

Kivalliq Inuit Association

Annual Report 2024





About the Kivalliq Inuit Association

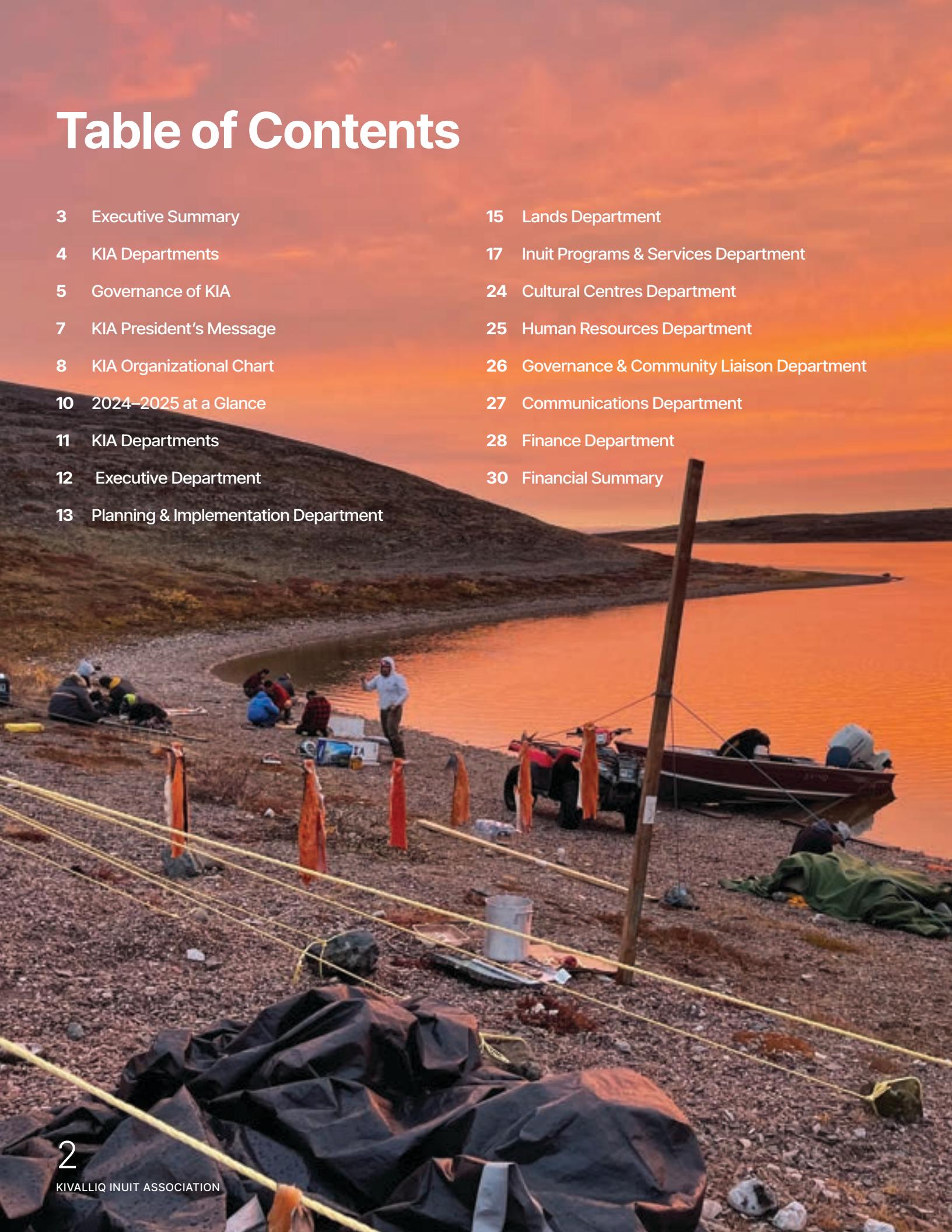


The Kivalliq Inuit Association (KIA) is a not-for-profit society that represents Inuit in the seven communities of the Kivalliq Region of Nunavut. KIA is a Designated Inuit Organization (DIO) under the Nunavut Final Agreement and is one of three Regional Inuit Associations (RIAs) associated with Nunavut Tunngavik Incorporated: the other two RIAs are the Qikiqtani Inuit Association (QIA) and Kitikmeot Inuit Association (KitIA).

Two other organizations operate under KIA's umbrella:

- **Sakku Investments Corporation**, a multidisciplinary corporation, was established to generate revenue to strengthen KIA's ability to improve the quality of life for Inuit and fulfill the promises of the Nunavut Agreement. Sakku Investments' mission is to enhance the social infrastructure and reinvest revenues in Inuit communities to actively participate in the wage economy.
- **Nukik Corporation** oversees the development of the Kivalliq Hydro-Fibre Link, a national infrastructure project that will be Nunavut's first infrastructure link to southern Canada. Nukik's objective is to provide communities in the Kivalliq Region with baseload renewable power and fibre-optic internet capacity for generations to come while offering lasting benefits to communities.

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A photograph of a sunset over a body of water, likely a fjord or lake, with a small camp on the shore. Several people are gathered on the rocky beach, and a small boat is pulled up onto the shore. The sky is a vibrant orange and yellow.

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Executive Summary

The Kivalliq Inuit Association is thrilled to present the 2024 Annual Report, showcasing a year of significant achievements and forward momentum in our mission to represent and advance the rights and interests of Kivalliq Inuit.

In 2024, we have strengthened our commitment to preserving our cultural heritage, promoting economic development and ensuring the health and well-being of our communities. This report highlights key initiatives and milestones, including advancements in student-education supports, childcare initiatives and resource management. Through collaborative partnerships and innovative programs, KIA has made significant strides in addressing the unique challenges faced by our region, while also seizing new opportunities for growth and prosperity. We are particularly proud of the strides made in direct and indirect student supports and environmental stewardship, ensuring the sustainable use of our lands and resources for future generations.

As we look ahead, KIA remains committed to fostering a vibrant and resilient Kivalliq Region. We invite you to explore this report and join us in celebrating the collective efforts that have shaped our successes in 2024.

Together, we are building a stronger and more prosperous future for Inuit and the Kivalliq Region.

Kivalliq Inuit Association Mission Statement

The KIA mission is to represent, in a fair and democratic manner, Inuit of the Kivalliq Region in the development, protection, administration and advancement of their rights and benefits as an aboriginal people; as well as to promote their economic, social, political and cultural well-being through succeeding generations.

KIA goals to fulfill its mission are:

- **To preserve Inuit heritage, culture and language**
- **To manage Inuit Owned Lands (IOL) in the region** and provide information to and consult with land claim beneficiaries on land use
- **To protect Arctic wildlife and the environment**, thereby preserving traditional uses for current and future generations; and
- **To assist Inuit in the Kivalliq Region in training and preparation for a Nunavut Territory**

KIA Departments

The Kivalliq Inuit Association (KIA) has nine departments:



Governance of KIA

Governance of KIA is provided through the election of a Board of Directors representing all Inuit of the Kivalliq Region. This model is characterized by a distinct separation of the roles of board members and senior staff, preventing structures and practices where the board exercises authority over staff. Instead, board members focus on providing direction through policy and strategy, while the Chief Operating Officer (COO), two Assistant Chief Operating Officers (A/COO) and other senior staff focus on implementing that direction.

