



KAKIVAK
ASSOCIATION
Annual Report
2023

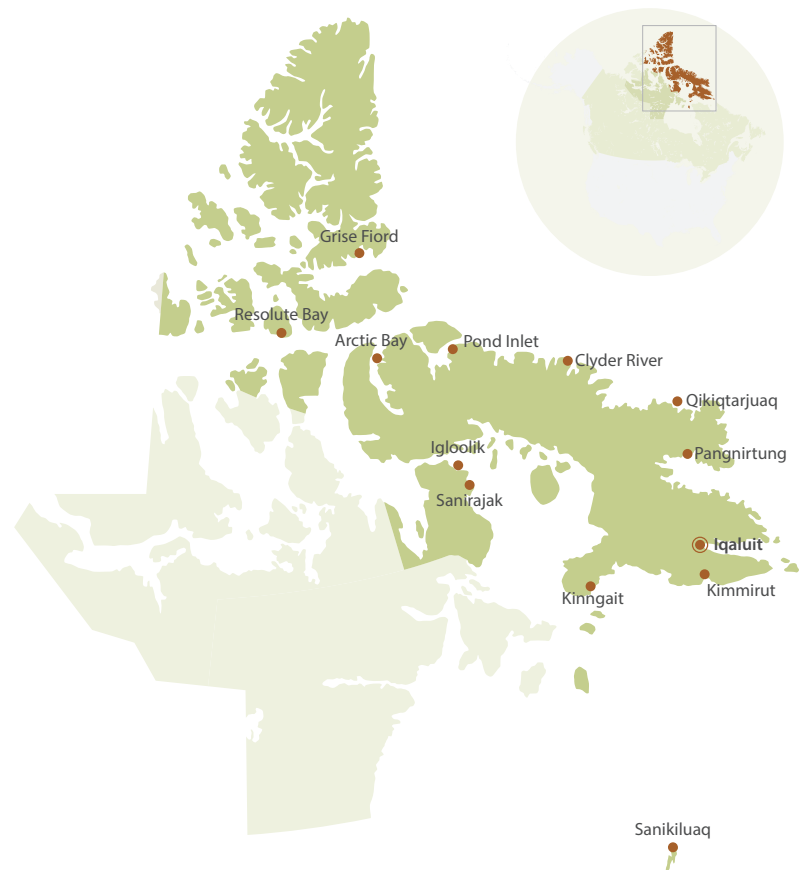


Helping Inuit Succeed

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 over 8,000, to Grise Fiord in the high Arctic with a population of 150.



Our Strategic Goals

1. Create a supportive business environment to increase and enhance Inuit participation in business and entrepreneurship.
2. Provide direct financial assistance and indirect support to Inuit pursuing training and post-secondary education.
3. Enable Inuit to achieve their career and employment goals.
4. Enhance opportunities for work experience and skills development for Inuit youth and people with disabilities.
5. Expand Inuit access to quality early learning and childcare.
6. Contribute to Inuit-led capital planning and infrastructure development with economic and social benefits for communities.
7. Build and strengthen partnerships and collaboration with a range of individuals, businesses and organizations.
8. Continue to develop Kakivak Association as an effective and efficient organization.

MESSAGE FROM THE CHAIR



**CHAIR, KAKIVAK
ASSOCIATION BOARD
OF DIRECTORS**

JEREMY TUNRALUK

I am extremely proud of our success over the past year, and excited about the future of Kakivak Association!

One of our greatest accomplishments this year was to recruit a new President & CEO, Sheila Kolola. Sheila came to Kakivak with so much experience and energy, and it did not take long for her to settle into the role. Within a few short weeks she was representing the organization at the Northern Lights Conference and Trade Show, where we hosted breakfast with Minister Vandal and Lori Idlout, Member of Parliament for Nunavut.

Sheila also led the organization through the development of a new, long-term strategic plan, which will be finalized later in 2023. Creating this new strategic plan was critical to the development of the organization and will help ensure that we are focused on key objectives, and are responsive to our client's needs and opportunities.

In addition to the delivery of our programs and services we have a number of exciting initiatives underway, including planning for the renovation and construction of child care facilities that will help to enhance the availability and quality of early childhood education in our communities.

Through partnerships we are supporting the delivery of training projects, including the High Arctic Trades Training with NCC Developments, and the new Q-Drive program managed by the Qikiqtani Inuit Association.

We continue to see tremendous success for Inuit in post-secondary education, and we see the pressure on the programs and services required to keep up with the demand. To enhance our support for Inuit post-secondary students we partnered with Inuuqatigiit Centre for Inuit Children, Youth and Families to provide tutoring, counselling and other services for Inuit students in Ottawa.

While there are still some lingering impacts from the Covid-19 pandemic, entrepreneurs are moving forward with business development projects. We are working to enhance our capacity to deliver business development services in Inuktitut, and we have started to deliver a training course to help Inuit-owned businesses learn to do business with government.

I would like to thank the Board of Directors, Management and Staff for all their hard work over the past year. They are truly committed to helping Inuit succeed. A special thank you to Peter Tumilty, who held the position of President & CEO from late September 2021 to January 2023. I appreciate his leadership and support during a time of organizational change.

**Jeremy Tunraluk
Chair**

KAKIVAK WELCOMES A NEW PRESIDENT & CEO



PRESIDENT AND CEO

SHEILA KOLOLA

In January 2023 Sheila Kolola was selected by the Kakivak Board of Directors to lead the organization as the new President & CEO. Sheila joined Kakivak after retiring from the Government of Nunavut, where she held a number of positions over her 34 years of service, including President of Nunavut Arctic College and Deputy Minister of Human Resources.

"MY DREAM JOB!"

Throughout my career as a teacher and with the Government of Nunavut, it was always my personal objective to help Inuit achieve their goals. And now, helping Inuit succeed is my entire focus as President and CEO of Kakivak Association.

This is my dream job, and I have never been more delighted to take on a new role! I wish that all my fellow Inuit could start each day with the joy and sense of purpose I feel when I walk through Kakivak's doors. I am truly excited by the opportunity to help Qikiqtani Inuit identify their goals and access the resources to learn, grow and contribute to thriving households and communities across the region.

Although I have just joined Kakivak Association, the organization has been around for over 30 years assisting Qikiqtani Inuit to pursue post-secondary education, complete trades training, start a small business, or participate in traditional economies. Our annual report provides some great success stories, and these are just a few of the many clients we have supported over the past year.

Planning is one of my passions, and it is so important for an organization like Kakivak to be guided by a shared vision. While the first few months on the job were very busy, I was eager to work with my management team to develop a new strategic plan, and in the spring we held a combined management retreat and community visit in Resolute Bay. We learned a lot along the way, and by the end of the week we had drafted a framework for a new 10-year strategic plan, which was then approved by the Board of Directors.

It is very exciting to be leading such a capable, knowledgeable and dedicated team, and an organization that has such strong programs, partnerships and funding arrangements in place. We are ready to do even more great things, and I look forward to the future!

Sheila Kolola
President and CEO

BUILDING A STRONGER PARTNERSHIP



CELEBRATING PARTNERSHIP!



In 2021, Kakivak Association and the Inuuqatigiit Centre for Inuit Children, Youth and Families created a multi-year partnership to enhance services available to Inuit Post-Secondary Students studying in Ottawa. Through this partnership Inuuqatigiit provided support for studies including tutoring, technology, peer mentoring, Elder counselling, childcare and access to mental health services. In February 2023, Kakivak was able to visit Inuuqatigiit to celebrate the successful partnership.

