# **ΑρΑς ΡΟλΑΘΟΙ**

# QIKIQTANI

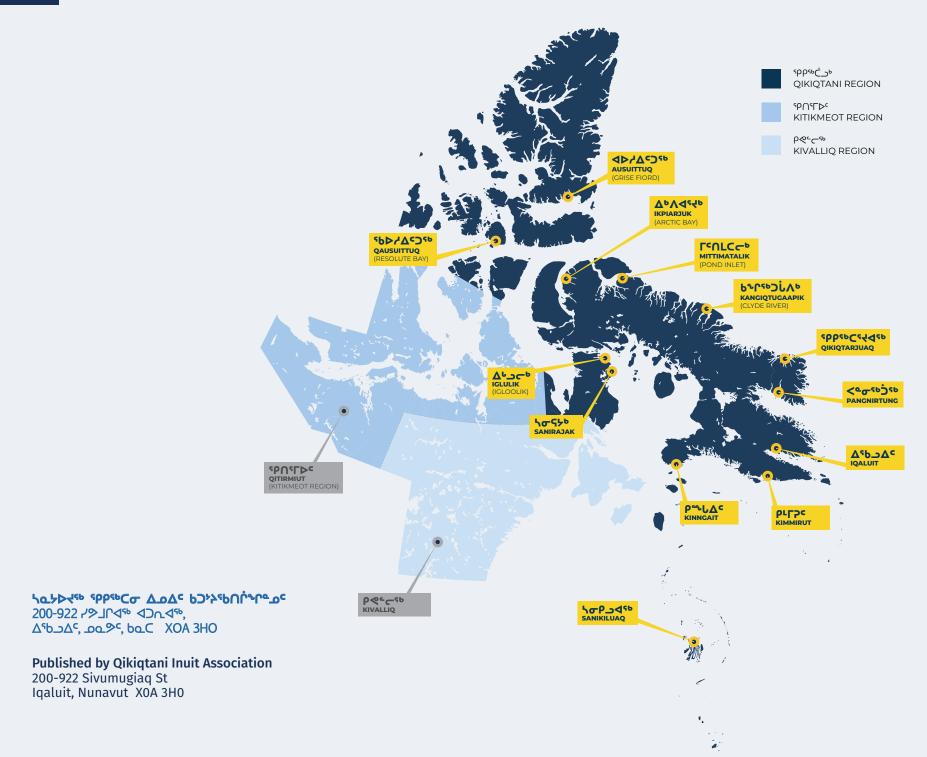
**INUIT ASSOCIATION** 



2023–2024 **ÞÝSJ**CLYÞNS ÞOBBS

**2023–2024 ANNUAL REPORT** 





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# 「PPSEC σ ΔΔΔς ΒϽ϶ϟϤΕΠΡϤΨΓς QIKIQTANI INUIT ASSOCIATION

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The Qikiqtani Inuit Association (QIA) is a not-for-profit society, which represents Inuit in the 13 communities of the Qikiqtani Region of Nunavut.

QIA is a Designated Inuit Organization under the Nunavut Agreement. QIA is one of three Regional Inuit Associations affiliated with Nunavut Tunngavik Inc.; the other associations include the Kitikmeot Inuit Association and the Kivalliq Inuit Association.

Two other organizations operate under the QIA umbrella: Kakivak Association, responsible for community economic development and small businesses; and Qikiqtaaluk Corporation, created to manage economic development on behalf of QIA.