The role of the Board of Directors under this governance model is:

- To establish guiding principles, policies and plans for the organization
- To delegate responsibility and authority to those who are responsible for enacting those principles, policies and plans; and
- To ensure that the COO is accountable for results

The board is comprised of a President, a Vice-President and a Secretary Treasurer who are elected on a regional basis, plus seven community directors, with one director being elected from each community. Members of the 2024 Board of Directors for KIA:

- *President* – **Kono Tattuinee**
- *Vice-President* – **Patrick Tagoona**
- *Secretary Treasurer* – **Sam Alagalak**
- *Arviat, Community Director* – **Tony Uluadluak**
- *Baker Lake, Community Director* – **Joan Scottie**
- *Chesterfield Inlet, Community Director* – **Peter Kattegatsiak Sr.**
- *Coral Harbour, Community Director* – **Lucassie Nakoolak**
- *Naujaat, Community Director* – **Johnny Tagornak**
- *Rankin Inlet, Community Director* – **Nellie Kusugak**
- *Whale Cove, Community Director* – **Guy Enuapik**





KIA President's Message

As President of the Kivalliq Inuit Association (KIA), I am pleased to present our annual report to Kivallirmiut as well as Nunavummiut. This year 2024, and continuing my second term as President, and I am proud of the progress we continue to make. KIA continued to deliver projects and initiatives to improve the quality of life for Kivalliq Inuit.

Every member of the KIA team works hard to serve our communities. As the Kivalliq Region and communities grow, so has the Kivalliq Inuit Association. Working with various levels of government, as well as Nunavut Tunngavik Incorporated (NTI), KIA successfully delivered government-funded Inuit-specific programming, providing resources for Inuit enrolled under the Nunavut Agreement that allowed them to pursue further education and contribute to the economy, as well as, pursue Inuit cultural and language initiatives. Royalties from Inuit Impact and Benefit Agreements (IIBAs) will allow the Kivalliq Inuit Association to build on existing government programming: this will give Inuit improved opportunities for successful completion of their post-secondary aspirations so they can return better equipped to positively contribute, providing better solutions to the challenges of work and modern life for Kivallirmiut as well as take advantage on Inuit traditional economy.

KIA did an initial Kivalliq-Wide community tour to determine how Inuit wanted the funding – which will be made available on KIA board approval of spending policy and guidelines for use of funding. KIA was successfully able to change the name of the Legacy Fund for Sapuulutaq and free up some resources locked in under the Sapuulutaq ByLaw – that included the Ukkusiksaliq National Park Initiatives Fund, Nunavut Inuit Resource Royalty Trust, and the Inuit Employment Target Contribution Funds. Acknowledging the Sapuulutaq Funds has reached its targeted base amount for program resources – to be used for present and future generations of Kivalliq Inuit. KIA was able to complete a Kivalliq tour to both confirm what was heard in the previous tour and learn what should be considered prior to establishing policy for use of the resources based on the updated Sapuulutaq Fund bylaws. We also are in the process of finalizing a multi-year strategic plan that identifies what KIA would like to accomplish during my tenure as President. This includes plans to expand availability of Inuit-specific housing units to begin addressing the severe housing shortages being experienced in Nunavut, as well as to continue to pursue Nunavut's infrastructure deficits by lobbying for the Kivalliq Hydro Fibre Link with Manitoba that committed to supplying 50 Megawatts toward the project as well as other means of initiating green

initiatives to reduce Nunavut's diesel dependency to produce electricity and heat for our homes and buildings.

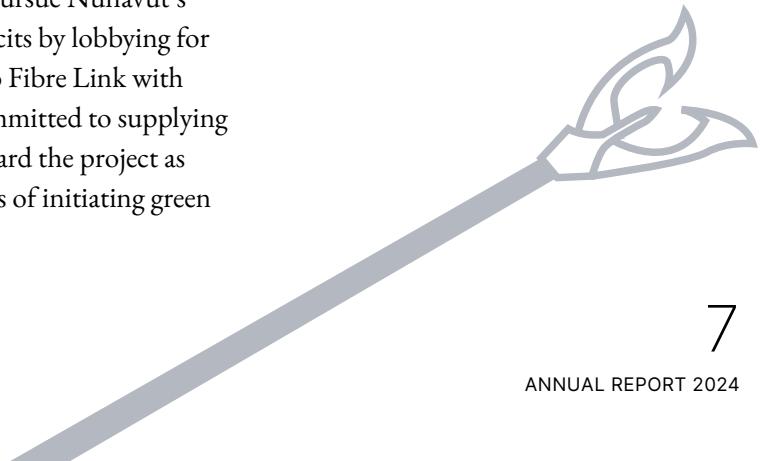
KIA continues to make strong investments in providing opportunities for Inuit to access resources to get an education, providing positive examples for future Inuit and mentoring others to pursue their own dreams and aspirations.

Thank you for your continued trust in me for a second term to represent the Inuit of the Kivalliq. I will work hard to create a better future for our fellow Inuit while acknowledging the environment, culture and language we live in and will continue to live in for future generations.