Jeremy Tunraluk, Chair of the Kakivak Association Board of Directors presenting a gift to commemorate the partnership to Stephanie Mikki Adams, Executive Director of Inuuqatigiit.

MEET THE BOARD



Namen Inuaraq,
Director



Patrick Palituq,
Director

CANADIAN NORTHERN ECONOMIC DEVELOPMENT AGENCY

In 2022-23 the Canadian Northern Economic Development Agency established a new stream of economic development funding under the Northern Indigenous Economic Opportunities Program. Under this new program stream Kakivak will receive \$1,670,000 annually to contribute to economic development based on community and organizational needs. Kakivak will utilize this funding based on the following:

1. Support training of community members in various sectors of Nunavut's economy
2. Support community economic development initiatives
3. Enhance organizational capacity for the delivery of Kakivak's community economic development programs and services
4. Enhance organizational capacity for the promotion and communication of Kakivak's community economic development programs and services
5. Maximize the potential deployment and/or utilization of all Kakivak programs for the benefit of Inuit clients and communities



Olayuk Akesuk, President of the Qikiqtani Inuit Association (L) and Sheila Kolola, President and CEO of Kakivak Association (R) following a meeting with The Honourable Dan Vandal, Minister of Northern Affairs and the Canadian Northern Economic Development Agency.

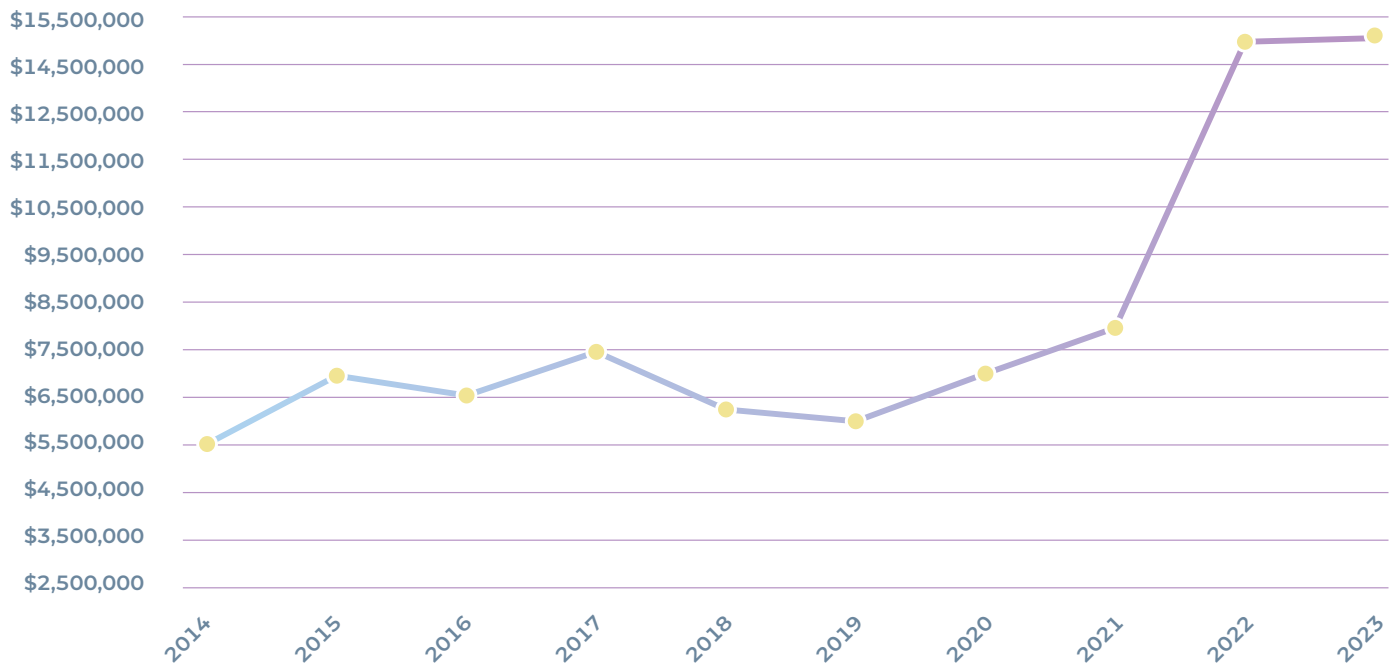


Michael Qappik,
Vice Chair



Johnny Manning,
Secretary-Treasurer

10 YEARS OF PROGRAM SPENDING



PLANNING FOR THE FUTURE



The Kakivak Association Team held a retreat at the Aqsarniit Hotel to review and provide input into Kakivak's new Strategic Plan.

(L to R back row) Lynn Mike, Annie Alexander, Glenn Cousins, Michelle Nowdlak, Imoe Papatise, Donna Keenainak, Erika Alexander, Angela Angrove, Soriah Duncan, James Paton, Peter Tumilty, Anny Chislett
(L to R front row) Eva Groves, Elizabeth Murray, Sheila Kolola and Napatchie Itorcheak.

PROUD SPONSORS OF NORTHERN LIGHTS 2023!

After three years it was exciting to return to the Northern Lights Conference and Tradeshow in February 2023. Kakivak continued to support Northern Lights through sponsorship for the Arts Pavilion and support for the participation of artists from the Qikiqtani region.



Just three weeks after being appointed as President & CEO, Sheila Kolola provided a presentation during a sponsored breakfast at Northern Lights.



Kakivak team members with Nunavut Member of Parliament Lori Idlout. (L to R) Erika Alexander, Annie Alexander, Angela Angrove, Lori Idlout, Anny Chislett.



During the event we were pleased to host the Honourable Dan Vandal, Minister of Northern Affairs, Nunavut Member of Parliament Lori Idlout and the President of Makivik Corporation, Pita Atami, at a breakfast sponsored by Kakivak.



Kakivak team members at Northern Lights (L to R) Angela Angrove, Anny Chislett, James Paton, Eva Groves, Glenn Cousins, Lynn Mike, Sarah Maniapik, Paul Compton, Erika Alexander, Sheila Kolola, Annie Alexander

56

TOTAL CLIENTS

\$639,317

TOTAL PROGRAM APPROVALS

\$69,126

SIVUMMUT

\$40,559

SMALL TOOLS

\$30,000

EOF

\$301,469

EBD

\$92,258

BCSF

\$105,725

SPECIAL PROJECTS

8

BUSINESS PLANS
IN DEVELOPMENT

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, with priority for 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.



ONE MAN SHOW!

Pangnirtung business owner-operator Sakiasie Sowdlooapik operates Sak's Amiaq & Rental, specializing in house painting, minor repairs and vehicle rentals. Sakiasie has two vehicles for rental and employs two part-time seasonal employees.

In 2022-23 Sak's Amiaq & Rental received financial support through Kakivak's Sivummut Grant Program.

WORDS OF THANKS

I am writing to express our appreciation from Huit Huit Tours Ltd. for the financial support we received during and after Covid.

Covid was an interruption to the hotel and tour business that is our main income. We are deemed an essential service, but with very few travellers our sales were not covering our expenses. Kakivak made the application process and reporting requirements for Covid Relief Funding very simple and straightforward to access. Especially for the first year of Covid travel restrictions in Nunavut it was so important

for our business to receive this financial support for us to continue to operate successfully into the post-Covid period.

