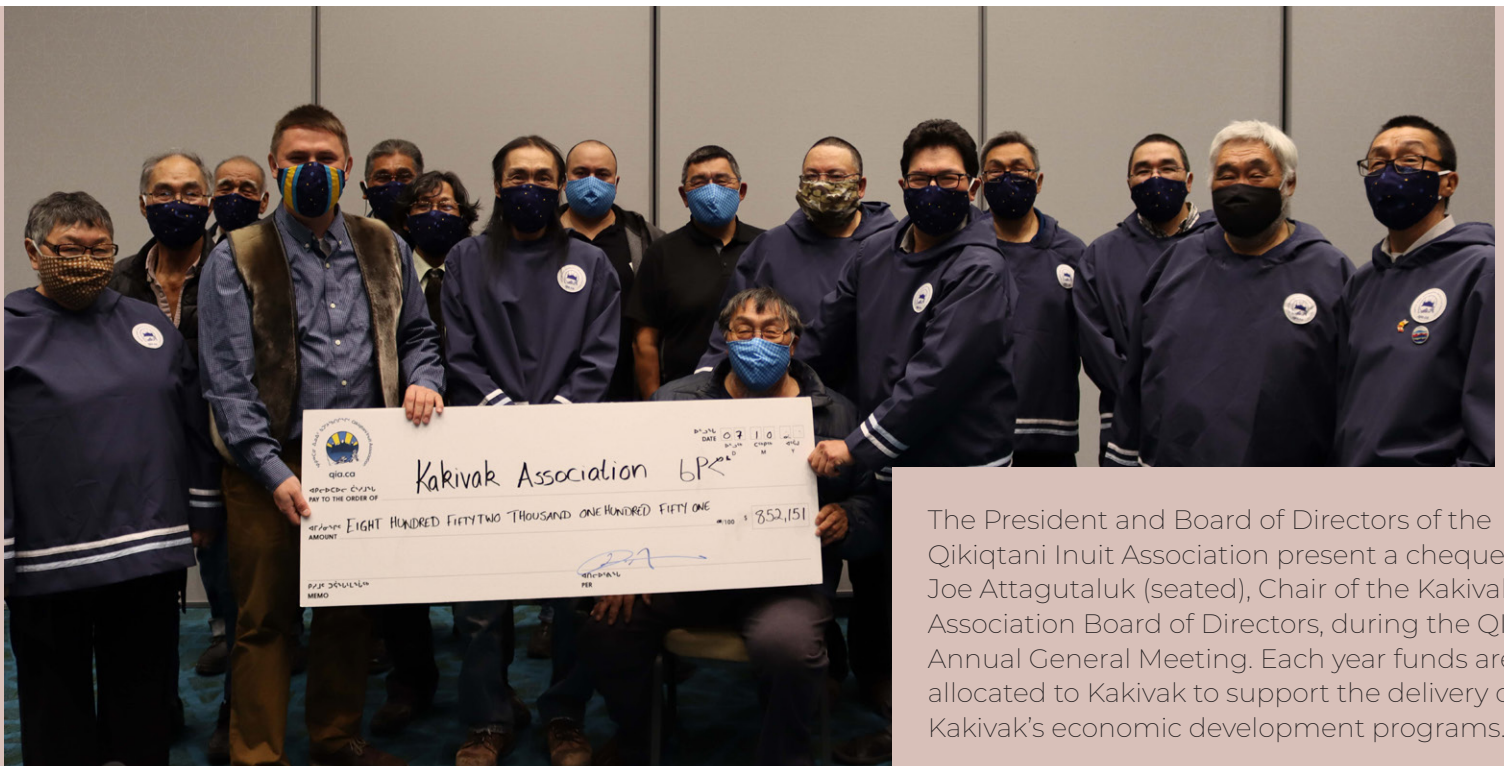
I am very proud of the work that we were able to accomplish during my time as Chair, especially in the past year, with our ability to respond to the needs of many Inuit-owned businesses that required support due to Covid-19. We were also able to start the delivery of a new financial support program for post-secondary students and increase support for childcare centres.

We were able to do these things even while our own staff were facing day-to-day

challenges related to school, daycare and business closures, and working from home.

I have been involved with the Qikiqtani Inuit Association for many years, and I was glad to have the opportunity to serve Inuit by having a leadership role at Kakivak Association before retirement.

Joe Attagutluk
Outgoing Chair



The President and Board of Directors of the Qikiqtani Inuit Association present a cheque to Joe Attagutluk (seated), Chair of the Kakivak Association Board of Directors, during the QIA Annual General Meeting. Each year funds are allocated to Kakivak to support the delivery of Kakivak's economic development programs.

COVID-19 PANDEMIC RESPONSE

On March 11, 2020 the World Health Organization announced that COVID-19 was a Global Pandemic. Our first priority was for our clients and during the following week Kakivak moved quickly to support the individuals, businesses and organizations that depended on Kakivak Association for financial support.

OUR FIRST RESPONSES INCLUDED:

- Advancing six months of funding for daycare centres
- Notifying students that they would still receive their approved funding for living expenses, even if their classes were cancelled
- Providing initial relief to businesses by postponing loan payments

With the support of the Qikiqtani Inuit Association, Kakivak Association rolled out new programs to assist businesses, non-profit organizations and students to help reduce the negative impacts of the Covid-19 Pandemic. Over \$1.5 million was approved through these programs, including operational support for 33 Inuit-owned businesses, helping to maintain employment for 77 Inuit and emergency assistance for 21 Inuit students and their families.

- The Qikiqtani Covid-19 Business Relief Program was created to provide direct support for small Inuit-owned businesses that were forced to close or had significant reductions in revenue due to the pandemic. Over \$437,000 in funding was approved through this program.
- The Qikiqtani Covid-19 Wage Subsidy and Training Program was created to help employers keep Inuit employed. Over \$980,000 in funding was approved through this program.
- The Qikiqtani Covid-19 Student Relief Program was created to provide support for post-secondary education students with unplanned expenses due to the pandemic. Over \$160,000 in funding was approved through this program.

APPRECIATION FOR CLEANER AIR!