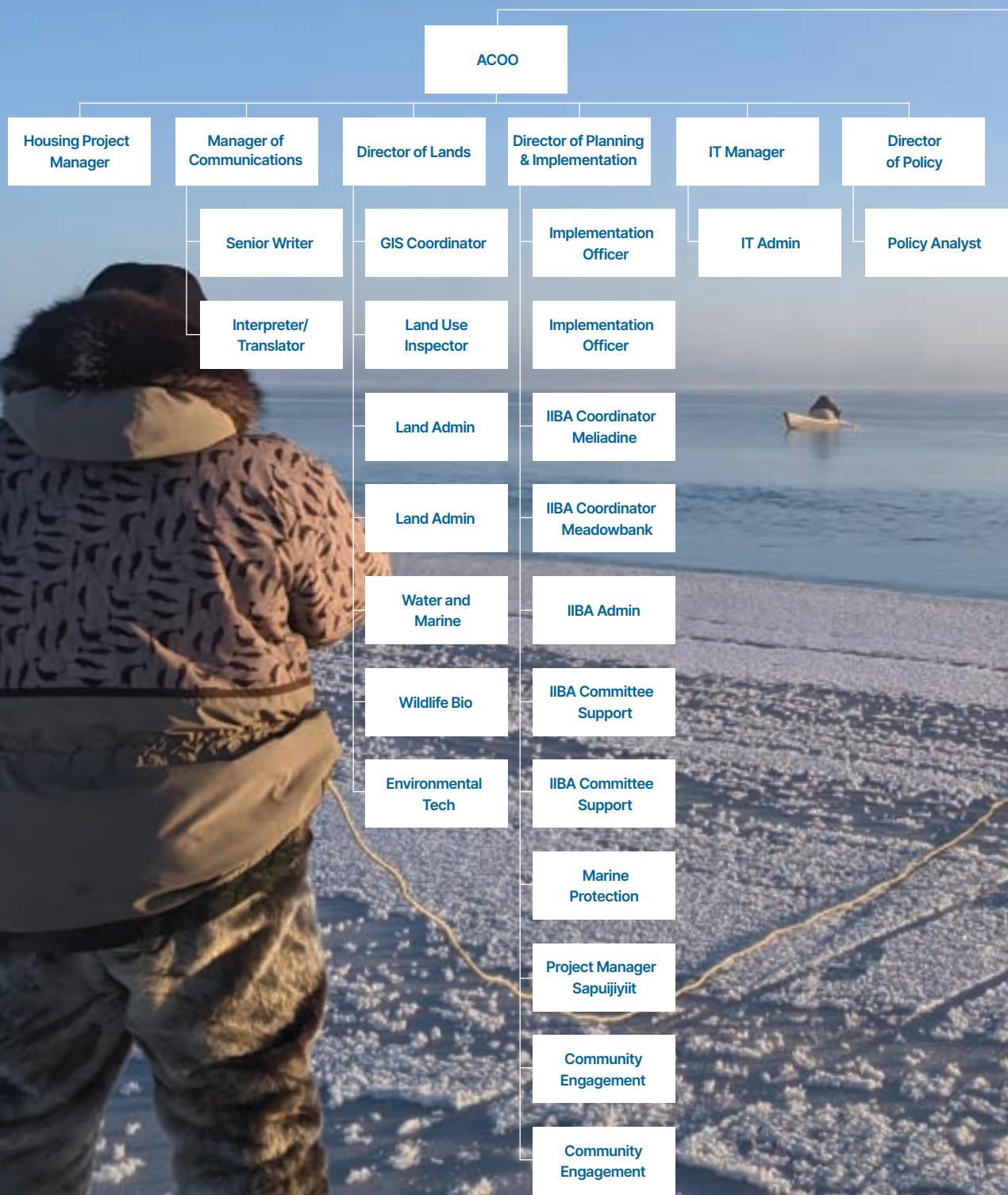
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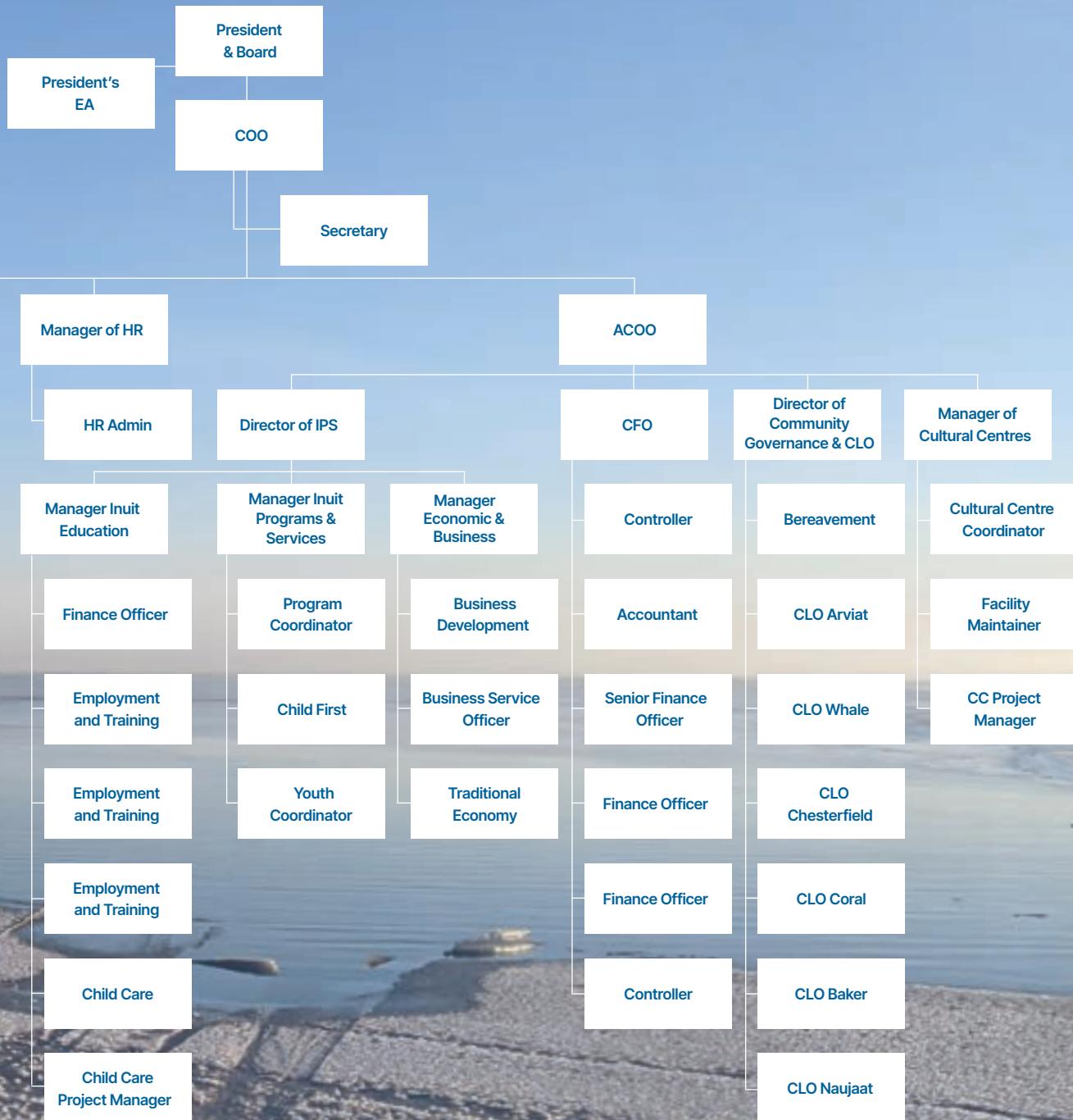
Kono Tattuinee

President, Kivalliq Inuit Association



KIA Organizational Chart





2024–2025 at a Glance

Sapuulutaq Fund (previously known as the *Legacy Fund*) Kivalliq-Wide Community Tour – KIA President, respective Community Directors and KIA staffed travelled to

ALL 7 COMMUNITIES

for input and feedback on amendments to the *Sapuulutaq Fund*



DONATED \$100,000 IN ASSISTANCE

for the Whale Cove Fire Relief when their only store caught fire and burned to the ground



\$175,000

in donations towards various groups in the Kivalliq

508

Kivalliq & Urban students accessed the Student Sponsorship Program – providing

\$5,185,187.65

in funding for post-secondary education



An additional

\$2 Million

top-up for direct student support for Kivalliq students attending post-secondary institutions



In 2024, KIA assisted **1081** beneficiaries to access a total of **\$1,594,509** under the following programs:

- \$852,639 to 349 Kivalliq beneficiaries under the Harvesters Support Grant (HSG) Freight Subsidy Program
- \$741,870 to 732 Kivalliq beneficiaries under the Nunavut Harvesters Support Program (NHSP) for small equipment, safety equipment, disaster relief, community hunts and insurance

Collaboration

with Victoria's Arctic Fashion for the National Truth & Reconciliation Day with apparel that showcased the significance for the *Every Child Matters (ECM)* campaign