During the Covid Travel restrictions we kept our dining room fully operational, and expanded our sales to offer delivery. Keeping the dining room operating helped us retain local staff.

This year we applied for funding through the Sivummut Program and CanNor's Entrepreneurship and Business Development funding that Kakivak administers. We received

funding to assist with our internet upgrade to be able to provide unlimited internet to our guests at the hotel, and provide security camera systems at our three hotels and two guest houses to help prevent vandalism in our community.

Thank you for your ongoing support for a locally Inuit-owned business that has been here since 1989 offering accommodations and tour services to visitors in Kinngait and providing jobs and training Inuit.

Timmun Alariaq, CEO Huit Huit Tours Ltd.

Kakivak Association was proud to sponsor the Arts Pavilion at the 2023 Northern Lights Conference and Trade Show, and to provide opportunities for Qikiqtani Artists to sell and promote their products. Kakivak provided \$66,000 to support 14 Qikiqtani artists, as well as venue costs. Total sales for the event were \$165,000, with \$70,000 in sales for the Qikiqtani artists. Artists were selected through an application process managed by the Baffin Regional Chamber of Commerce with support from the Newfoundland Craft Council.



Elisapee Aningmiuq



Igah Hainnu



Madeline Higgins



Emily Joanasie



Mathew Nuqingaq



Natasha Allakariallak

SUPPORT FOR INUIT ARTISTS



SUPPORTING INUIT BUSINESS

For all aspiring Inuit entrepreneurs out there with a business idea, here are some of my reflections as a client of Kakivak.

I have always had a huge vision for sijjakkut, figuratively and literally where it would become a centre of excellence in Inuit culinary and accommodation that would require a new costly constructed building to house it all in.

To achieve my vision, I realized I needed a business plan. Back in the fall of 2018, I walked into the Kakivak offices and I was told that the process needed to be a phased approach. By phased, it meant conducting a feasibility study as a first step. If the feasibility study could prove financial projections are viable “green light, go”, only then it would move onto a more costly comprehensive business plan stage.

I will be quite truthful. Back then, I was naïve and frustrated because I felt that Kakivak didn't believe in the project. Looking back, I see now that Kakivak had and has my best interest at heart. A phased approach meant my 10% equity requirement would also be phased. Meaning, I would only need to present 10% equity to the more costly business plan only if the feasibility study was a “green light, go”. My hard-earned money was safeguarded from contributing 10% to a costly business plan unnecessarily.

After some delays moving forward on the project, we were assigned Paul Compton as our Kakivak lead. Paul has been nothing short of an amazing help. He brought me from being a naïve entrepreneur with a dream to an entrepreneur who understands the fundamentals it takes to accomplish a completed business plan process.

My story is a long 5 years in the making. My tenacity and perseverance coupled with Paul's expertise advisement and the competency of the consultant has made for one huge successful process. Sijjakkut now has a comprehensive business plan and is able to seek financial support from investors, banks, and lenders. Moreover, I might add, the financial projections demonstrate that sijjakkut will be debt free of the 5-million-dollar construction of a 4800 square foot venture after year 5 operation. Incredible, right?

Sheila Flaherty

SUPPORTING BUSINESS DEVELOPMENT

In November 2022 Kakivak rolled out the delivery of a new training course on government procurement, Introduction to Government Procurement for Inuit Businesses in Nunavut. This course was developed by Kakivak with the support of a team of subject matter experts. The goal of the project is to help Inuit-owned businesses prepare for bidding on federal and territorial government contracts.



The new training course was promoted at a conference session hosted by Kakivak Association in partnership with Indigenous Services Canada and Procurement Assistance Canada during the Northern Lights Conference and Tradeshow.

(L to R) Clinton Lawrence-Whyte, Director General Procurement Assistance Canada, John Giraldez, Director of Business Development at Indigenous Services Canada, Glenn Cousins, Manager Partnership and Planning, Kakivak Association.

Three Inuit business owners and managers attended the first delivery of the course. The initial delivery was also observed by a panel of representatives from Indigenous Services Canada, Procurement Assistance Canada and the Treasury Board Secretariat.



SUPPORTING INUIT IN BUSINESS

Planning processes for business development can be challenging and time consuming, but Kakivak is here to help. Kakivak's Business Development Officers can provide guidance and support to new entrepreneurs who are trying to start a business, or assist more experienced businesses with their expansion projects. Kakivak can also provide services and funding to match clients with business consultants and subject-matter experts to assist with business plans, feasibility studies, business valuations and more.

"I personally like the course, along with the introduction to the other business support programs that are available."

Being a private business we felt that we can be easily be ignored by the government or the bigger companies, but now I know we can also bid on government contracts." Said Johnathan Palluq, owner of Akuniq Enterprises in Clyde River, "I appreciate that I have been selected to take this procurement course."

Johnathan Palluq



James Paton, Manager of Business Services, promoted Kakivak's business programs and services at the Nunavut Trade Show

ON WITH THE SHOW!

In 2022 the Baffin Regional Chamber of Commerce held the first Nunavut Trade Show since 2019. Businesses, organizations and delegates were excited for the opportunity to meet friends old and new, and to build partnerships.



Olayuk Akesuk, President of the Qikiqtani Inuit Association tested out the heavy equipment simulator, assisted by Pat Powell, Senior Project Officer at Kakivak.

38

YOUTH PROJECTS

456

YOUTH
PARTICIPANTS

\$1,866,990

PROGRAM FUNDING

28

CHILDCARE
CENTRES

195

FULL-TIME
CHILDCARE SPACES

58

PART-TIME
CHILDCARE SPACES

\$2,914,745

OPERATIONS
FUNDING

16

CHILDCARE CAPITAL
AND PLANNING
PROJECTS

\$3,888,071

FUNDING

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.

NUNAVUT SIVUNIKSAVUT

Nunavut Sivuniksavut is a unique post-secondary program designed to empower Inuit youth. Through a demanding academic and experiential education program students embark on a life-changing journey of self-discovery and personal development.

Kakivak provides funding to Nunavut Sivuniksavut each year. In 2022-23 Kakivak provided \$293,690 to support 29 Qikiqtani students.



YOUTH OUTREACH



L-R Donna Keenainak,
Napatchie Itorcheak, Angela
Angrove and Anny Chislett



Members of the Kakivak Team attended the High School Career Fair in Iqaluit in December, 2022. This was a great opportunity to connect with high school students to let them know about Kakivak's education, training and youth-focused programs.

The heavy equipment simulator is always popular!