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### ናPPናbC&bdc ΔናbbaΔኦናልኈቦና QIA DEPARTMENTS

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#### **Executive Management**

QIA President
Strategic Communications Division
Finance Division
Human Resources Division
Administration Division

Department of Lands and Resource Management
Department of Marine and Wildlife
Department of Inuit Qaujimajatuqangit and Engagement
Department of Inuit Programs and Services

**Λ'ՎΠ≫ና**: 'የΡʹʹʹͰϹϭ ΔΔΔʹ ϧϽϟʹϧϦΠΓʹʹʹͰʹʹ /ʹʹʹͰϤʹͰʹͰʹʹʹʹ ΛϵʹʹϤϷͶʹʹͰʹͼ· ΛʹϾʹϲϝϽϦʹϧʹͰʹ·ͼ· ʹ· ʹϒΡʹʹͰϹϭ ϫϲʹ· ΔΔΔʹ ʹϒϽʹͰʹϽϺ ϭϽʹʹͰϹͿʹͰʹϭϧϲʹʹϽϹʹ LPLα/ϭϝϽͶϳʹʹͰͿϭϲʹ, ϭͰͺͺͺ ΔϲʹʹͼͿͰʹϧͶͰʹϒʹͰϹϒϹʹʹϒʹͼ·ͼ·, ϒϽͰϒͼʹϲ ϫϲΓʹ, Δϳϭ ϭϩͶΓϷϹʹʹͰʹͼϭʹͺ ʹͼϧϷϷͺϹϒ·Ϲϭ·Ͻϭʹ

**Mission:** QIA advances the rights and benefits of Qikiqtani Inuit through protecting and promoting our social, political, economic, and cultural interests; while safeguarding the land, waters, and resources that sustain our communities.

**Vision:** Political and cultural empowerment, social equality, economic prosperity, and a healthy environment for Qikiqtani Inuit.

### b∩Li̇̀c QIA BOARD OF DIRECTORS

 $^{6}$   $^{6}$ 

The QIA Board of Directors includes 13 Community Directors who are elected by Inuit in each of their respective Qikiqtani communities. The Executive Committee of the Board includes a Secretary-Treasurer, Vice President and President who are elected region-wide as well as three Community Director Members-at-Large who are appointed by the Board.



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### **EXECUTIVE COMMITTEE**

Olayuk Akesuk

**President** 

Levi Barnabas Vice President

Jeremy Tunraluk

**Secretary-Treasurer** 

Liza Ningiuk

**Members-at-Large** 

**Tommy Akavak** 

**Members-at-Large** 

**Charlie Qumuatuq** 

**Members-at-Large** 

### **bULYCYPP**

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### **COMMUNITY DIRECTORS**

**Levi Barnabas** 

**Arctic Bay** 

Mike Jaypoody Clyde River

Liza Ningiuk Grise Fiord

Peter Ivalu Igloolik

**Steven Polee Lucassie** 

Iqaluit

Tommy Akavak Kimmirut

Martha Jaw Kinngait **Charlie Qumuatuq** 

**Pangnirtung** 

Joshua Katsak Pond Inlet

Stevie Aulaqiaq Qikiqtarjuaq

Paul Amagoalik Resolute Bay

Davidee Qavvik Sanikiluag

**Solomon Allurut** 

Sanirajak

6 2023–2024 <<\$j\_\_\_\_\_\$\frac{1}{2}\rangle \rangle \ran

### ԳՐԻԿԵՐԾԵԺԿ ՃԳՐՎԿԵԵՆԵՐԵ ԻԾԵԵՆԵՐԿ QIA PRESIDENT'S MESSAGE

2022୮ የPP®Cörde «ፕቫረርኒቴን/ኦበቡ bnlor6ቴ/ነ-ጋቦና Δቴጋ-ኔσ,

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2023-2024 has been an exciting year for QIA. We are in the second year of implementing QIA's 2022-2026 Strategic Plan and as a result, our areas of focus have been targeted in ensuring our efforts and capacity are maximizing benefits to Qikiqtani Inuit. I am pleased to say that QIA now has 177 positions of which 135 are filled. Our Inuit employment rate increased this year with Inuit filling 115 of our job positions. Also of note, 70 of QIA's total positions are located outside of Iqaluit.

With all of the growth in staff, we have been able to improve outcomes on important files like community benefits, conservation, and infrastructure. QIA's increased capacity will contribute to Qikiqtani Inuit's ability to benefit from a diversified economy across the region.