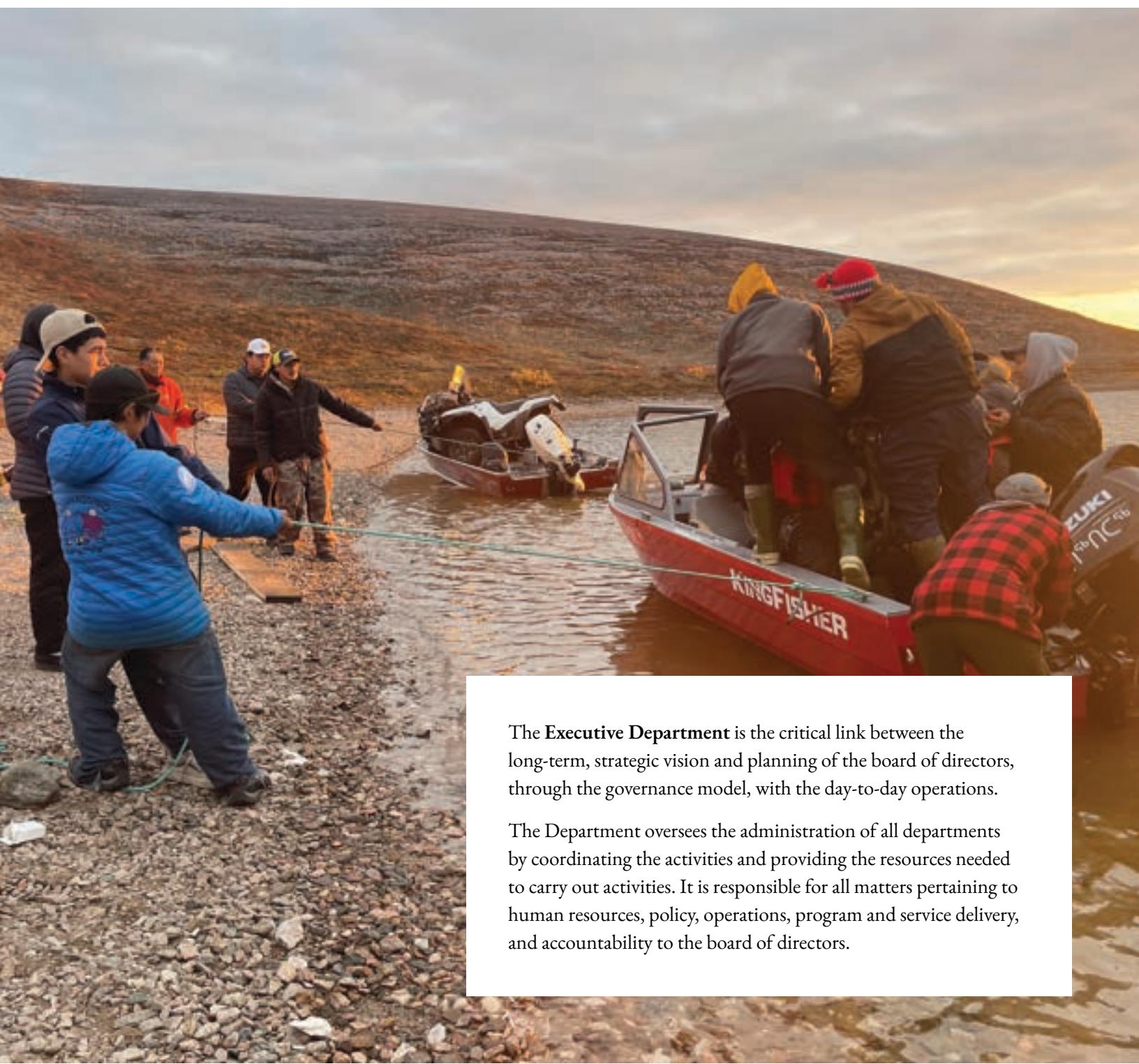


KIA Departments

Overview & Highlights



1 Executive Department



The **Executive Department** is the critical link between the long-term, strategic vision and planning of the board of directors, through the governance model, with the day-to-day operations.

The Department oversees the administration of all departments by coordinating the activities and providing the resources needed to carry out activities. It is responsible for all matters pertaining to human resources, policy, operations, program and service delivery, and accountability to the board of directors.

2 Planning & Implementation Department

The **Planning & Implementation Department** is unique in which it is involved with nearly all departments and files within Kivalliq Inuit Association (KIA). Additionally, those in the Department work directly with several external organizations by acting as a liaison between federal, provincial and territorial governments. The Department also negotiates Inuit Impact Benefit Agreements (IIBAs) and other agreements with industry, governments and other parties seeking use of Inuit-Owned Lands and participates in the management of proposed development affecting Inuit located within the region to ensure Inuit benefit from development.

The Department plays a lead role in other negotiations arising from the Nunavut Agreement, including the Manitoba Denesuline Overlap Agreement and the Athabasca Denesuline Overlap Agreement, as well as discussions on the nomination of sites to the Canadian Heritage Rivers program, Canadian Wildlife Services and other federal agencies. The Nunavut Agreement provides for Inuit co-management of land, sea and wildlife through Institutions of Public Government (IPGs), such as the Inuit Heritage Trust (IHT), Nunavut Impact

Review Board (NIRB), Nunavut Planning Commission (NPC), Nunavut Water Board (NWB) and Nunavut Wildlife Management Board (NWMB). The Department continues to work closely with stakeholders to build capacity and ensure effective participation within this co-management model.

The recognition of Inuit rights related to wildlife, and the environment serves as an overarching guide for the Department. Inuit rights to manage lands and waters in Nunavut is a requirement that is outlined in the Nunavut Agreement. Also, the protection of animals that Inuit depend on by balancing conservation with industry needs is outlined in the Nunavut Agreement. To realize these ends, the Planning & Implementation Department ensures that Inuit are involved in territorial research. Further, the Department organizes public workshops and consultations to ensure stakeholders and community members have a seat at the table to contribute to wildlife management, whether it involves conducting research or participating in decision-making. In addition, it provides recommendations for individual appointments to these Institutions of Public Government.



Ongoing Implementation of Inuit Impact Benefit Agreements (IIBAs)

An IIBA is a formal contract that lays out a project between an Inuit community and a corporate or government project, explains the implications – both positive and negative, and clarifies how the associated and affected Inuit groups will benefit. These agreements can and often do involve anything that relates to the specific development project that will have an impact on Nunavut Inuit. It is only after a long process of understanding, consultation and negotiation that these agreements are signed. They are almost always legally binding and, although not confidential by law, are often confidentially negotiated.

Article 26 IIBAs

The Planning and Implementation Department has carried out several obligatory meetings with Agnico Eagle Mines, which include the following:

- Meliadine and Meadowbank on-site working group meetings
- Employment and Cultural Committee meetings
- Business Opportunities Committee meetings
- Implementation Committee meetings

Article 8 and 9 IIBAs

The Department has begun to coordinate preparations to review IIBA benefits negotiated and implemented for agreements related to Articles 8 and 9. A number of workshops have been facilitated in various Kivalliq communities, with ongoing plans.

- **National Historic Sites IIBA:** The negotiations have commenced. KIA has participated in a preparation meeting; negotiations are expected to continue in 2025-2026.

- **Marine Protected Areas (MPAs):**

The Department has been working closely with the federal Department of Fisheries and Oceans (DFO) to ensure that our obligations under the Contribution Agreement are met. Mike Tucktoo, along with Derek Zawadski and David Kakuktinniq Jr., have been working with DFO on a near-daily basis to make sure that the pathway to an MPA and its IIBA remain a success by participating in the recently established Joint Planning and Co-Management committees. The majority of the work is conducted through this committee to provide advice on the planning, establishment, operation and management of MPAs throughout the Kivalliq.

- **Canadian Heritage Rivers:**

Work on this file continues. KIA Implementation is working with a contractor to move cabins that are for use in and around the Thelon and Kazan rivers.

- **Ukkusiksaliq National Park IIBA:**

The KIA has been implementing the Ukkusiksaliq IIBA for many years. We are nearly ready to roll out the Community Initiatives Fund to allow for cultural and economic activities to be funded in the affected communities.

Director
of Planning &
Implementation



3 Lands Department



The **Lands Department** works to uphold Inuit rights and interests in the utilization and development of lands and resources, particularly related to exploration and mining.

Through the Nunavut Agreement, Inuit gained ownership of over 356,000 km² of land, including 37,646 km² of lands that include the mineral title. The Agreement affirms Inuit rights to benefit from development of these lands and resources and to participate in decision-making related to resource development in Nunavut.

The Department is responsible for ensuring that the use of Inuit-Owned Lands (IOL) reflects both the intent and the legal requirements and obligations set out in the Nunavut Agreement. It continuously strives to protect the long-term interests of Inuit by balancing the need for development with protection of the environment. The Department works collaboratively with Nunavut Tunngavik Incorporated to develop policies and procedures to administer and monitor activity on IOL in the region. It ensures that occupants adhere to compliance with the rules, regulations and statutes protecting Inuit rights to the land. The Nunavut Agreement

defines “land” to include water and resources including wildlife. Kivalliq Inuit Association (KIA) manages around 240 IOL parcels throughout the Kivalliq.