As part of our Covid-19 response, Kakivak Association provided Jade medical grade air purifiers to 22 childcare centres in the Qikiqtani Region.

The Jade air purifiers have multiple layers of filtration and germicidal ultraviolet lights, and are proven to remove airborne odours, bacteria and viruses. To assist with continued operation, each purifier was shipped with a three-year supply of replacement filters and ultraviolet bulbs.



"We would like to thank Kakivak for their continued support of Pairivik Daycare. We are extremely happy to have received 2 Jade air purifiers for our daycare and lunch/afterschool program. These will help ensure that the children will continue to have a happy and healthy learning environment. Kakivak Association has always made sure that the daycares are well taken care of and we greatly appreciate it."

Qujannamiik/Thank you

Michelle MacKay, Director, Pairivik Daycare, Iqaluit

Biggest thank you for our air purifiers! They are great and we love the clean air.

Qujannamiipaalu!

Tumikuluit Daycare



"The staff were super pumped about the purifier! We have one set up with the early childhood education room, the library, and our boardroom.

They're awesome!"

**Malcom Ranta, Executive Director
Iisaqsivik, Clyde River**



72

TOTAL CLIENTS
\$574,431

4

SIVUMMUT CLIENTS
\$ 39,891

39

SMALL TOOLS
CLIENTS
\$ 40,335

1

EOF CLIENTS
\$ 10,000

2

EBD CLIENTS
\$ 46,376

26

SPECIAL PROJECT
CLIENTS
\$ 437,829

BUSINESS DEVELOPMENT

Kakivak's Business Development Officers can help with business planning and to determine the best options available to finance a business startup or expansion. We offer a number of programs and services to help your business succeed.

SMALL TOOLS GRANTS

Small Tools Grants is our most popular program. These grants can be used to assist with the purchase of carving tools or sewing machines.

SIVUMMUT GRANTS TO SMALL BUSINESS

Sivummut Grants can be used to support the establishment or expansion of viable Inuit-owned businesses.

ECONOMIC OPPORTUNITIES FUND

The Economic Opportunities Fund can provide grants of up to \$10,000 for the startup or expansion of tourism-based businesses in the 6 communities adjacent to the National Parks in the Qikiqtani Region.

MAKIGIAQVIK LOANS

The Makigiaqvik Loans Program can provide loans of up to \$50,000 for eligible Inuit-owned businesses. These loans can be used to start-up or expand a business.

ENTREPRENEURSHIP AND BUSINESS DEVELOPMENT

This program provides contributions to support the startup and expansion of eligible Inuit-owned businesses. Kakivak delivers this program through an agreement with the Canadian Northern Economic Development Agency.

BUSINESS CAPACITY AND STARTUP FUND

The Business Capacity and Startup Fund is available to assist new and existing businesses operating in the communities included in the Mary River Inuit Impact Benefits Agreement. Kakivak delivers this program through an agreement with the Qikiqtani Inuit Association.

PLANNING FOR THE FUTURE...

Near the end of 2020, Kakivak started work to create a new business training program to help Inuit-owned businesses understand and prepare for government procurement opportunities. This project was initiated in partnership with the Kitikmeot and Kivalliq Inuit Associations, and supported by Indigenous Services Canada. The delivery of this training program will begin in the fall of 2021.

Introduction to
Government
Procurement for
Inuit Businesses in
Nunavut

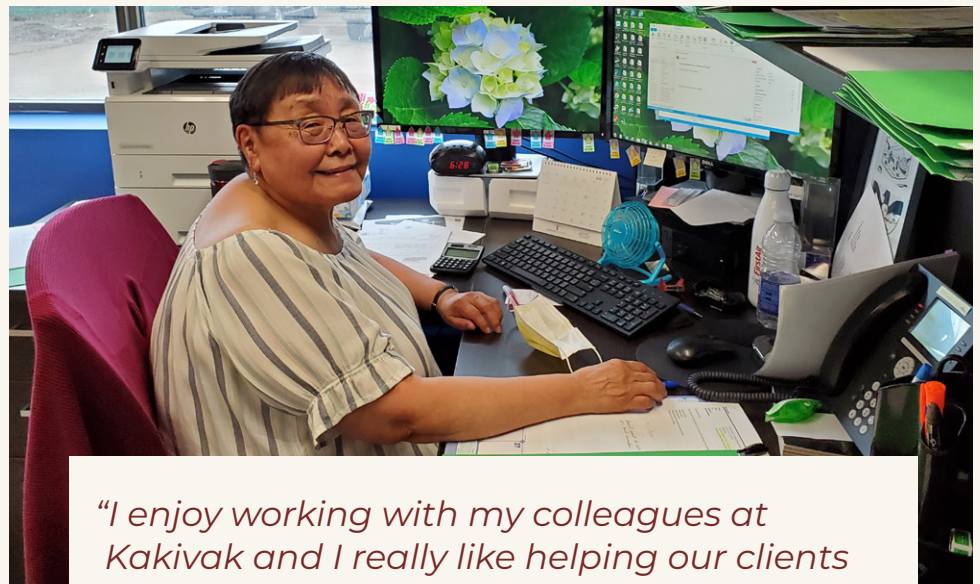
PARTNERING FOR SUCCESS

Over the past 6 years Kakivak Association has had two, three-year agreements with CanNor for the delivery of their Entrepreneurship and Business Development program. Near the end of the year Kakivak submitted a proposal to renew this agreement for 5 years. This effort was successful and a new agreement was effective April 1, 2021. Kakivak's delivery of this program has helped small Inuit-owned businesses access over \$4.1 million in federal funding to support almost \$19 million of total project costs.

ELIZABETH HELPED ME TO GET A SEWING MACHINE

Elizabeth Murray has worked in the Business Department since March 2020. As the Small Tools Program Support Clerk her primary role is to support clients who are submitting applications to Kakivak's Small Tools Program.

Elizabeth loves to sew, cook and bake. She also loves to travel and tries to spend some time with some of her family in Nunavik when she can.



"I enjoy working with my colleagues at Kakivak and I really like helping our clients submit their applications under the Small Tools Program. I love to sew, and it is great to support Inuit who have the same passion."