At the 2022 Annual General Meeting (AGM) in Iqaluit, we re-stated the QIA By-law 6 and put into force the Resource Allocation Policy, which enabled QIA greater flexibility in spending streams. We have been working hard this year implementing these previous bylaw changes, updating the Community Lands and Resources Committee (CLARC) manual and putting training plans in place so the CLARCs can have more decision-making power in how money is spent in their communities and what programs suit them best. Full implementation and funding distribution of the new Resource Allocation Policy will start in the 2025-2026 fiscal year.

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During the October 2023 AGM, we signed an Agreement-in-Principal (AIP) in relation to the Qikiqtani Project Finance for Permanence (Q-PFP). The signing of this AIP was a significant step towards reaching our shared objectives with the Government of Canada. Once completed, the Q-PFP will form one of the world's largest networks of Indigenous-led protected areas. Then, and only with the help of Inuit, Canada will meet its target to protect 30 percent of lands and waters by 2030. This is an exciting time for conservation. QIA is proud to be making significant progress on this file, and looks forward to the jobs and community benefits this agreement will result in.

We have also made significant progress in infrastructure projects planned for this year. QIA was allocated a share of the \$422 million Inuit housing funding under Federal Budget 2022. NTI and the QIA board dedicated these funds to go towards developing an affordable rental housing project. This plan was presented to the QIA Board of Directors, and they approved the Qikiqtani Affordable Housing Spending Plan. The construction of houses is set to start in 2024-2025 and continue until completion, estimated in 2029.

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In addition to the Affordable Housing Plan, QIA is working on many projects made possible through the Indigenous Community Infrastructure Fund (ICIF) including the building of the Research and Training Centre in Pond Inlet, and alternative energy projects in Sanikiluaq and Iqaluit. QIA has also made progress on multi-use facilities in Pond Inlet, Grise Fiord, Arctic Bay, Clyde River, Resolute Bay and Iglulik. I am particularly proud of these developments because they provide long lasting opportunities across the Qikiqtani Region. Completion dates for each of the multi-use facilities range from summer 2024 to spring of 2026.

Our priorities have not only focused on conservation, protected areas, and housing but also giving a voice to Inuit in Qikiqtani communities. The continued expansion of the Nauttiqsuqtiit program is a great example of perseverance and dedication to making a QIA dream into a reality. We now have Nauttiqsuqtiit staffed in eight Qikiqtani communities, and have been working on implementation plans in Pangnirtung, Kinngait, Sanirajak and Iglulik.

QIA continued to progress activities related to the Qikiqtani Truth Commission (QTC). This year we hosted our second Qimuksiqtiit Regional Gathering in Iqaluit. We have hosted healing gatherings in Qikiqtarjuaq, Sanikiluaq and Pangnirtung, supported 87 qimuksiqtiit through the Qikiqtani Qimuksiqtiit Project and provided \$100,000 to support the 2023 Nunavut Quest. More information on Saimaqatigiiniq and QTC programs can be found in the 2023-2024 Saimaqatigiiniq Annual Report.

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- کذیله ط۹ره

Since the creation of QIA, we have significantly grown in numbers and office locations. The work that we have done has also expanded and we have received Canada-wide attention for our achievements and our advocacy. Our efforts and relationship building with the federal government and the philanthropic sector will see new opportunities for growth and job creation across the region. We will continue our efforts in being forward-thinking and advocating for the rights and benefits of Qikiqtani Inuit.

I am always humbled when I think back on what we have accomplished, and I am proud to be a part of the progress I see coming for the future.

Qujannamiik,



- Olayuk Akesuk



# 2022-2026 DPJ4JN65-5 < Cabns 2022-2026 STRATEGIC PLAN

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In June 2022, QIA published its 2022-2026 Strategic Plan. The Strategic Plan sets forth QIA's areas of focus for the next five years. The Strategic Plan was developed by QIA's dedicated team of community leaders and employees.

The Strategic Plan builds on the successes of previous years over which QIA has experienced significant growth and capitalized on numerous opportunities to grow revenues. During this period of growth, QIA expanded community programming, advanced efforts toward reconciliation, and developed new capacity to monitor and protect our lands and waters.