NORTHERN YOUTH ABROAD

Sky Kalluk - Resolute



Henry Nakashuk - Pangnirtung

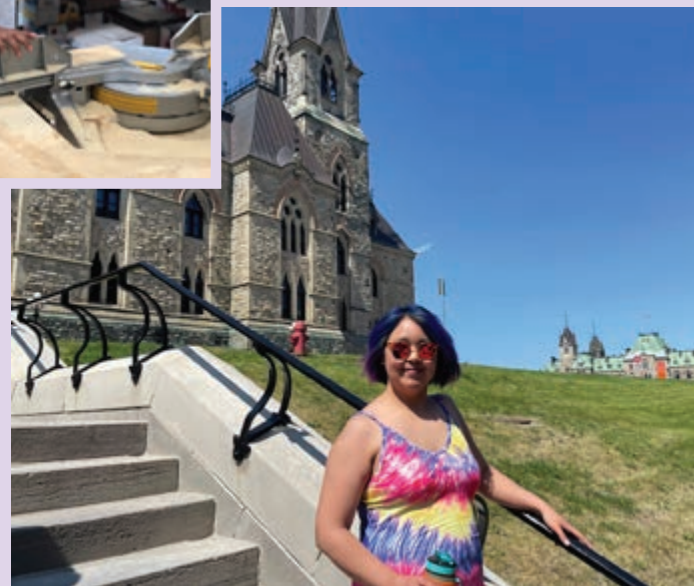
The Canadian Program is Northern Youth Abroad's first and largest offering. The program is highlighted by a six week placement in one of the 10 southern provinces. Participants are paired and stay with a host family while completing a volunteer work placement that aligns with their career interests. Participants earn up to 9 high school credits for their efforts while building a variety of skills in a supported environment. The program helps youth have a clearer sense of their identity and of their own interests, skills, and career objectives.



Abigail Kooneeliusie - Qikiqtarjuaq



Shana Ulayuk - Clyde River



Suupi Idlout - Resolute

KAKIVAK SUPPORTS OPPORTUNITIES FOR YOUTH



PANGNIRTUNG SPRING CAMP PROGRAM

The purpose of the Spring Camp Program is to provide a land camp experience, grounded in Inuit ways and worldview, in a supportive atmosphere for the students to learn land skills, food and skin preparation, and other skills they may require. There are over 200 student participants and 50 adult volunteers involved each year.



INUQATIGIINIK SCIENCE CAMP



The Inuqatigiinik Science Camp, delivered by Polar Outfitting, is an On-the-Land Science Camp designed to introduce Inuit youth to the traditional life-skills practices of fishing, outdoor survival and food security. Inuit instructors incorporate meaningful learning opportunities about the land and the language. Land-based activities teaching traditional life skills through observation, relationship-building and first-hand experience, as well as conservation techniques and safety practices, with the goal of working towards individual and collective wellbeing.



PLANNING FOR THE FUTURE

Kakivak's model child care facility project was designed with input from experienced childcare managers, daycare society board members, the Qikiqtani Inuit Association, Nunavut Tunngavik Inc. and the Government of Nunavut Department of Education.



INVESTMENTS IN PLANNING FOR NEW AND RENOVATED CENTRES

In anticipation of receiving new federal funding for capital projects Kakivak Association has taken on a number of preliminary planning initiatives to support the renovation of existing child care facilities and planning for new construction. These projects have included professional inspections and renovation plans, and the development of architectural and engineering plans for a model child care facility.

Summary of Preliminary Planning Projects

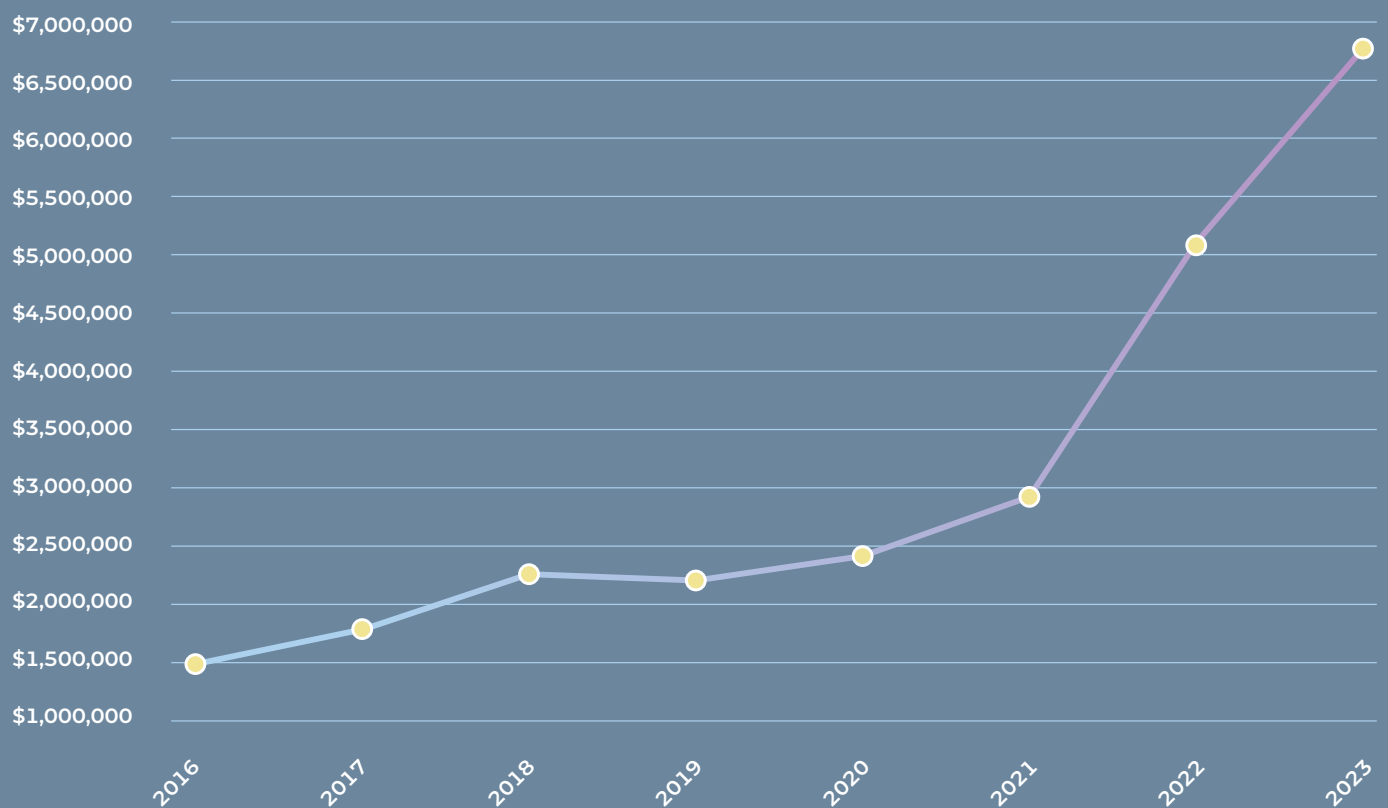
- Child Care Facilities Information Report (2020-21)
- Building Condition Assessments completed for 8 facilities (2021-22 and 2022-23)
- Development of the Model Child Care Facility Plan (2022-23)
- Support to access funding and plan renovations for 3 child care facilities (2022-23)
- Conceptual site plans potential new construction for 3 communities (2022-23)
- Outreach and discussions with a number of childcare centre operators, hamlets and other stakeholders regarding the potential for renovations or new child care facilities



As the result of some preliminary planning already completed, Kakivak was able to assist child care centres in Pond Inlet, Pangnirtung and Kimmirut to access a total of \$2.8 million to fund their renovation projects. The Naurainnuk Daycare in Pond Inlet (left) and the Kimmirut Pairivik (below) are two of the centres that will benefit from major renovations to be carried out in 2024 or 2025.



KAKIVAK CHILD CARE FUNDING





INVESTMENTS IN NEW CHILD CARE FACILITIES

The Inuusirvik Community Wellness Hub will include a new child care facility, adding much needed childcare spaces for Iqaluit.