KAKIVAK DELIVERS RELIEF TO BUSINESSES IMPACTED BY COVID-19

When the Covid-19 Pandemic began it immediately became clear that small Inuit-owned businesses were going to need some assistance to survive the loss of revenue as business closures and other restrictions were imposed.

With the support of the Qikiqtani Inuit Association Kakivak Association was able to respond quickly by launching the Qikiqtani Covid-19 Business Relief Program and the Qikiqtani Covid-19 Wage Subsidy and Training Program. Up to March 31, 2021 over \$437,000 in direct business relief and \$980,000 in wage subsidy and training funds were delivered under these programs.



"JE Taxi faced some issues during the Covid-19 pandemic. We would not have been able to purchase any parts for the taxi without the Kakivak Association's support. JE Taxi is able to continue to serve Arctic Bay's residents and keep the business alive in the community."

JE Taxi is truly grateful for Kakivak's program funding support!"

Jimmy Enoogoo
JE Taxi

"When the Covid-19 Pandemic hit, it took us by surprise. At first we didn't realize how much it would affect our business but we incurred significant losses during the lockdowns."

We are involved in the buying and selling of Inuit Art and our main buyers stopped, or slowed right down. Our revenues dropped but the expenses did not, and in some cases they were increasing."

The Covid-19 relief funding provided by Kakivak has been very beneficial to our business, and helped us to keep the lights on."

We thank Kakivak Association for supporting the small Inuit-owned businesses!"

Patrick Qammaniq Hellwig, Southeast Nunavut Company LTD.



"As a contractor in the business of specialized fuel equipment, Bowhead provides major services that are usually approved by many people in an organization before going ahead. Replacing fleets of oil tanks or rebuilding gas stations are Bowhead's main lines of work."

When COVID-19 hit, our customers drastically cut their capital spending and put projects on hold. They were "sheltering in place" from a business point of view. All of a sudden, our new business that was building on a successful 2019 faced the prospect of closing its doors."

With Kakivak's grant programs, we were not only able to survive, but strengthen our business position for 2021 and beyond. The grant program provided the funds to cover basic costs like rent and internet, while the training program built up our staff's capabilities."

Thank you Kakivak for assisting our proudly Nunavut-based, Inuit-owned company!"

Maria Quqsuut
President | Bowhead General Contracting Inc.



"Innirvik Support Services was pleased to receive business relief funding from Kakivak Association to help cover monthly costs during Covid. It was a shocking time for all especially for those small businesses when revenue fell and shut downs became a reality."

Thanks to the support from Kakivak, Innirvik was able to operate in a different manner and keep up with expenses."

Rhoda Cunningham
President

L-R: George Metuq, Chistina Stoney, Alexandra Cunningham, Rhoda Cunningham



618

TOTAL CLIENTS
ASSISTED
\$ 3,972,559

25

CHILDCARE
CENTRES
\$ 2,934,096167 FULL-TIME
56 PART-TIME

303

YOUTH PROJECT
PARTICIPANTS
\$ 1,020,078

1

DISABILITY
PROJECT
\$ 18,385

CHILDCARE, YOUTH AND DISABILITY

The Childcare, Youth & Disability Department at Kakivak Association offers a number of programs specifically targeted to these groups. Together with our partners, we are able to deliver seven key programs.

- The **Career Promotion and Awareness Program** provides support for the provision of career development information and awareness through projects such as career fairs.
- The **Mentored Work, Information and Communications Technology Work Placements Program** supports youth mentored work experiences, career planning and counselling activities. It also supports life and work experience and skills development to youth.
- The **Science and Technology Program** supports activities that promote science and technology as an education and career choice, including science camps, computer clubs, and activities that connect science and technology to traditional aboriginal knowledge.
- The **Childcare Program** offers support for basic operations and maintenance, attendance-based operations and maintenance, support for culture and language instruction, operational equipment and worker training.
- The **Baffin Inuit Youth Employment Program** encourages employers to hire youth they would not normally hire by providing funding for wage subsidies.
- The **Disability Assistance Program** encourages employers to hire individuals with disabilities by providing funding for wage subsidies, assistance for training, or special equipment.
- The **Summer Work Experience Program** provides employer subsidies for summer work experience opportunities for Inuit students attending secondary or post-secondary school.

SUMMER SCIENCE CAMP

Kakivak provided support to Polar Outfitting to provide a five-day summer science camp to provide traditional knowledge to Inuit youth.

Participants learned about the anatomy of Arctic Char, fish environment and ecosystems, fisheries development, sustainable harvesting, and traditional safe food handling and preparation.



I BELIEVE I CAN FLY...

Eva Groves started working at Kakivak Association as a Project Officer in the Childcare, Youth & Disability Department a month before Christmas of 1998 and in 1999 she was promoted to the position of Manager, Childcare, Youth and Disabilities.

Eva enjoys helping Inuit, and after 22 years she still finds it challenging and rewarding. Her goal is to provide Inuit-specific programs to individuals to help provide employment, to maintain access to quality, affordable childcare spaces and to support work experience opportunities for youth.

Eva has a wonderful story about the first time she was given an opportunity to fly in an airplane, and she still reflects on the impact it has had in her life. Her motivation is to help others experience this kind of life changing opportunity.

Eva adores her seven grandchildren and her great grand-daughter, and loves spending quality time with them, baking, biking or boating in calm waters. She was born and raised in the beautiful little town called Apex Hill.