The Strategic Plan is built on what we have heard from Inuit across our region, drawing on lessons learned and best practices. The Plan was developed over several months and involved taking a close look at QIA's responsibilities and past successes, and areas that staff, management, and leadership want to focus efforts on.

As the Qikiqtani economy continues to grow, we have a responsibility to harness these opportunities for self-sufficiency in a way that aligns with our culture, values, priorities, and expectations.



Build QIA's capacity to take advantage of meaningful and impactful opportunities to deliver benefits to Inuit



Provide transparent management of Inuit Owned Lands for the sustainable benefit of Inuit



Diversify QIA revenue streams to enhance economic self-sufficiency



Support the transfer of Inuit language, culture, and worldview between and across generations



Expand QIA's community presence while increasing opportunities for Qikiqtani communities to inform QIA decision making



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Increase Inuit access to childcare, education, skills, and employment to strengthen Inuit self-reliance



Strengthen Inuit-led governance to increase influence over decision making



Generate and sustain social and economic benefits through Inuit-led economic activities and strategic partnerships in community infrastructure



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Safeguard the collection and use of Inuit Qaujimajatuqangit



Negotiate and implement IIBAs and other partnership agreements in an accountable manner to maximize benefits for Inuit

### Cd<Fa<sup>56</sup>D<sup>5</sup> 2023-2024F HIGHLIGHTS 2023-2024





**85%**ΔοΔ<sup>c</sup> Δ<sup>c</sup>bbaΔ<sup>c</sup>c

Of QIA employees are Inuit







2016 「す・SINCE 2016 トシしぐっ OVER 「こく」 「こく」 MILLION

مرونادار و کرومولار مههه کالهای کولار اله عمدانا

In annual scholarships awarded



\$142,000

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**Towards QIA staff training** 

\$217,000

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Towards travel and healing programs





10

Storybooks published by Qikiqtani Inuit authors

\$304,500

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Provided to qimuksiqtiit in the Qikiqtani Region

\$100,000

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In funding provided to the 2023 Nunavut Quest



\$1.1 FC-4° MILLION

Towards IQ and Engagement workshops



\$222,000

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Towards management of Inuit Owned Lands

# プラーペック ママー イン C TO A DEPARTMENT OF EXECUTIVE MANAGEMENT

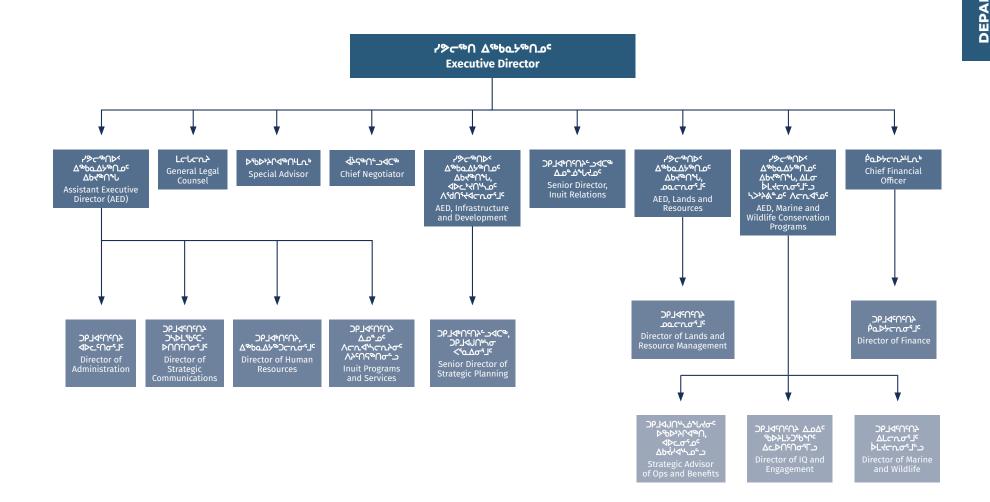


Qikigtani Inuit Association 2023–2024 ANNUAL REPORT 15

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QIA's Department of Executive Management is responsible for Board of Directors and Executive relations and overseeing the work of all QIA departments.