Kakivak team members present a cheque to Tosin Ogunkeye, Manager of Logistics and Administration for the Qaujigiartiit Health Research Centre. Kakivak Association committed \$2.6 million to support the construction of a child care facility within a mixed-use facility being constructed by the Qaujigiartiit Health Research Centre.

268

NEW STUDENTS

\$5,640,630

POST-SECONDARY
EDUCATION

147

CONTINUING
STUDENTS

\$724,978

POST-SECONDARY
EDUCATION

562

TRAINING
PARTICIPANTS

\$4,178,822

EMPLOYMENT
RELATED TRAINING

46

PARTICIPANTS

\$358,905

WAGE SUBSIDY
PROGRAM

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.

TOP OF THE CLASS!

Kakivak has helped me fulfil my dreams of becoming a Lineman Apprentice. With the funding I finished my nine month course at the College of the North Atlantic Power Line Technician Program in St. Anthony, NL. I am now on storm call list for Holland Power. Thank you for supporting me in one of my greatest accomplishments!

Connor Macfarlane



PARTNERING FOR SUCCESS

HIGH ARCTIC TRADES TRAINING

Kakivak Association committed over \$3 million over three years to support the High Arctic Trades Training initiative, a project undertaken by NCC Developments with support from the Qikiqtani Inuit Association, Qikiqtani Industries Ltd., Makigiaqta and the Qikiqtaaluk Business Development Corporation. The program provides 12 weeks of classroom and hands-on training, and then a work placement on a construction project. The project started in 2022, with the first group in Resolute Bay.



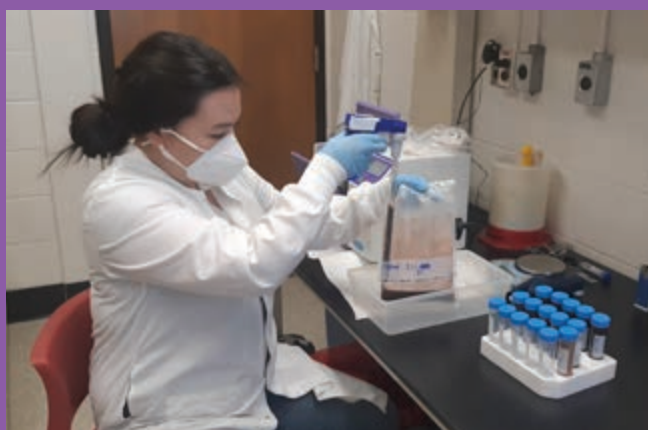
From L to R are Saagiaqtuq Amarualik, Tatiana McDonald-Kalluk, Joadamee Iqaluk, Levi Kalluk, Paddy Iqaluk and Daniel Salluviniq.

DRIVER TRAINING

Kakivak Association and the Qikiqtani Inuit Association partnered to establish a Driver Training program, developed and delivered by Arctic Training LTD. The goal is to support Inuit in the communities to obtain a Class 5 Driver's License, with the potential to also obtain a Class 3 License. The project will run for 5 years, and is supported with funding provided through the Government of Canada's Strategic Partnership Fund.

INUIT POST SECONDARY EDUCATION

Kakivak Association has a funding arrangement with Nunavut Tunngavik Incorporated to deliver the Inuit Post Secondary Education Program. Initially rolled-out in 2020, 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 Inuit Post Secondary Education program and Kakivak Association have been a vital lifeline for my education journey”

CELEBRATING
ACHIEVEMENT

My name is Enooaq Sudlovenick, I'm currently a 4th year PhD Student at the University of Manitoba studying beluga health through Western science and Inuit Qaujimagatuqangit in Nunavut and NWT. I have been extremely fortunate to be funded by the Kakivak Association through the Inuit Post Secondary Education program since its formation in 2020. They have helped me cover my tuition, living expenses, and especially travel to and from school which is otherwise nearly out of reach considering travel costs to Nunavut.

Not only is everyone at Kakivak very understanding and have been patient and kind throughout the application processes, they are doing wonderful work for many students. The Inuit Post Secondary Education program and Kakivak Association have been a vital lifeline for my education journey, and I hope to see them continue to support other Nunavummiut in their education too.

Qujannamiik,

Enooaq Sudlovenick



“All of this would not be possible without Kakivak, and I will forever be grateful for all the support.”

I felt I was at a crossroads looking for a career in 2022, working shift work for different mills in my area of Northwestern Ontario. Feeling like I could do more with my career choice, I started looking into different fields of study and social work seemed like the best option. Understanding the importance of this field along with the recent mental health crisis, helped me decide to further my education in the social work field. It was years since I applied for educational funding, but remembered who funded me and was there for my first academic journey, Kakivak. I found the application online and was pleased to learn they were still doing academic funding. Immediately, the staff at Kakivak helped me with my documentation and getting started with CDI College. Throughout my academic year, Kakivak supported me and helped me with any questions or concerns with school or my well being. The staff was amazing and always willing to help. I am happy to say I graduated with academic honors and more importantly, experienced the social work field with my student placement. I feel my academic journey was more successful than I could have imagined. I am confident I will have a successful career and do my best to help others. All of this would not be possible without Kakivak, and I will forever be grateful for all the support.

Qujannamiik,

Joshua Kipanik

CELEBRATING ACHIEVEMENT



"I am incredibly grateful for the financial assistance"

I am writing to express my sincerest appreciation and gratitude for the support and funding you provided during my part-time studies in Construction Administration at the Northern Alberta Institute of Technology. The opportunity to pursue this program has been invaluable, and I am incredibly grateful for the financial assistance you extended to me.

Throughout the course, I have gained a comprehensive understanding of construction administration principles, techniques, and best practices. The knowledge and skills I have acquired during this program will undoubtedly contribute to my professional growth and career advancement in the construction industry.

Qujannamiik,

Jeela Manniapik



"I am very grateful to Kakivak and the Inuit Post-Secondary Education Program"

I am very grateful to Kakivak and the Inuit Post-Secondary Education Program for the financial support received when I attended the College of the North Atlantic. I graduated as a driller/blaster, then went on to be certified through the welding program.

Josh Osborne



“I have immense gratitude for the way Kakivak has, and continues to, support my education”

Over the last two years I’ve been working towards my diploma in Early Learning and Care at Camosun College. With the support of Kakivak Association I was lucky enough to focus solely on my classes and practicum. It was an intense program always having 5-6 courses a semester plus practicum hours between 15-18 hours a week. I worked extremely hard to get good grades and was able to graduate with honours. The support of Kakivak has allowed me to reach this milestone and continue pursuing post-secondary education. I was able to bridge my diploma into a university program, the Wabaan Indigenous Teacher Education Program (BEEd) at York University. I have immense gratitude for the way Kakivak has, and continues to, support my education in such an impactful & positive way. Thank you for everything! I appreciate it more than I can say.

Stephanie M. Neish



“I am so very grateful for everything Kakivak has done for me”

In May of 2021 I started my studies in real estate with UBC Sauder School of Business. The online self-directed studies lasted a year, then came a big exam that I am told many do not pass. Luckily I had the support of Kakivak. Without their financial help I would have had to work while I studied and I don’t think I would have done so well, and I wouldn’t have dreamed of pursuing my own career. I would have continued to have odd jobs with minimal income to support my family. I wouldn’t have been able to take the time to further my education if Kakivak wasn’t such a consistent and generous support in my life and my studies. I am so very grateful for everything Kakivak has done for me, Thank you!!