Photo credit - Hayley Groves

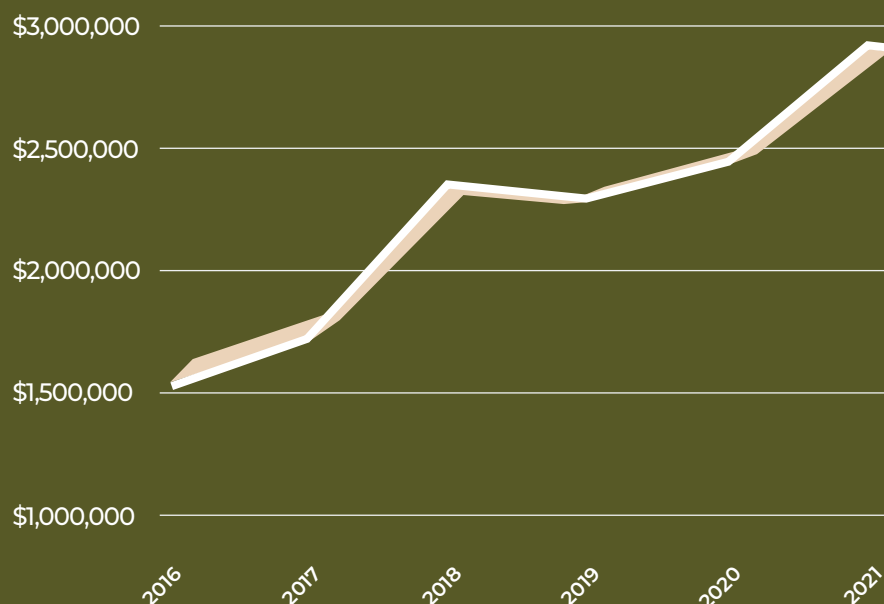
KAKIVAK DELIVERS SUPPORT FOR INUIT EARLY LEARNING AND CHILDCARE

Kakivak has been providing funding to childcare centres for over 25 years. Over the past 5 years, additional supports and investments have been made available through enhanced program arrangements with Employment and Social Development Canada and the Qikiqtani Inuit Association. As a result, the level of funding for childcare has almost doubled from \$1.5 million to \$2.9 million.

Kakivak childcare funding includes financial support for general operations, wage subsidies for Inuit staff and subsidies for Inuit parents. In 2020-21 funding was also made available to assist with health and safety issues related to the Covid-19 pandemic.

During the year Kakivak also initiated projects to help determine the condition of childcare facilities in the region, to supply urgent health

ELCC FUNDS



and safety items including medical grade air purifiers, personal protective equipment and sanitizing supplies.

WORDS OF THANKS

I just want to thank you all for everything you have done this past year and the time and effort that you have put into making sure the daycares are supported. Your hard work does not go unnoticed and myself along with First Steps does appreciate everything you all have done.

This year has not been an easy one by far and we are still experiencing struggles into

the New Year but when things got really tough this year, Kakivak was the first to help the daycares. That in itself speaks volumes.

I hope that 2021 bring you all brighter days, much happiness and good health.

**Kyla King, Executive Director
First Steps Day Care Centre**

IGLOOLIK PIRUQSIAQ DAYCARE



While travel to communities was restricted due to the Covid-19 Pandemic, Eva Groves, the Manager of the Childcare, Youth and Disabilities Department, and Jukeepa Veevee, Senior Project Officer, did have an opportunity to visit the Piruqsiaq Daycare Program in Igloolik.



MEET JUKEEPA...

Jukeepa Veevee started working for Kakivak Association as a Senior Project Officer four years ago, taking on the challenging task of administering Kakivak's funding for childcare centres, which was close to \$3 million in 2020-21.

Jukeepa enjoys the outdoors especially camping on the land with her family, the adventure of boating, and harvesting food to share.

"I can't believe I have already worked at Kakivak for four years! Time flies when you enjoy what you do! I enjoy the work atmosphere that Kakivak provides, the team I work with inspires me to grow and learn."

359

TOTAL INDIVIDUALS
SPONSORED
\$ 6,118,030

171

INDIVIDUAL
SPONSORSHIPS
\$ 2,230,721

72

INUIT
POST-SECONDARY
EDUCATION PROGRAM
\$ 1,815,461

116

TRAINING PROJECTS
\$ 1,981,848

TRAINING AND EMPLOYMENT

At Kakivak Association we know training and education are essential for success in employment and career development, this is why we offer the following programs:

- The **Individual Sponsorship Program** provides the financial support required for Inuit to be successful in pursuing training and post-secondary education.
- The **Wage Subsidy Program** assists employers hiring Inuit by providing wage subsidies.
- **Employment Related Training** provides funding for wage subsidies to support job mentoring and training on the job initiatives.

A SENSE OF ACCOMPLISHMENT

Annie Alexander is the Manager, Training & Employment. She manages funding programs to support post-secondary students, individual training and training projects. Annie joined Kakivak Association in 2001, and she will soon celebrate her 20th anniversary with the organization.

In 2020-21 Annie and her team delivered close to \$3.9 million through the Training and Employment programs, supporting 359 students and training participants.

"After almost 20 years at Kakivak I still get excited about the success stories we hear about students and training initiatives. Sometimes the work is not easy, but the good news stories really give me a sense of accomplishment and keep me motivated!"



INVESTING IN THE FUTURE...

INUIT POST-SECONDARY EDUCATION PROGRAM

Announced in June 2020, The Inuit Post-Secondary Education Program lays the groundwork for equity in post-secondary education for Inuit. It sets an ambitious goal to double the number of Inuit graduates of PSE programs over the next 10 years.

In pursuit of this goal, four main action areas have been identified: increased direct financial support for Inuit students; increased in-direct supports including counselling and tutoring; community engagement to promote post-secondary education; and, national coordination to monitor student success.

This new programming also provided equitable access for Inuit who live outside of Inuit Nunangat, allowing them to apply for funding through organizations based in their home regions. In the first year of delivery of the Inuit Post-Secondary Education Program Kakivak Association funded 72 students.



"I am done all my tests and college now. I have a full time job lined up at the Collingwood Hospital in Ontario to work in the hospital lab."

Thank you for your support!!!"

Muckpaloo Ipeelie



I am now a third year in a Bachelor of Fine Arts program at the Alberta University of the Arts majoring in painting. There are a lot of things that I would like to accomplish within the arts in the future. I have always wanted to create my own comic, be able to display my work in galleries, and create a small business selling artwork and taking in commissions. With the education I am working towards it has already helped and improved my work.

With the assistance of Kakivak, the funding has allowed me to fully concentrate on my education rather than worrying about working at a job, and keeping up with payments and grades. Kakivak has also been very patient with communication and handing in paperwork. I appreciate all of the help, patience, and support the Kakivak Association has given me.