The Lands Department’s main operations are issuing licensing/permitting for access to IOL; the received land use applications are processed according to the IOL rules and procedures. When applications are received, they are reviewed by the Lands administration and technical staff; if Community Land and Resource Committee (CLARCs) recommendation is required, a meeting is then set up to review the application with CLARCs, a new license number is created, and the license is issued. Common land use applications are:

- Land Use License 1, 2 or 3 (exploration, staking, drilling, quarry)
- Right of way (road or trail access)
- Commercial leases 1, 2 and 3 (mining companies)
- Recreational leases (cabins on IOL)
- Outfitting (touring)
- License amendments, renewals, extensions, exemptions

Inspections

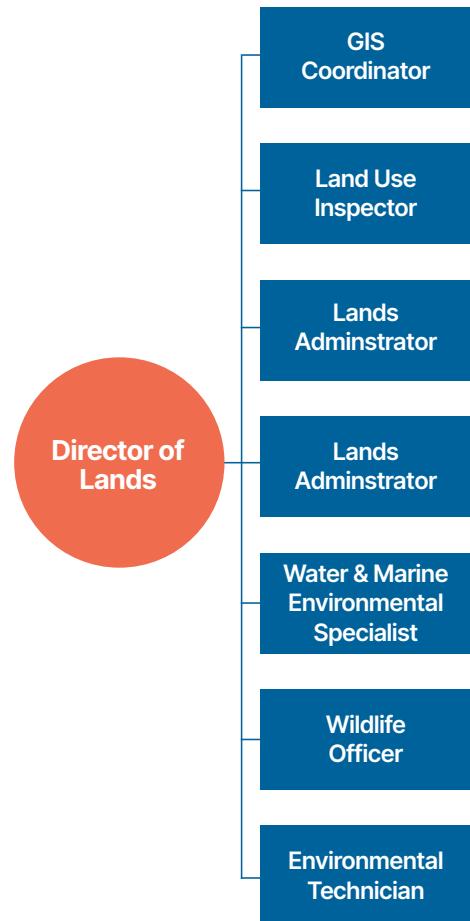
KIA Lands conducts inspections on all land use licenses. Inspections ensure that the applicant complies with the rules and regulations stated in the agreement terms and conditions of the license. Inspections also ensure that all camps are clean and safe and that all work is done only in locations agreed to by KIA. Water sampling takes place every year in the watershed of the Meadow Bank, Whale Tail, Meliadine Project and Heritage rivers monitoring program.

Licenses/Permits Review

During 2024, the Department received 5 applications to access Inuit Owned Lands: 1 license, 1 recreational lease and 3 research projects.

Nunavut Land Use Plan

The Lands Department has been involved in the review of the 2023 Recommended Nunavut Land Use Plan. The Nunavut Planning Commission released the technical review of the Plan on June 20, 2023, with the accompanying Options and Recommendations document being released in September 2023; it is now completed, pending legal review and the letter of response from the signatories to the Nunavut Planning Commission.



Department Highlights

During 2024, KIA Lands kept working on several projects funded by diverse government agencies to implement a Cumulative Effect Monitoring Program, known as Inuu'tuti CEMP.

- **Regional Aquatic Cumulative Effects Monitoring Program:** Researches and characterizes the aquatic environment and the effects of climate change, industrial development, population growth and various scientific studies that will assist in developing a Northern policy.
- **Sediment sampling:** Information on contaminant-loading research to study long-term information that may not be readily available or apparent by other sampling methods.
- **Socio-economic impacts, Southampton Island:** Better understanding of the socio-economic benefits and impacts of the proposed Marine Conservation Area on the community of Coral Harbour in particular and the Kivalliq Region in general.
- **Phase 1 of issuing and monitoring land use licenses to a modernized solution.**

4 Inuit Programs & Services Department



The Inuit Programs & Services Department provides services pertaining to Inuit programs, business development, training and education.

The Department works on protection and promotion of Inuit culture, societal values and language. It strives to enhance the lives of Kivallirmiut through a wide range of cultural initiatives and programs that support a strong and vibrant society immersed with cultural knowledge.

It also manages the Nunavut Harvesters Support Program and Harvesters Support Grants for the Kivalliq Region, along with other established programs.

Nunavut Harvesters Support Program (NHSP):

The program objective is to relieve poverty among Inuit and to preserve and advance Inuit harvesting culture, heritage and traditional ways of life. This program provides funding to Inuit in Nunavut who need assistance to make harvesting equipment and tools more affordable so they can participate in traditional harvesting activities. Funding is provided in five primary areas; in 2024, KIA helped beneficiaries access \$741,870.30 in NHSP funds:

- **Small harvesting equipment:** Funding is available for up to 75% of the equipment costs, to a maximum of \$1,000 per request and \$2,000 per household for small harvesting equipment/tools regularly used for harvesting purposes. In 2024, \$487,194.86 was accessed for small harvesting equipment.
- **Safety Equipment:** Funding is available for 75% of the equipment costs, to a maximum of \$1,000 per request and \$2,000 per household for safety equipment regularly used for harvesting purposes. In 2024, \$78,604.30 was accessed for safety equipment
- **Disaster relief:** Funding is available for any major harvesting equipment lost in a hunting accident or disaster and up to 75% of the net replacement costs, to a maximum of the following amounts: snowmobiles, \$7,000; ATVs, \$6,000; boats, \$10,000; and outboard motors, \$7,000. In 2024, \$163,333.14 was accessed for disaster relief.
- **Insurance:** Funding is available for up to 75% of the insurance premium, depending on equipment size (small equipment, safety equipment and large harvesting equipment). In 2024, \$2,738.00 was accessed for insurance
- **Community Hunt Program:** Provides funding and assistance to organizations or groups interested in participating in community hunts. Eligible organizations include incorporated entities such as hamlets, Hunters and Trappers Organizations, Regional Wildlife Organizations or not-for-profits. Funding amounts are based on community size, nature of the proposed hunt and number of harvesters involved. In 2024, \$10,000.00 was accessed for supporting a community hunt.





Harvesters Support Grants (HSG):

In recognition of the importance of country foods traditionally harvested, the Government of Canada created the HSG, filtered into KIA from Inuit Tapiriit Kanatami and Nunavut Tunngavik Inc. (NTI). At the May 2023 board of directors meeting, the board unanimously agreed to introduce a freight subsidy to offer financial relief to Inuit in the Kivalliq Region in buying essential harvesting equipment such as snowmobiles, ATVs, UTVs (utility task vehicles), boats, trailers and outboard motors intended for harvesting needs, up to a maximum of 75% of freight costs through all modes of transportation, to reflect the rising costs to harvesters and their equipment. In 2024, KIA helped beneficiaries access \$852,639.28 in the HSG Freight Rebate.

Somebody's Daughter:

The Department has organized and hosted the uniquely formed Somebody's Daughter program over the past 10+ years. This program was developed to address cultural loss by creating an opportunity for Inuit women to learn traditional Inuit Arctic survival skills. The program incorporated passing on traditional knowledge to the next generation, which has always been highly emphasized by Elders. The program also incorporated literacy development through personal stories and experiences through journal writing. Since its inaugural camp, more than 300+ women have participated.



Somebody's Son:

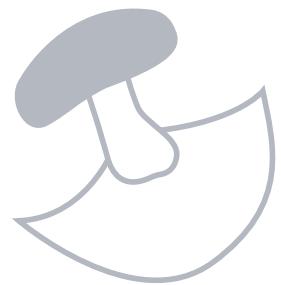
The objective of Somebody's Son is to build and foster Inuit men, teenage fathers, single dads and younger men who have lost parents at a young age to help them learn traditional Inuit men's roles to increase their participation in the community and their role as Inuit men. The program combines a variety of traditional Inuit survival skills, such as hunting, fishing and butchering, through watching, hands-on experience and storytelling while incorporating Inuit Qaujimajatuqangit. The design of the program promotes healing through learning and connecting with others. Counselling sessions and one-on-one sessions are available in both English and Inuktitut. Furthermore, the program provides participants with many skills that will enhance their creativity and allow them to realize their potential and increase their self-esteem while building new lifelong friendships.





Kivalliq Community Cultural Initiatives Program:

This program was designed to provide support for community-based initiatives that foster and enhance Inuit traditional skills and activities as well as promoting and/or maintaining the Inuit language. This provides Kivalliq beneficiaries with an opportunity to run community-based programs, organized for and operated by its community members, with a maximum limit per application of \$5,000.



Pijunnaqsiniq Culture Camps:

KIA has held many Pijunnaqsiniq Culture Camps since its inaugural program in 1998. The objective of the program is to give youth an opportunity to develop, enhance and increase capacity in Inuktitut and traditional Inuit skills through various hands-on activities and workshops, providing them with a safe space.

Business Development

Business Development aims to deliver employment, training and economic development programs to meet the needs of market demands and provide services that support the participation of Inuit in the region to benefit from economic opportunities. The Department prioritizes its initiatives through strategies created by socio-economic development opportunities stimulated by the KIA's activities and in response to needs assessed throughout the region. Programs and services include training for high-demand jobs, skills development training, and programs for entrepreneurs and Inuit-owned business.