Ningeorapik Neil-Kolola (Napik)



“I never had to worry about my finances, allowing me to focus and succeed in my studies”

My name is Napatsie Lucassie and I'm a proud Inuk from Iqaluit, Nunavut. I was born in Iqaluit but moved to Ottawa at the age of 12.

In 2016, when I first started my post-secondary journey, I was receiving sponsorship from a First Nations organization in Ontario. In 2020, the Inuit Post-Secondary Education Strategy came into effect, and I began receiving funding from Kakivak Association. Receiving funding from Kakivak meant all the care and support was distinctions-based – funding from an Inuit organization, communicating with other Inuit or others who have knowledge and cultural competencies with Inuit. I never had to worry about my finances, allowing me to focus and succeed in my studies.

In 2020 I graduated from Carleton University with a Bachelor of Arts in Criminology and Criminal Justice, and I recently graduated from the Bachelor of Social Work (Honours) program with high distinction. I had one overall goal in pursuing a career, it had to be applicable to Inuit and I had to either work directly with Inuit or to advocate for Inuit in some capacity.

Following my recent graduation from the Bachelor of Social Work program, I was accepted a full-time position with Environment and Climate Change Canada, and I primarily work on Indigenous Consultation, Engagement, and Partnerships. I strongly attribute my successes to the support I received from Kakivak, and I will remain forever grateful.

Qujannamiik,

Napatsie Lucassie

CELEBRATING ACHIEVEMENT

PARTNERING FOR SUCCESS

NATIONAL INUIT STUDENT GATHERING

Inuit Tapiriit Kanatami hosted the first in-person National Inuit Student Gathering in March 2023. Due to Covid-19 restrictions the first two events were held virtually. Eleven Kakivak sponsored students attended the gathering, along with Annie Alexander, Manager of Training & Employment, and Erika Alexander, Senior Employment Services Officer.

Over the course of the three day event there were many students, past or current, who spoke about their experiences while attending post-secondary education. They spoke about funding, successes, failures, stress, addictions, difficulties with school, and navigating the education institutions as Inuit.

"We are glad that we had the opportunity to attend the student gathering. It was great to meet the students face to face!"

Erika Alexander,
Senior Employment Officer



Annie Alexander and Erika Alexander with a group of Kakivak sponsored students at the National Inuit Student Gathering



SUPPORTING STUDENTS

For the past two years Kakivak Association has partnered with the Inuuqatigiit Centre for Inuit Children, Youth and Families, located in Ottawa, to enhance the support available to Inuit post-secondary students and their families.

Support for students includes access to Elder counselling, peer support, access to tutoring and mental health support and assistance with applications. Support can be provided in-person and online.

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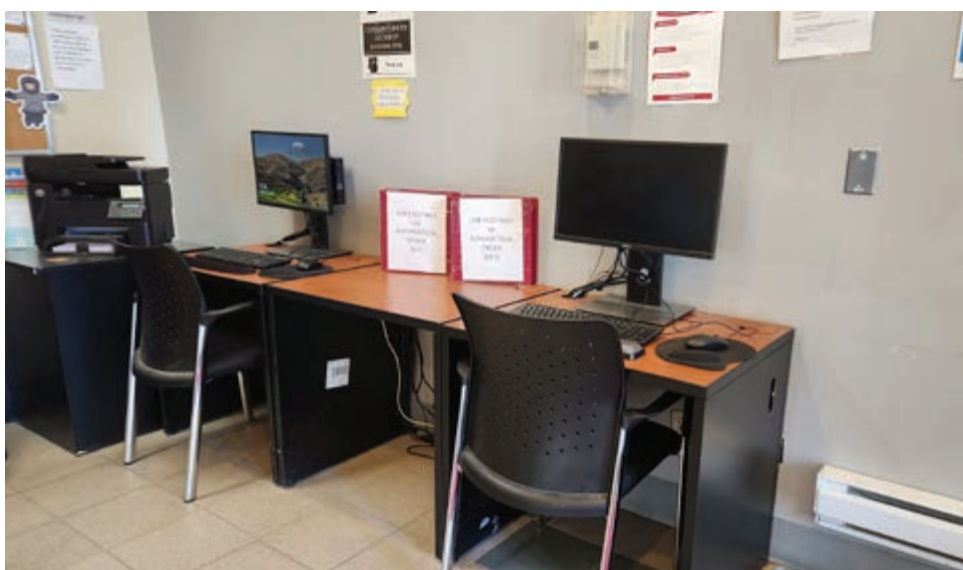
CLIENTS ACCESSED
SERVICES THROUGH
KAKIVAK'S CAREER
SERVICE CENTRE

CAREER SERVICES

230 CLIENTS ASSISTED FOR JOB SEARCH AND RESUME WRITING

When the Covid-19 Pandemic was declared in March 2020, Kakivak Association followed the direction of the Chief Public Health Officer for Nunavut and closed our office to the public, which included the closure of the Career Services Centre. During this time some services were provided through phone calls and emails, primarily to update and print client resumes. The closure of the Centre continued until Covid-19 related public health orders were lifted, and was re-opened in June 2022.

In 2023-24 Kakivak is planning to update the Centre, and transition to the use of Tuttarvik for resume writing and job search. Tuttarvik is an online labour pool database, created by the Qikiqtani Inuit Association to connect Inuit to jobs, careers and training updates.

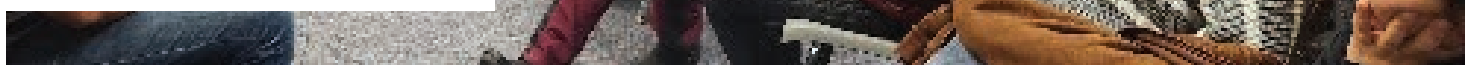


COMMUNITY OUTREACH

The end to the travel restrictions caused by the Covid-19 Pandemic allowed for some overdue travel to the communities. In December 2022, Kakivak visited Pond Inlet, and then Resolute Bay in May 2023.



Kakivak staff member Pat Powell, providing information about programs to support post-secondary education and training to a group of high school students in Pond Inlet.



A great turnout for the Kakivak open house held in Resolute Bay!



Kakivak staff met with students attending the Nunavut Teacher Education Program in Pond Inlet.



Kakivak Board Chair, Jeremy Tunraluk, shares a laugh with a happy prize winner at the open house in Pond Inlet.



The Kakivak team visiting the Nasivik High School in Pond Inlet.



Kakivak President & CEO Sheila Kolola with the QIA Community Director, Paul Amagoalik in Resolute Bay.

LONG SERVICE AWARDS

Anny Chislett celebrated 5 years at Kakivak Association. Glenn Cousins, Manager, Partnership & Planning presented Anny with her award during the Kakivak Staff and Family Christmas Dinner.



This spring Sarah Maniapik celebrated 5 years at Kakivak Association. Sheila Kolola, President & CEO presented Sarah with her long service award shortly before Sarah left Kakivak for a new opportunity with the Qikiqtani Inuit Association.



Kakivak Staff participated in the Missing and Murdered Indigenous Women and Girls event in May 2023.

(L to R) Jeannie Smith, Jukeepa Veevee, Michelle Nowdlak, Donna Keenainak, Soriah Duncan, Erika Alexander, Anny Chislett



NUNAVUT NATIONAL PARKS SCHOLARSHIP

"Receiving this scholarship tremendously helped in my studies by being generously funded by the Kakivak Association."