Thank you,

Rachel Mackay

Pop art self portrait by Rachel Mackay



"Thanks to Kakivak for providing funding throughout my post-secondary experience. With the funding, I was able to continue my education and provide for my family. It helped me by reducing the financial stress I would likely have without it.

Thank you also to the staff for providing great support and assistance as they have always been welcoming!"

Maybelle Enuaraq



"Thank you so much for your support during the start of my academic journey. It means so much for me to be able to pursue my goal of becoming a chemical engineer, and to be able to help Indigenous people in the future.

Being in Toronto, I am able to collaborate with like-minded peers, which has helped my understanding significantly.

I would like to thank you for your generosity by supporting me throughout my studies. It has helped me tremendously, and it has allowed me to reach the best of my abilities. Thank you!"

Allana Nakashook-Zettler

"I just wanted to send a quick email to you guys thanking you for your continuous support.

I grew up in a single-parent household in Nunavut, living pay cheque to pay cheque and now I have my own apartment in a nice neighbourhood. I am the first person in my family to attend university and it could not have happened without you guys.

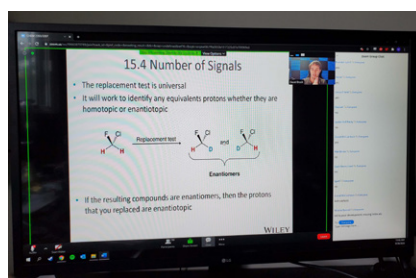
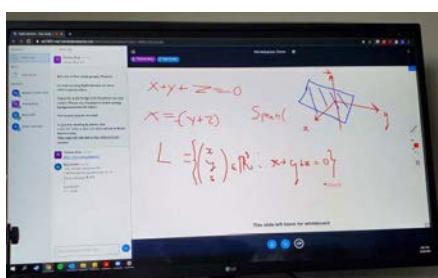
I would not be where I am today, getting my first degree, without your support. I would not be here, finding university classes easy and making a future for myself had it not been for you guys. I cannot express how appreciative I am of you guys helping me achieve my dreams. I never thought I would be where I am today."

Qujannamiik!

Cassidy-Ann Netser

POST-SECONDARY EDUCATION DURING COVID

The past year has presented some big challenges for students, including challenging classes and lectures delivered over Zoom, Youtube and other platforms. This was especially difficult for students dealing with complicated concepts in math and science.



NATIONAL INUIT STUDENT GATHERING

In March 2020, the Training and Employment Department participated in a virtual National Student Gathering organized by Inuit Tapariit Kanatami. The event connected Inuit post-secondary students with each other, and provided the opportunity to connect with organizations delivering funding to support Inuit post-secondary education.



L to R Annie Alexander, Pat Powell, Marie Michael, Erika Alexander



This is wonderful news and I am absolutely thrilled the Committee approved my request. I gladly accept and have attached the signed agreement.

Words cannot express how grateful I am for your ongoing help during school. I look forward to providing you what you need, if anything further is required.

I wish everyone at Kakivak well, and hope that the end of this year be less challenging for your Association.

Thank you kindly again, this news truly made my year!

Sincerely,

Cassandra Coman

PARTNERING FOR SUCCESS

Kakivak Association supported Qikiqtani Industry Ltd. and their project partners, the Nunavut Construction Corporation, the Government of Nunavut, the NWT & Nunavut Construction Association and Habitat for Humanity Iqaluit.

Twenty participants participated in a 14-week pre-trades program including classroom and hand-on training. The program was designed as an entry into the construction trades, helping to increase the number of Inuit that have the basic skills required to continue their education in the trades and to work on construction projects.





Pre-Trades Training Program

This training project is supported by Kakivak Association with funding provided by the Government of Canada's Indigenous Skills and Employment Training Strategy.

Canada

Partners:



- ✓ **14 Weeks Pre-Trades Training for Inuit Beneficiaries**
- ✓ Blended Training Program designed to include classroom, hands-on training and job placements with NCC.
- ✓ Job opportunities with NCC upon the successful completion of training.
- ✓ Participation Allowance will be provided.
- ✓ Work on a real-life project by contributing to Habitat for Humanity's sixth home construction in Summer 2021!
- ✓ Gain valuable experience and build hours necessary to further your career in Trades.

240

TOTAL ACTIVITIES

28

ONE TO ONE
CONSULTATIONS

75

JOB SEARCHES

129

RESUME RELATED
ACTIVITIES

13 CREATE RESUME
38 UPDATE RESUME
78 PRINT RESUME
0 COVER LETTERS

8

USE COMPUTER
FOR EMPLOYMENT
RELATED
PURPOSES

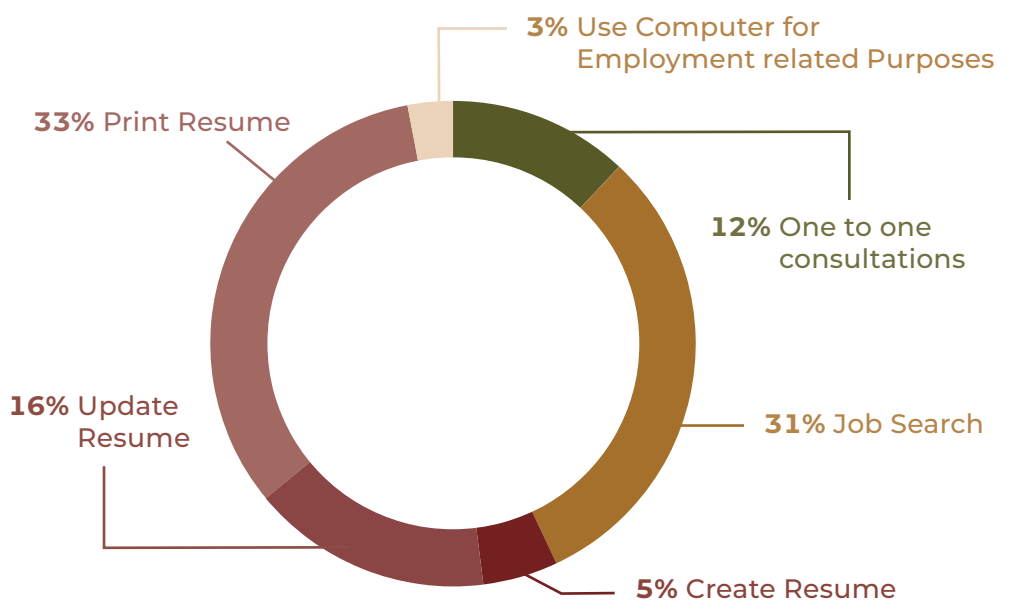
CAREER SERVICES

EMPLOYMENT ASSISTANCE SERVICES

Kakivak Association provides Employment Assistance Services in our office in Iqaluit and through the Community Liaison Officers throughout the region.