- The **Business Development Fund (BDF)** is available to Inuit entrepreneurs and Inuit-owned businesses that demonstrate a need for financial assistance. The funding is comprised of 5 main categories: Planning & Development, Business Creation & Expansion, Marketing, Training, and Business Relief

Project Description	Project Funding Limit	Maximum Allowable Limits
Business Planning & Development	90% of eligible cost or	\$25,000 maximum contribution with a minimum of 10% as a client equity requirement
Acquisition of Capital Assets: building, land, etc.	50% of eligible cost or	\$50,000 maximum contribution
Working Capital for Start-Up or Expansion	50% of eligible cost or	\$50,000 maximum contribution
Market Development & Tradeshow Participation	75% of eligible cost or	\$25,000 maximum contribution
Training and/or Aftercare Services	90% of eligible cost or	\$25,000 maximum contribution
Business Relief	100% of eligible cost or	\$25,000 maximum contribution

*Funding policy and guidelines about eligibility can be located at www.kivalliqinuit.ca

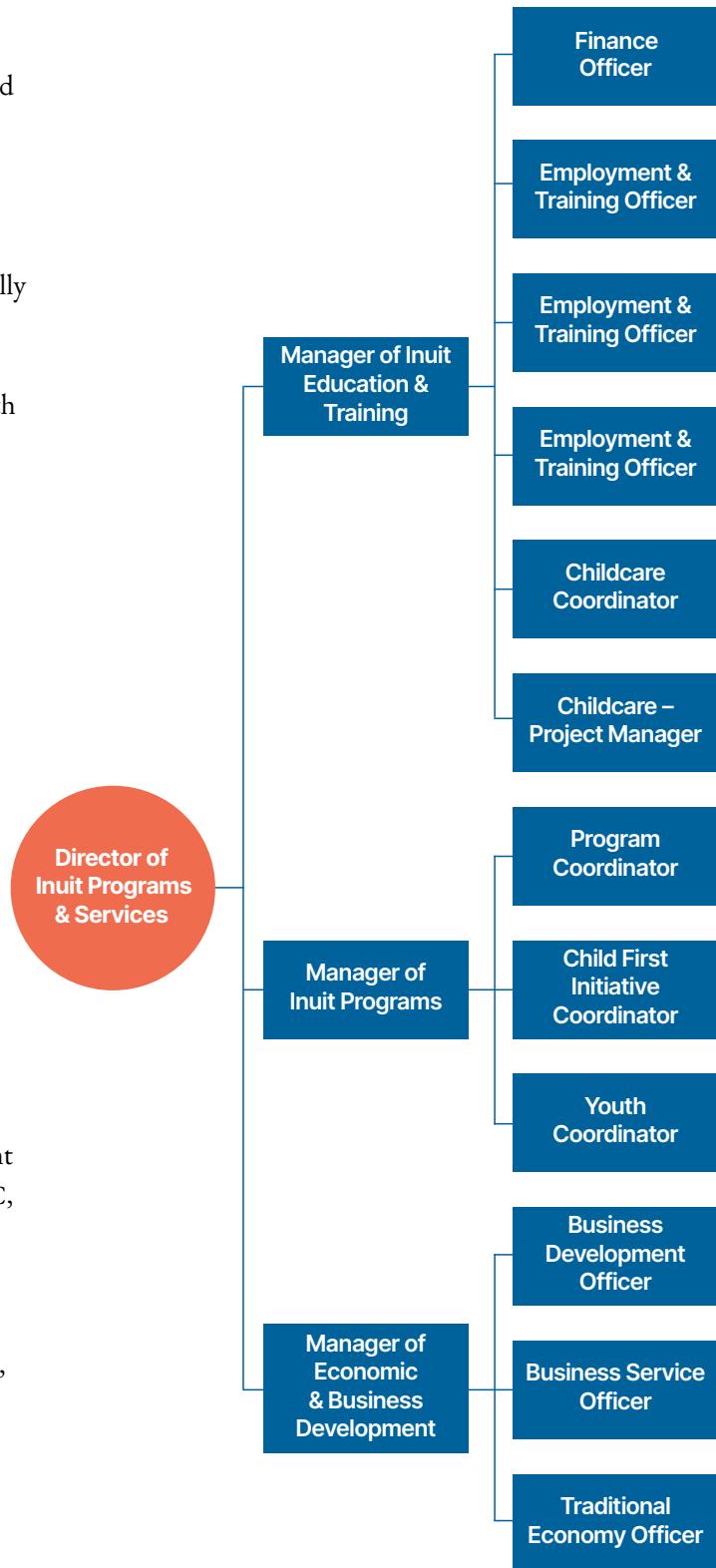
In 2024, KIA provided \$188,998.09 under the BDF umbrella.

- The **Traditional Economy Fund (TEF)** provides access to funding to obtain small-scale grants for equipment, tools and materials necessary for harvesting and arts and crafts-related activities by providing contributions of a maximum up to \$1,500 per applicant for generating income from the funding received. In 2024, KIA provided assistance to access \$132,045.30 under the TEF umbrella. Applicants must be in good standing with KIA, completing all previous projects and reporting requirements. *After the successful funding of a project under this fund, a period of two (2) years must pass before applicants can reapply.*

Training and Education

The Training and Education division oversees community-funded programs, summer student programs, daycare programs and student sponsorship programs, providing supports and rewards to Kivalliq beneficiaries who seek to improve their higher level of education and who want to increase their skills in the technical trades or other professions. KIA has allocated scholarships annually for Inuit students from the Kivalliq Region who are pursuing a post-secondary education; these are awarded in October each year. The Summer Work Experience Program provides youth with summer employment opportunities where they can gain work experience and develop important skills such as communication, problem-solving and teamwork.

- **Community-Funded Programs:** 8 community funded programs were developed; the Department committed \$1,097,926.73 to support Kivallirmiut to enhance the capacity of Inuit services in 2024.
- **Summer Student Program:** Supported by Crown-Indigenous Relations and Northern Affairs Canada and the Indigenous Skills and Employment Training (ISET); the 2024 committed budget was \$740,548.66 to support organizations throughout the Kivalliq to help youth acquire skills by providing wage subsidies. 17 partnerships with Kivalliq organizations were developed for this program
- **Daycare Programs:** Supported by the Indigenous Skills and Employment Training (ISET) Program; in 2024, to increase childcare services and supports, and the Department committed \$3,176,661.22 between the operations of IELCC, FNICCI and Infrastructure. There are 9 daycares in total; however, KIA supported 7 daycares in 2024 as the other 2 daycares were closed throughout the year
- **Student Sponsorship Program:** Supported by ISET, KIA, NTI and Makigiaqta; assisted in 508 Kivalliq and urban students accessing funding supports. The Department committed \$5,185,187.65 in tuition and books, living allowances, supplies and equipment, travel, childcare, tutoring and rent supplements in 2024.



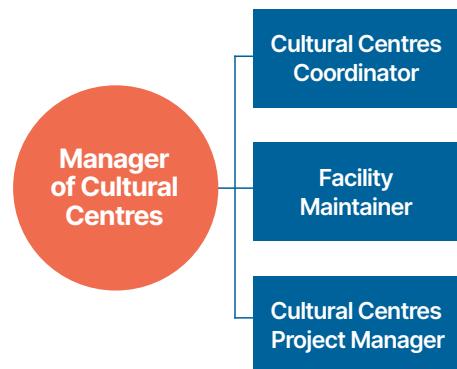
5 Cultural Centres Department



This newly created department has several primary functions:

- Establishing and administering the cultural affairs of Inuit in the Kivalliq, including policies, programs and services for the preservation, use and development of cultural preservation
- Overseeing the development of and managing the current and future cultural centres in the Kivalliq
- Establishing and administering policies, programs and services to ensure that KIA meets its responsibilities to preserve, protect and manage the historic knowledge and resources in the Kivalliq

The next phase for the Department is conducting studies and working toward establishing cultural centres in Coral Harbour and Whale Cove in the coming years.