Thank you again,
Dylan Mablick

STAFF TRAINING AND DEVELOPMENT

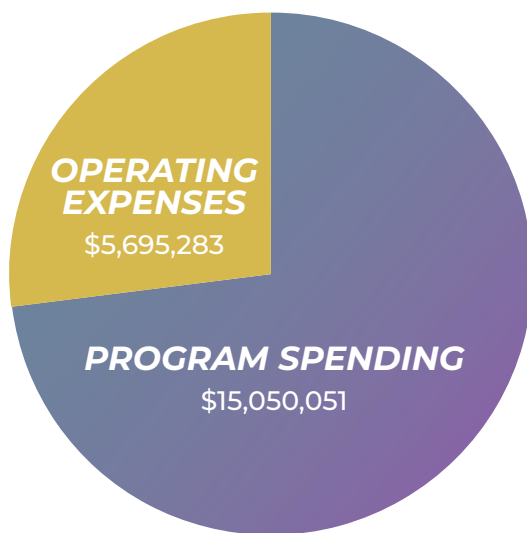
For the first time since 2020, a group of Kakivak staff attended Cannexus, Canada's Career Development Conference. This event brings together people involved in career and workforce development to explore research, policy and best practices, and provides opportunities to share innovative approaches and exchange information with peers.



(L to R) Jeannie Smith, Jukeepa Veevee, Annie Alexander, Tracey Stewart, Napatchie Itorcheak, Michelle Nowdlak, Eva Groves, Erika Alexander, Sarah Maniapik, Peter Tumilty, Donna Keenainak, Sheila Kolola.

FINANCIAL SUMMARY

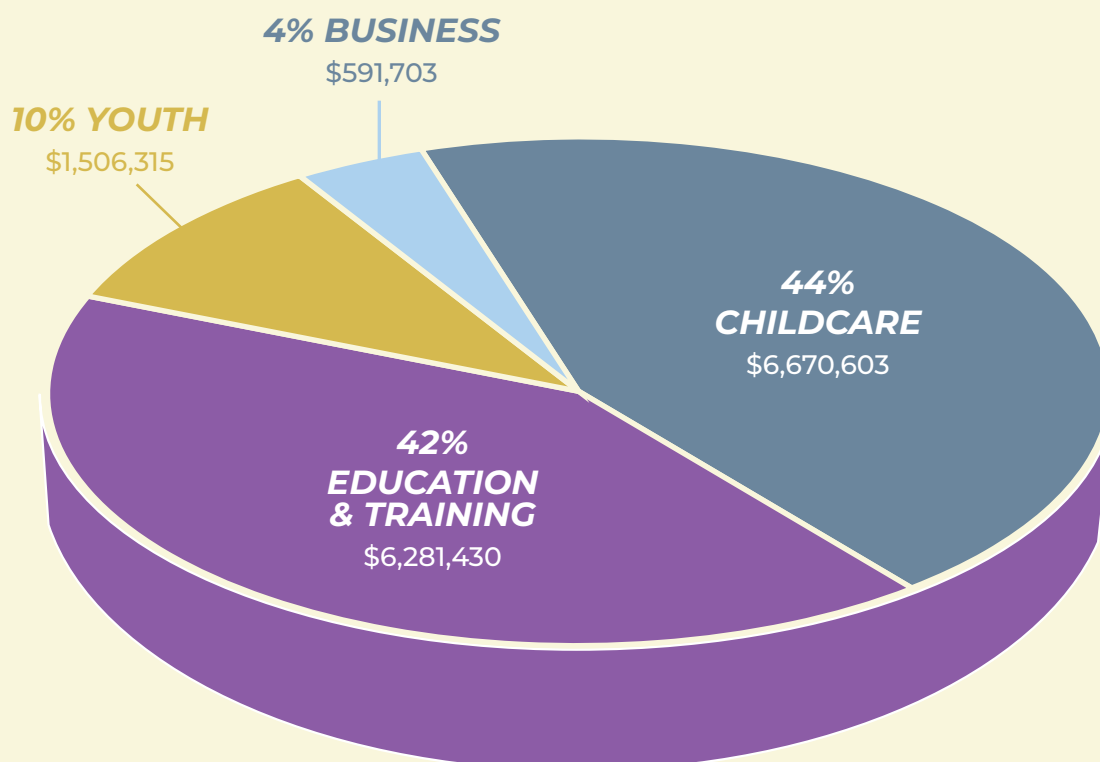
*Program Spending &
Operating Costs 2022-2023*



***Over \$15 million in total
program expenditures.***

Kakivak Association delivers a range of programs that support education and training, childcare, youth initiatives, business development and career services. Over the past 10 years Kakivak's program spending has totalled over \$84.3 million dollars, an average of \$8.4 million per year. In the past two years the average program spending has increased to over \$15 million per year. The increase is due to a combination of high demand for Kakivak programs and enhanced funding agreements with Canada.

Program Delivery Results



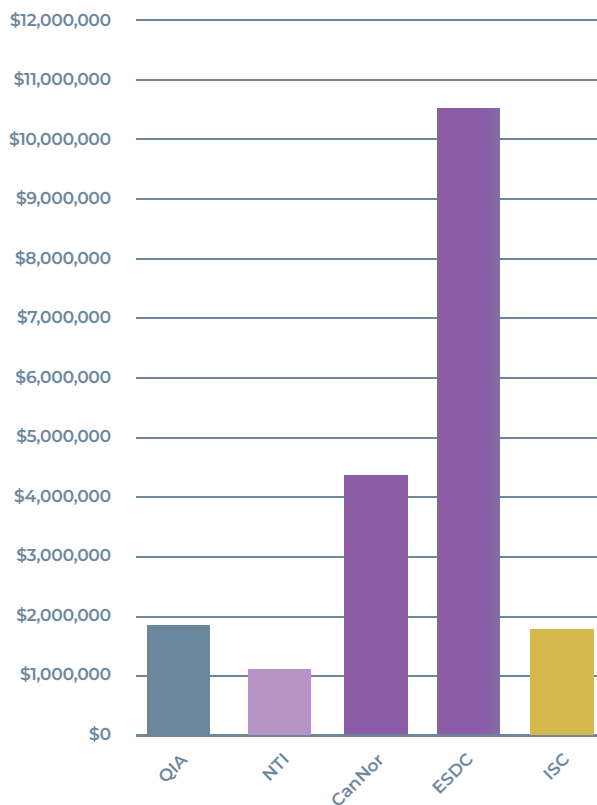
SUMMARIZED STATEMENT OF OPERATIONS 2022-2023

	Total 2023	Total 2022
Revenue		
Employment and Social Development Canada	13,846,868	14,329,837
Qikiqtani Inuit Association	1,508,070	1,416,179
Nunavut Tunngavik Incorporated	2,821,105	2,806,527
Indigenous Services Canada	2,242,724	2,274,398
Canadian Northern Economic Development Agency	1,452,966	520,235
Interest and Investment Income	652,351	192,751
Other Income	5,596	220
Unrealized gains (loss) on Marketable Securities	(154,742)	(299,522)
Total Revenue	22,374,938	21,240,625
Program Funded Activities		
Employment Programs	6,281,430	7,568,248
Childcare Programs	6,670,603	5,131,156
Youth Employment Strategy Programs	1,506,315	1,587,358
Business Development Programs	591,703	689,173
Total Program Funded Activities	15,050,051	14,975,935
General and Administration Expenses		
Salaries and benefits	3,568,928	4,159,346
Rent	508,025	497,277
Professional and translation fees	581,946	487,467
Office	274,393	203,486
Honoraria and Board Expenses	276,033	213,741
Telephone, internet and support	134,265	132,707
Promotion	86,683	109,380
Depreciation	12,640	14,838
Travel	237,918	26,572
Capacity building and training	11,489	250
Provision for loan losses (recoveries)	(977)	(1,034)
Bad debts (recoveries)	3,940	-
Total General and Administration Expenses	5,695,283	5,844,030
Total Expenses	20,745,334	20,819,965
Excess Revenue	1,629,604	420,660