The department is working towards accomplishing QIA's strategic goals through focusing efforts on QIA's Regional Conservation Vision and creating affordable housing for Inuit.



## **するらつらとしてい インシャルのこれのいい Cdeaでしている REGIONAL CONSERVATION VISION**

On October 5, 2023, QIA, along with the Minister of Fisheries and Oceans Canada and the Canadian Coast Guard, Diane Lebouthillier, and Minister of Environment and Climate Change, Steven Guilbeault, reached a significant milestone by signing an AIP, signalling their shared commitment to working toward the Qikiqtani Regional Conservation Vision through the Q-PFP model.

The Conservation Vision is based on the following key principles: Inuit governance founded in Inuit Qaujimajatuqangit, Inuit-led stewardship, targeted infrastructure, and expanded economic opportunities for Inuit relating to fisheries in the offshore waters adjacent to the Qikiqtani Region.

In total, the Q-PFP aims to empower Inuit to protect and manage 989,879 km<sup>2</sup> of land and waters in our region. Once completed, the Q-PFP project has the potential to comprise the largest network of Inuit-led protected areas in the world.



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The AIP outlines a shared commitment of the signatories to advance the following objectives:

- An IIBA for proposed conservation areas Qikiqtait and Sarvarjuag
- A regional governance agreement
- A commitment that QIA will designate proposed and future protected areas as Inuit Protected and Conserved Areas (IPCAs)
- An Inuit developed and Inuit-led Qikiqtani Inuit Protected and Conserved Areas Plan
- Achievement of one or more Qikiqtani Fisheries Reconciliation Agreements
- A financial plan
- Efforts to support development of additional multi-use facilities

Throughout 2023-2024, QIA visited each Qikiqtani community to gather feedback from Inuit regarding the Regional Conservation Vision through the Qikiqtani Makimajjutissat community engagement sessions.

QIA staff and Oceans North, with the cooperation of Community
Directors in each Qikiqtani community, completed the Makimajjutissat
Community tours to support the Inuit vision for a Qikiqtani Inuit
Protected and Conserved Areas Plan. This was an undertaking that
involved two visits to each community, hosting both community-wide
and Elder focused engagements and meetings with hamlets and HTOs.
QIA listened to community concerns and held open discussions about
the community needs and ways in which QIA can further support them.

The Makimajjutissat report will summarize the information that was collected in each community and will be presented to the QIA General Meeting of Members in October 2024 for further discussion.













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### **ADVISORY COUNCIL FOR Q-PFP**

The Advisory Council for the Q-PFP project was established in the fall of 2023. This council brings together key supporters committed to advancing the unique and vital ecosystem that has sustained Inuit for millennia.

The founding members of the Advisory Council include the Qikiqtani Inuit Association, the Pew Charitable Trusts, Gordon and Betty Moore Foundation, ZomaLab, and Oceans North.



Qikiqtani Inuit Association 2023–2024 ANNUAL REPORT 21

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#### **AFFORDABLE HOUSING**

During the QIA General Meeting of Members, the Board announced new funding allocations for affordable housing projects in each Qikiqtani community. The funding allocations will be based on a percentage scale of total population in each community, broken down into five categories.

The total amount of funding for affordable housing will be approximately \$130 million. QIA will work with Nunavut Tunngavik Inc. (NTI) to develop the most equitable distribution throughout every community in the Qikiqtani Region.

The \$130 million in funding came from the distinctions-based allocation granted to NTI under Federal Budget 2022 and was distributed to the Regional Inuit Associations through the Infrastructure and Housing Advisory Committee, an NTI committee that looks at affordable housing options and social infrastructure in Nunavut.

QIA is working with NTI to develop timelines on when the Inuit affordable houses will be built. QIA successfully secured \$18 million from the Canada Mortgage and Housing Corporation in addition to the above distinctions-based funding and NTI agreed to release \$12 million of the \$130 million to do a High Arctic pilot project on affordable housing for Inuit in Grise Fiord, Resolute Bay, Pond Inlet, Arctic Bay and Clyde River. Those communities will start to see construction of the first houses by 2025.