The Employment Resource Centre is a popular destination for Inuit seeking employment. The services include use of computers, internet access, support for the preparation of resumes and job search assistance.

EMPLOYMENT RESOURCE CENTRE ACTIVITY



CLOSED DUE TO COVID

While the territory continues to operate under the measures of a Public Health Emergency, the Career Services Centre has closed its door to the general public. We continued to provide services to our clientele however, only on a limited basis. This meant that our clients were able to update resumes either by providing us with handwritten information, or verbally providing us this information over the phone. Once the information was updated, clients were then able to pick up copies without having to come into our offices. This will be assessed and we will determine when and how we can further support the public. An update will be provided when we are able to provide full services again.

TEAM PLAYER!

Jeannie Smith is the Client Services Intake Clerk, and she provides reception and other services at Kakivak. Jeannie has been working with Kakivak Association for over 10 years!

Jeannie feels deeply rooted to her family and her cultural traditions. Her favourite activities are berry picking, clam digging and spending time with my family and friends.



Sarah Maniapik (Left) and Glenn Cousins (Right) present Jeannie Smith with a few gifts in recognition of her 10 years of service at Kakivak.

"I like to feel part of the team, and I enjoy assisting clients and my co-workers when they need assistance. I really enjoy spending time with my co-workers, especially when we go out on an IQ day and spend the day clam digging."



STAFF DEVELOPMENT



MEET TRACEY...

Tracey began working at Kakivak as the Administrator for Nunavut CEDO on June 1, 2009. Since starting with Kakivak, Tracey has become the backbone of the Finance Department, and her dedication and expertise has allowed her to manage a series of staff transitions and led to her promotion to the position of Manager of Finance (Trainee) in early 2021.

Tracey is a busy, devoted Mom with a large family, and spends a lot of quality time with her children. She likes to make sure they are involved in a lot of healthy activities, especially spending time outdoors. When Tracey has time for herself she enjoys sewing and just having quiet time.

In the office Tracey likes keeping things organized and ensuring payments are issued on time. She is very dependable and her colleagues know that they can rely on her to get things done.

"After 12 years at Kakivak I still enjoy coming to work everyday!"



Kakivak is growing!

Additional programs mean additional staff and space for them to work! Kakivak took over an adjacent office space and completed a renovation with the help of Qikiqtaaluk Properties. Ready to move in!





Pat Powell (L) and Angela Angrove (R) testing out a heavy equipment simulator. Kakivak plans to make the simulator available for demonstration and hands-on experiences during trade shows, career fairs and other similar events.

Meeting with masks!

Kakivak CEO Leonie Qaumariaq, leads a team workshop to review some procedures.

L to R Pat Powell, Angela Angrove, Annie Alexander, Farrah Arnauyumayuq, Sarah Maniapik, Anny Chislett and Leonie.



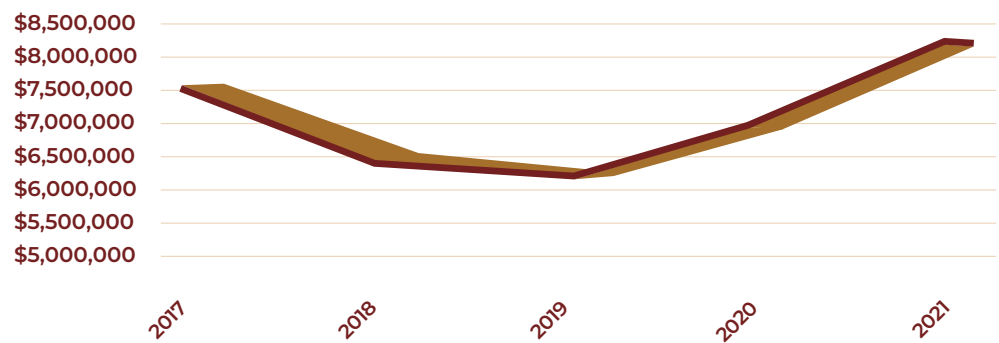
What the heck is a Zoom call?

James Paton, Manager, Business Services and Glenn Cousins, Manager Partnership and Planning prepare for a teleconference, one of many that would be scheduled over the next few months.

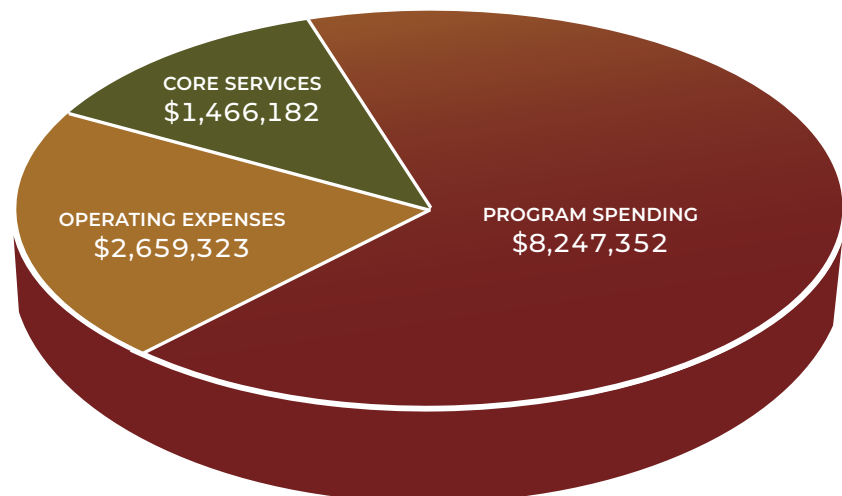
FINANCIAL SUMMARY

Kakivak Association delivers a range of programs that support training and employment, childcare, youth initiatives and business development. Over the past 5 years Kakivak's program spending has totalled over \$ 35.0 million dollars, averaging over \$ 7.0 million per year. This year 67% of total expenditures went directly to our clients, totalling over \$ 8.2 million dollars.