SUMMARIZED STATEMENT OF FINANCIAL POSITION 2022-2023

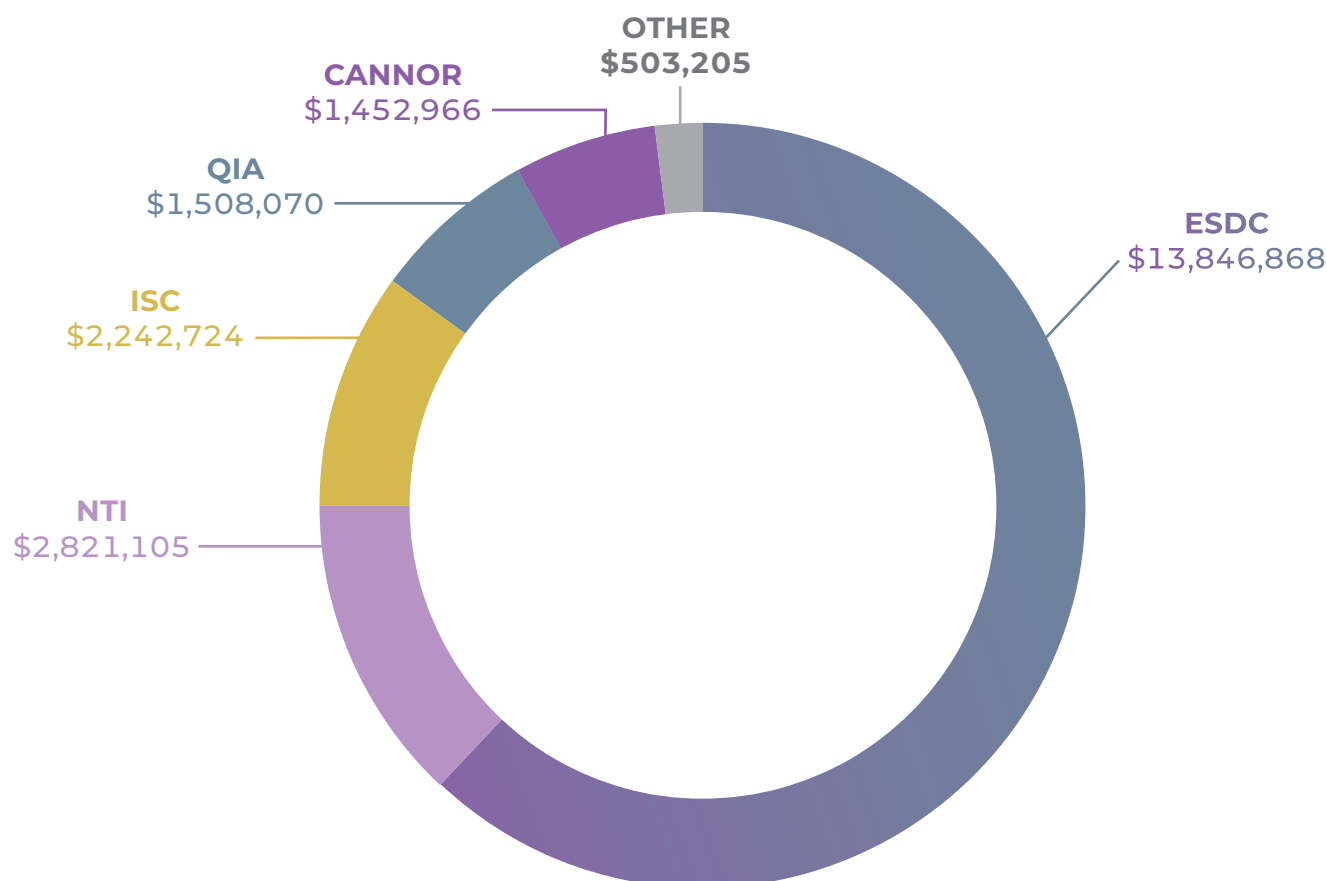
Kakivak Association manages a number of comprehensive funding arrangements, along with millions of dollars in program funding going to our clients. In order to meet the requirements of the organization, the Finance Department maintains effective financial management, develops and submits required reporting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

Deferred Program Revenues March 31, 2023



	2023	2022
Assets		
Current		
Cash and cash equivalents	27,931,813	24,200,407
Marketable securities	6,936,919	7,122,536
Accounts Receivable	620,207	179,503
Prepaid Expenses	311,554	71,322
Loans receivable	9,342	18,134
Total	\$ 35,809,835	\$ 31,591,902
Long Term		
Investments	1	1
Property and equipment	24,995	37,636
Due from related parties	1,636,315	579,194
Total	\$ 1,661,311	\$ 616,831
Total Assets	\$ 37,471,146	\$ 32,208,733
Liabilities		
Accounts Payable and accrued liabilities	1,014,419	473,868
Program Commitments	2,725,994	2,585,780
Due to Related Parties	2,834,031	3,671,820
Deferred Contributions	17,045,855	13,256,022
Total Liabilities	\$ 23,620,299	\$ 19,987,490
Fund Balances		
Unrestricted	6,465,527	5,408,095
Internally restricted	7,360,325	6,775,513
Invested in property and equipment	24,995	37,635
Total Fund Balance	\$ 13,850,847	\$ 12,221,243
Total	\$ 37,471,146	\$ 32,208,733

SOURCES OF REVENUE 2022-2023



Employment and Social Development Canada (ESDC)

Kakivak Association has an ongoing partnership with 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 2022-23 was \$13,846,868.

Nunavut Tunngavik Incorporated (NTI)

Kakivak Association has a funding relationship with NTI 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 2022-23 was \$2,821,105.

Indigenous Services Canada (ISC)

Kakivak Association has an ongoing partnership with ISC for the delivery of Youth Employment Strategy programs. Through this partnership Kakivak provides project funding through five youth employment and career awareness programs. Kakivak Association also has an agreement with Indigenous Services Canada to support business capacity development related to government procurement. The total funding in 2022-23 was \$2,242,724.

Qikiqtani Inuit Association (QIA)

Kakivak Association is the non-profit economic development arm of the QIA which contributes funding to support the delivery of business and community economic development programs and services, and a childcare subsidy. The total funding for 2022-23 was \$1,508,070.

Canadian Northern Economic Development Agency (CanNor)

Kakivak Association has an ongoing partnership with the CanNor for the delivery of business development programs and services. In 2022-23 Kakivak established an additional agreement under the Northern Indigenous Economic Opportunities Program to support a range of community economic development initiatives. The total funding in 2022-23 was \$1,452,966.

Other

Other revenue is derived from interest earned, unrealized gains or losses on 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 2022-23 was \$503,205.

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