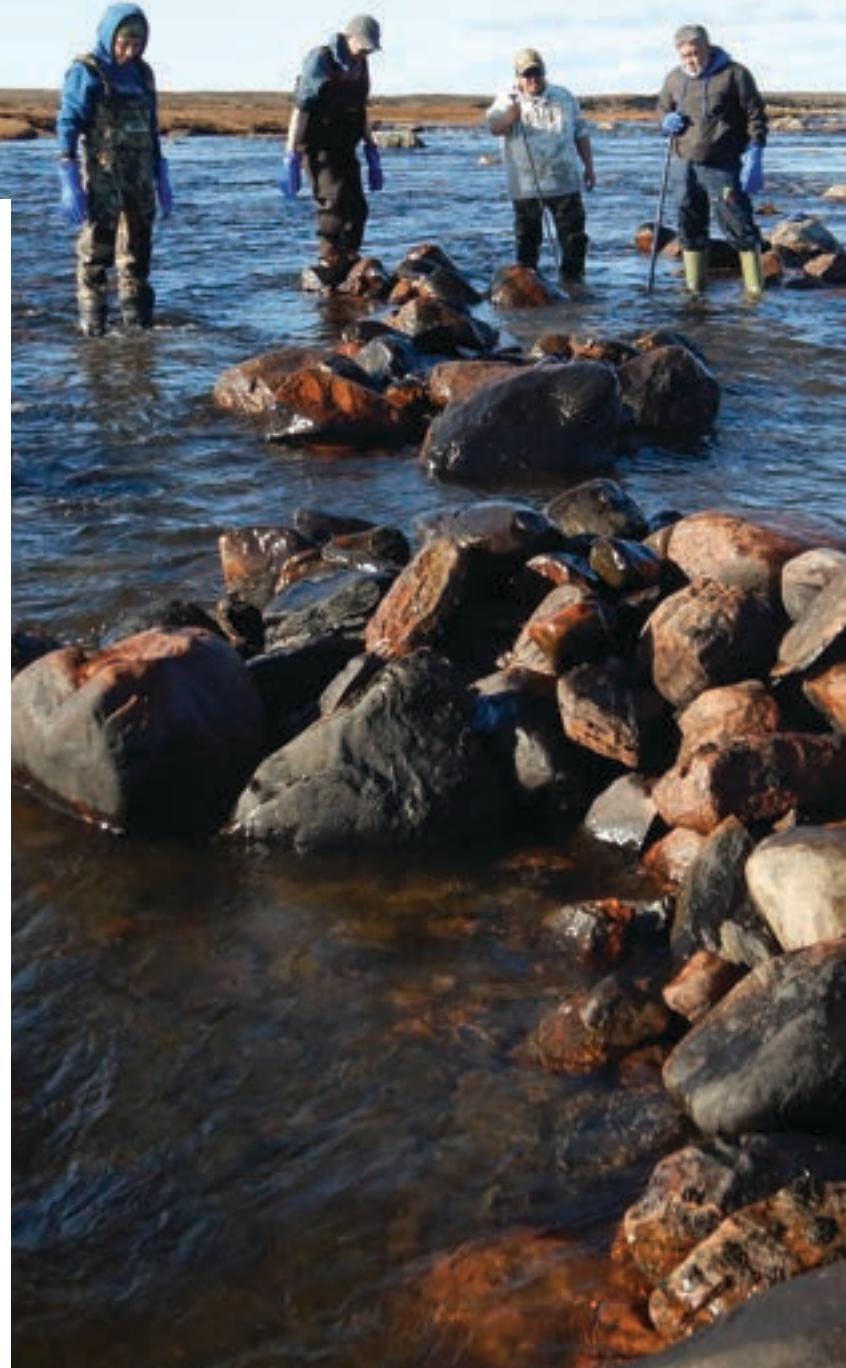
6 Human Resources Department

Kivalliq Inuit Association (KIA)'s **Human Resources Department** provides a wide range of human resources-related supports and services. The Department is accountable for a generalist suite of HR responsibilities and supports all KIA departments with the following tasks:

- Developing job descriptions and evaluations of positions
- Updating human resources policies
- Overseeing recruitment and staffing and administering the Summer Student Program
- Organizing training opportunities for staff professional development
- Overseeing employee relations
- Upholding occupational health and safety requirements
- Providing information on employee benefits
- Promoting employee awards, recognition and employee wellness initiatives

Manager of
Human
Resources

Human
Resources
Assistant



7 Governance & Community Liaison Department

Director of Governance & Community Liaison



The **Governance & Community Liaison Department** oversees the coordination of strategic planning and board administration and plays a key role in providing briefings to committee members and executive committee members. It also coordinates the preparation for and follow-up to board and committee meetings and is a leading source on matters related to internal and external governance processes.

KIA has a Community Liaison Officer in every Kivalliq community:

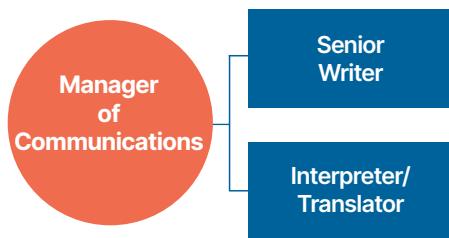
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The Department also handles the Compassionate & Bereavement Care Program (previously administered by Nunavut Tunngavik Inc. until 2014); in 2024, this program underwent a review to expand the eligibility of the program, in which it provides financial assistance for air travel for a maximum of three family members who wish to see a family member who is terminally ill and facing imminent death. In 2024, KIA spent and committed \$621,584.29, assisting 299 beneficiaries under the program.

8 Communications Department

The Communications Department works to ensure that all departments, programs and initiatives are communicated to Inuit using best and often evolving practices and tactics, such as through brainstorming ideas, planning, executing and assisting to ensure that a special event goes smoothly. The Communications Department is always active and on the ground.

The Department oversees the brand standard for KIA and is responsible for ensuring that public relations is in good standing. Kivalliq Inuit Association (KIA)'s reputation must align with goals and values of Inuit, which is why the Department is involved with all aspects of internal and external communications. This service-driven department plays a key role to ensure that the organization adheres to the *Official Languages Act* by reviewing and assisting in the coordination of Inuktitut translation services. Also, the Department offers a wide range of planning and project management for communications and creative campaigns throughout the year. It is known for closely collaborating with the Government of Nunavut, the Government of Canada, Regional Inuit Associations and other organizations on joint announcements and initiatives.



Highlights:

- **Visual identity of KIA:** To ensure that KIA's brand reputation is monitored, updated and reflective of the communities KIA represents, the existing digital logo, established in the 1980s, required updating to meet the challenging and ever-changing needs for displaying in a digital world. The Department started updating the Visual Identity Guide by working on various display options to ensure that visual standards, practices and presence are evident when KIA attends, hosts and promotes various meetings and functions. Due to the changing world of work and the way organizations host and attend events, KIA needed to make sure the logo met the needs of displaying properly during virtual events.
- **Website redesign:** The Department is committed to an effective redesign of KIA's website to improve its functionality, content management, online resource development, web application development, security design and features, as well as ensuring the utmost optimized user experience.



9 Finance Department

A wide-angle photograph of a landscape at sunset. The sky is filled with soft, pastel-colored clouds in shades of orange, pink, and blue. Below the sky is a vast, flat landscape with low-lying vegetation and a body of water in the foreground. The horizon is visible in the distance.

The **Finance Department** is the fiscal centre of KIA. The team that oversees the budgeting, financial statements, payroll and maintenance of corporate accounts payables and receivables, and reporting compensation and benefits. Its services go beyond simple administrative support; finance also helps other KIA departments with the preparation of their budgets, financial management and reporting, and contributes to the long-term planning process by providing detailed historical financial information and projections. For years now, KIA has enjoyed financial stability and growth, with revenues steadily increasing year-over-year. Annual independent audits confirm an impressive record of solid fiscal policy, sound management and prudent oversight. Like the rest of the organization, the finance department is preparing for growth.