PROGRAM HISTORY



PROGRAM SPENDING & OPERATING COSTS 2020-2021

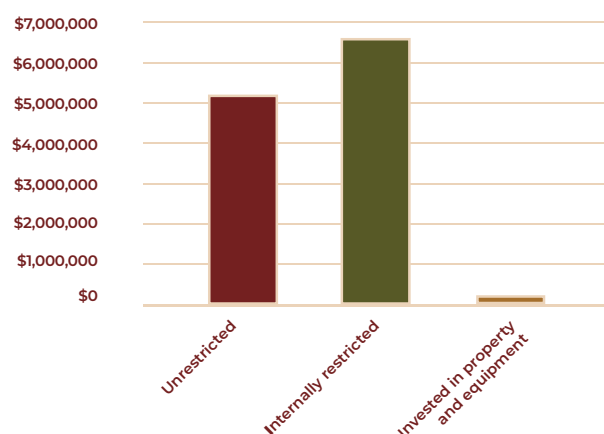


SUMMARIZED STATEMENT OF FINANCIAL POSITION 2020-21

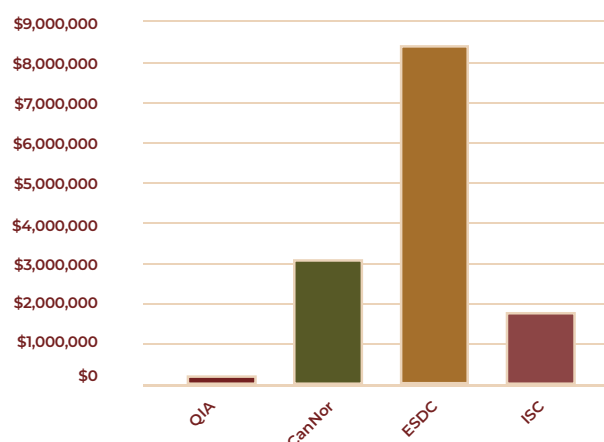
	2021	2020
Assets		
Current		
Cash and cash equivalents	\$ 19,064,799	\$ 12,738,030
Marketable securities	7,339,375	7,161,429
Accounts Receivable	453,155	254,342
Due from related parties	967,189	1,570,292
Prepaid Expenses	169,933	1,014,410
Loans receivable	27,440	46,390
Total	28,021,891	22,784,893
Long Term		
Investments	1	1
Property and equipment	52,473	58,157
Total	52,474	58,158
Total Assets	\$ 28,074,365	\$ 22,843,051
Liabilities		
Accounts Payable and accrued liabilities	\$ 975,158	\$ 422,118
Program Commitments	1,078,095	1,822,515
Due to Related Parties	822,313	558,754
Deferred Contributions	13,398,216	9,997,436
Total Liabilities	\$ 16,273,782	\$ 12,800,823
Fund Balances		
Unrestricted	5,169,847	3,318,126
Internally restricted	6,578,263	6,665,945
Invested in property and equipment	52,473	58,157
Total Fund Balance	11,800,583	10,042,228
Total	\$ 28,074,365	\$ 22,843,051

Kakivak Association manages a number of comprehensive funding arrangements, along with millions of dollars in program funding going to our clients. In order to meet the requirements of the organization, the Finance Department maintains effective financial management, develops and submits required reporting and ensures that a comprehensive, independent audit is conducted each year.

Kakivak Fund Balances
March 31, 2021

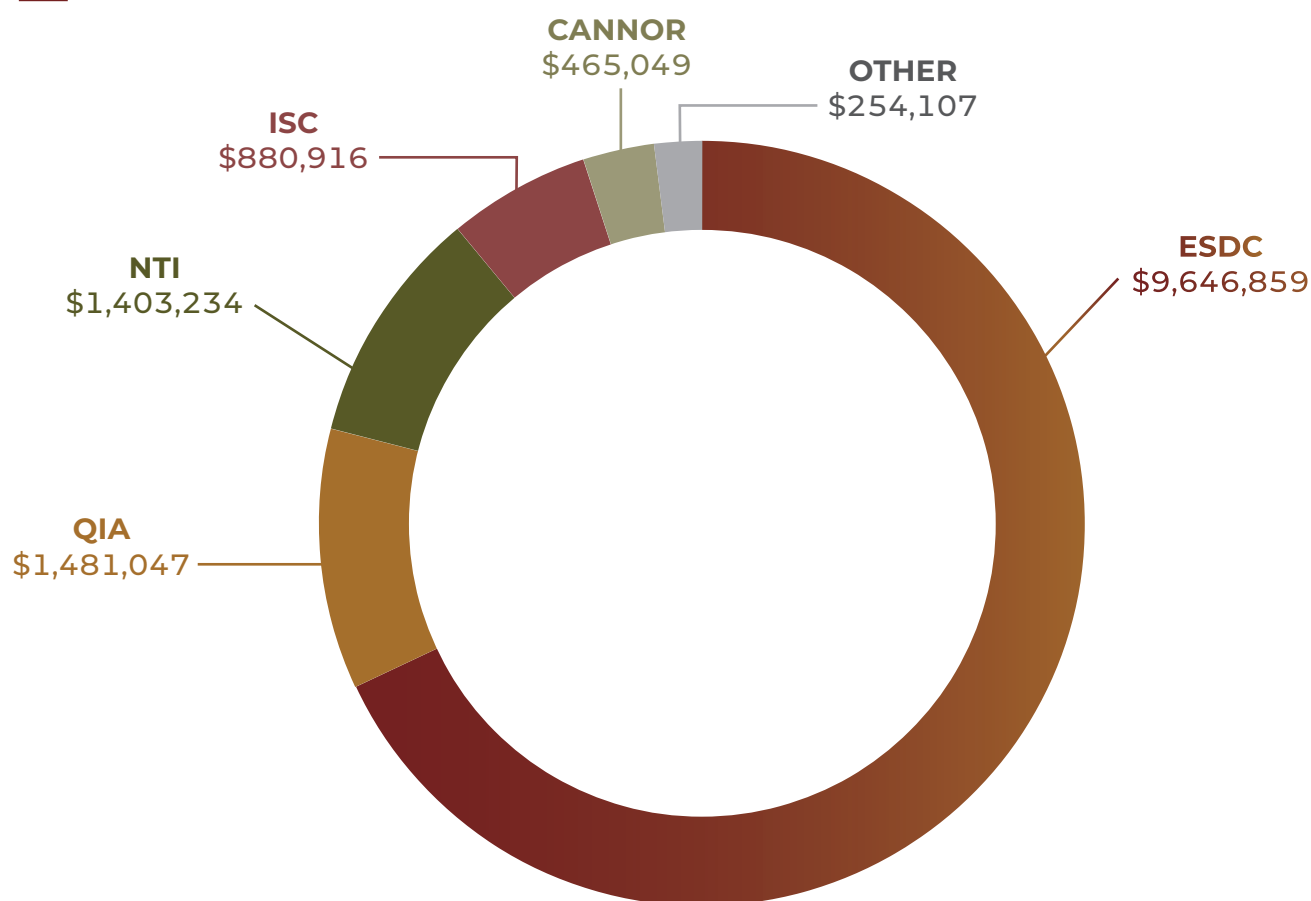


Deferred Program Revenues
March 31, 2021



SOURCES OF REVENUE

2020 - 2021



ESDC

Kakivak Association has an ongoing partnership with Employment and Social Development Canada (ESDC) for delivery of programs and services under the Indigenous Skills and Employment Training Strategy (ISETS). Through this agreement Kakivak provides funding and services related to education, training, career development and childcare programs. The total funding in 2020-21 was \$9,646,859.

QIA

Kakivak Association is the non-profit economic development arm of the Qikiqtani Inuit Association (QIA) which contributes funding to support the delivery of business and community economic development programs and services. This funding supports operations, business development programs and a childcare subsidy. The total funding for 2020-21 was \$1,481,047.

NTI

Kakivak Association has a new funding relationship with Nunavut Tunngavik Incorporated to support the delivery of the Inuit Post Secondary Education Program. This program provides financial support and wrap-around services for Inuit post-secondary students, regardless of where they reside in Canada. The funding originates with Indigenous Services Canada with national coordination provided by Inuit Tapariit Kanatami. The total funding in 2020-21 was \$1,403,234.

ISC

Kakivak Association has an ongoing partnership with Indigenous Services Canada (ISC) for the delivery of Youth Employment Strategy programs. Through this partnership Kakivak provides project funding through five youth employment and career awareness programs. The total funding in 2020-21 was \$880,916.

CanNor

Kakivak Association has an ongoing partnership with the Canadian Northern Economic Development Agency (CanNor) that includes funding to support the delivery of business and community economic development programs and services. The total funding in 2020-21 was \$465,049.

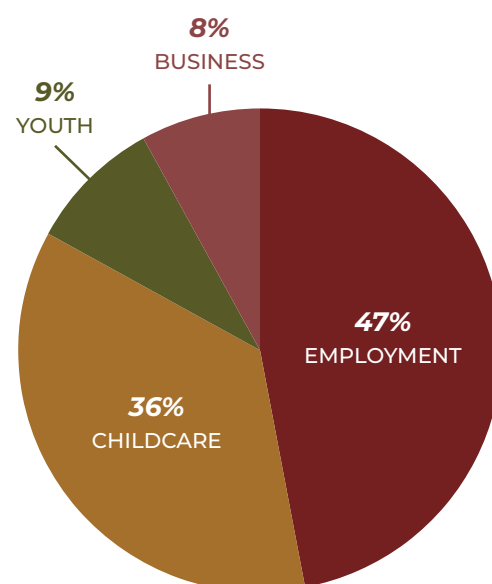
Other

Other revenue is derived from interest earned, unrealized gains on fund investments and other sources. The majority of this revenue is dependent on the performance of a low-risk investment portfolio and is difficult to predict from year to year. The total other revenue for 2020-21 was \$254,107.

SUMMARIZED STATEMENT OF OPERATIONS 2020-2021

	Total 2021	Total 2020
Revenue		
Employment and Social Development Canada	9,646,859	7,945,325
Qikiqtani Inuit Association	1,481,047	1,513,148
Nunavut Tunngavik Incorporated	1,403,234	-
Indigenous Services Canada	880,916	761,526
Canadian Northern Economic Development Agency	465,049	815,102
Interest and Invest Income	341,728	477,586
Other Income	736	1,643,688
Unrealized gains (loss) on Marketable Securities	(88,357)	(24,918)
Total Revenue	14,131,212	13,131,457
Program Funded Activities		
Employment Programs	3,897,895	3,046,948
Childcare Programs	2,929,661	2,458,925
Youth Employment Strategy Programs	779,671	628,963
Business Development Programs	640,125	810,025
Total Program Funded Activities	8,247,352	6,944,861
General and Administration Expenses		
Salaries and benefits	3,286,272	2,906,164
Rent	363,777	372,993
Professional and translation fees	210,751	274,719
Office	189,420	200,953
Honoraria and Board Expenses	179,330	218,530
Telephone, internet and support	153,786	142,767
Promotion	31,234	58,569
Depreciation	17,917	15,470
Travel	2,272	199,232
Capacity building and training	-	87,499
Provision for loan losses (recoveries)	(2,106)	(3,674)
Bad debts (recoveries)	(307,148)	66,730
Total General and Administration Expenses	4,125,505	4,539,952
Total Expenses	12,372,857	11,484,813
Excess Revenue	1,758,355	1,646,644

Program Delivery Results



Employment	\$3,897,895
Childcare	\$2,929,661
Youth	\$779,671
Business	\$640,125

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