As KIA and the Kivalliq Region enter a new and promising phase of economic development, the finance department will continue to build its capacity and sophistication to meet these new and welcoming challenges. Through the prudent investment of Inuit assets, the training and employment of Inuit in bookkeeping and accountancy and responsible, accountable management of KIA's financial affairs, the Finance Department is committed to maximizing the benefits of the region's development to all members.

Highlights

In 2024, the Department was pleased to assist with and share the *Sapuulutaq* Fund annual report. The purpose of the *Sapuulutaq* Fund is to effectively and transparently manage designated revenues to achieve economic self-sufficiency of Kivalliq Inuit through time, in a manner consistent with Inuit societal and cultural needs and aspirations. The Fund includes a long-term savings objective that invests designated revenues and generates consistent positive investment returns. The Fund will support Inuit social and cultural needs and aspirations through a spending objective that delivers consistent, predictable, positive benefits to Kivallirmiut year over year by recognizing, prioritizing and addressing community needs and education-related barriers to long-term prosperity.



Legacy Fund values as of March 31, 2024

	2023–2024	2022–2023
Legacy Fund	\$133,059,509	\$98,106,317
Income Stabilization Fund	5,000,000	5,000,000
Community Initiatives Fund	11,052,233	6,582,560
Education Fund	1,224,367	731,397
Total	\$150,336,109	\$110,420,274

Financial Summary

Selected from
the Consolidated
Financial Statements

KIVALLIQ INUIT ASSOCIATION
CONSOLIDATED STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2024

	<u>General Fund</u>	<u>Legacy Fund</u>	<u>Total 2024</u>	<u>Total 2023 (Note 3)</u>
REVENUE				
Nunavut Tunngavik Incorporated				
Operating contribution	\$ 9,071,648	\$ 0	\$ 9,071,648	\$ 8,625,112
Economic development and program funding - Schedule 2	5,424,303	0	5,424,303	5,263,834
Government of Canada				
DIAND - Schedule 4	2,621,369	0	2,621,369	3,048,906
HRSDC - Schedule 3	8,656,355	0	8,656,355	10,093,856
Other departments - Schedule 5	1,464,799	0	1,464,799	766,258
Agmico Eagle Mines Limited and Other - Schedule 6, 9 and 10	1,920,880	0	1,920,880	1,368,792
Ukkusiksalik National Park IIBA - Schedule 7	10,500	0	10,500	12,500
Special projects - Schedule 8	8,838,950	0	8,838,950	8,017,969
Commercial Activities - Schedule 11	53,496,333	0	53,496,333	26,712,815
Legacy fund revenue - Schedule 1	0	39,427,836	39,427,836	29,878,632
Other revenue - Schedule 12	<u>4,617,339</u>	<u>0</u>	<u>4,617,339</u>	<u>3,553,351</u>
	<u>96,122,476</u>	<u>39,427,836</u>	<u>135,550,312</u>	<u>97,342,025</u>
EXPENDITURES				
Nunavut Tunngavik Inc. - Schedule 2	5,532,242	0	5,532,242	5,334,542
HRSDC - Schedule 3	8,656,355	0	8,656,355	10,093,856
DIAND - Schedule 4	2,621,369	0	2,621,369	3,556,515
Other Departments - Schedule 5	1,478,806	0	1,478,806	775,451
Meadowbank projects - Schedule 6	295,304	0	295,304	241,775
Meliadine projects - Schedule 9	1,577,115	0	1,577,115	1,070,490
Whale Tail projects - Schedule 10	48,461	0	48,461	56,527
Ukkusiksalik National Park IIBA - Schedule 7	10,500	0	10,500	12,500
Special projects - Schedule 8	8,756,314	0	8,756,314	8,146,932
Commercial activities - Schedule 11	43,581,539	0	43,581,539	27,930,425
Administration - Schedule 13	7,521,096	0	7,521,096	7,962,423
Legacy fund expenditures - Schedule 1	<u>0</u>	<u>0</u>	<u>0</u>	<u>57,054</u>
	<u>80,079,101</u>	<u>0</u>	<u>80,079,101</u>	<u>65,238,490</u>
EXCESS REVENUES FROM OPERATIONS	<u>16,043,375</u>	<u>39,427,836</u>	<u>55,471,211</u>	<u>32,103,535</u>
Other income (expenditures)				
Depreciation of building and equipment	(5,049,651)	0	(5,049,651)	(2,887,192)
Amortization of deferred capital contributions	181,541	0	181,541	207,990
Gain (loss) on disposal of investments and assets	246,483	0	246,483	1,581,748
Income (loss) on equity investments	(2,516,629)	0	(2,516,629)	443,450
Interest on long term debt	(2,691,728)	0	(2,691,728)	(898,631)
Non-controlling interest	(17,243)	0	(17,243)	953,956
Extraordinary item (Note 20)	(683,623)	0	(683,623)	0
	<u>(10,530,850)</u>	<u>0</u>	<u>(10,530,850)</u>	<u>(598,679)</u>
EXCESS REVENUES OVER EXPENSES	<u>\$ 5,512,525</u>	<u>\$ 39,427,836</u>	<u>\$ 44,940,361</u>	<u>\$ 31,504,856</u>

KIVALLIQ INUIT ASSOCIATION
CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2024

	Opening balance (Note 3)	Excess revenues	Transfers	Total 2024	Total 2023
LEGACY FUND					
Legacy fund	\$ 98,106,317	\$ 7,398,171	\$ 27,555,022	\$ 133,059,510	\$ 98,106,317
Income stabilization fund	5,000,000	31,628,599	(31,628,599)	5,000,000	5,000,000
Community initiatives fund	6,582,560	364,254	4,105,419	11,052,233	6,582,560
Education fund	731,397	36,812	456,158	1,224,367	731,397
	<u>110,420,274</u>	<u>39,427,836</u>	<u>488,000</u>	<u>150,336,110</u>	<u>110,420,274</u>
GENERAL FUND					
Unrestricted net assets	65,916,216	5,512,525	(9,045,787)	62,382,954	65,916,216
Non-controlling interest	(953,956)	17,243	0	(936,713)	(953,956)
Invested in building and equipment	22,035,886	0	8,725,967	30,761,853	22,035,886
Reserves	1,953,410	0	(168,180)	1,785,230	1,953,410
	<u>88,951,556</u>	<u>5,529,768</u>	<u>(488,000)</u>	<u>93,993,324</u>	<u>88,951,556</u>
	<u>\$ 199,371,830</u>	<u>\$ 44,957,604</u>	<u>\$ 0</u>	<u>\$ 244,329,434</u>	<u>\$ 199,371,830</u>

LEGACY FUND TRANSFERS

Excess balance in Income Stabilization Fund transferred to Legacy Fund	\$ 31,628,599
90% investment return transferred to Community Initiatives Fund	(4,105,419)
10% investment return transferred to Education Fund	(456,158)
Sakku Investments Corporation dividend to Legacy Fund	488,000
Net transfer to / (from) Legacy Fund	<u>\$ 27,555,022</u>

GENERAL FUND TRANSFERS

Building and equipment purchased	\$ 74,114,339)
Depreciation of capital assets	5,049,651
Transfers from reserves	168,180
Capital contributions received	8,521,635
Amortization of deferred capital contributions	(181,541)
Debt issued	46,215,205
Principal payments on demand loan	(279,631)
Principal proceeds (payments) on capital lease obligations	1,256,518
Principal proceeds (payments) on note payable	420,000
Sundry capital transactions	4,386,535
Sakku Investments Corporation dividend to Legacy Fund	(488,000)
Net transfer to / (from) Unrestricted Net Assets	<u>\$ (9,045,787)</u>