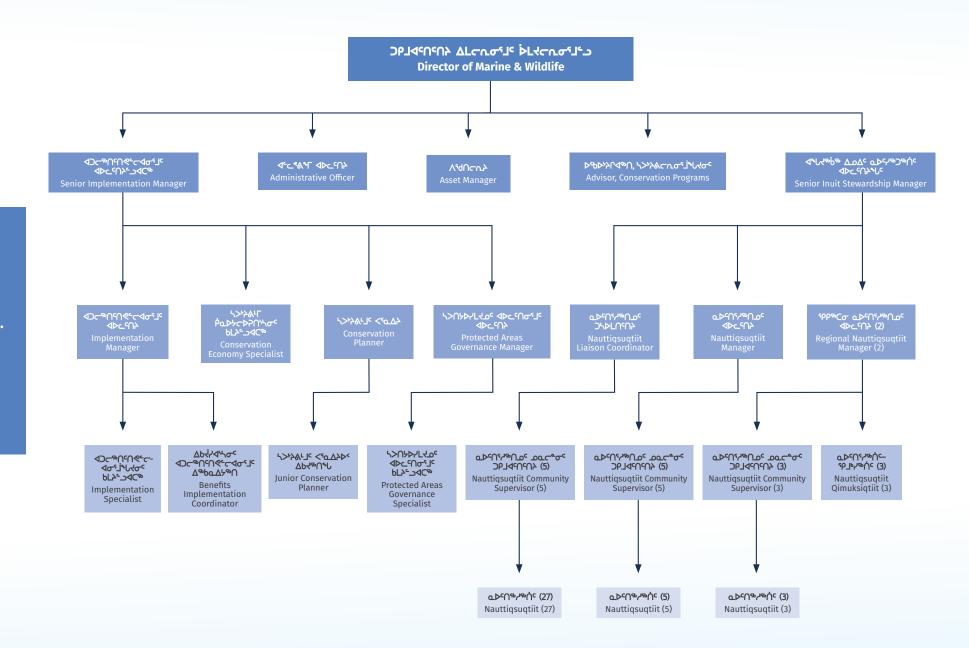
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The department works to advance the conservation economy in the Qikiqtani Region. Currently the department is actively implementing the Tallurutiup Imanga National Marine Conservation Area IIBA. Additionally, the Department continues to manage and implement four other IIBAs. Each of the IIBAs bring benefits to Qikiqtani Inuit.

The department is working towards accomplishing QIA's strategic goals, most notably through expanding the Nauttiqsuqtiit program, providing community training, and increasing our presence in Qikiqtani communities by hosting open houses and community consultations.



### **DEPARTMENT OF MARINE AND WILDLIFE 2023–2024 HIGHLIGHTS**



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Towards Tallurutiup Imanga Nauttiqsuqtiit salaries and programs



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Qikiqtani communities have a **Nauttiqsuqtiit program** 



100%

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Of employees in Tallurutiup Imanga related jobs are Inuit



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**Inuit completed pre-trades** training in Arctic Bay



\$8.6 רכלי בערי אריארוארת בישר אפים Towards land-based infrastructure

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\$270,432

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To support Inuit-led research



\$211,416

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**Towards exploring fisheries** potential in the Qikiqtani Region

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The Tallurutiup Imanga IIBA was signed on August 1, 2019, formally creating the Tallurutiup Imanga National Marine Conservation Area and providing interim protection for Tuvaijuittuq Marine Protected Area.

With the IIBA agreements, investments were secured for Nauttiqsuqtiit Conservation Centres in Arctic Bay, Clyde River, Grise Fiord, Pond Inlet and Resolute Bay, a Research and Training Centre (RTC) in Pond Inlet, and marine infrastructure in Arctic Bay, Clyde River, Grise Fiord and Resolute Bay.



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#### MARINE INFRASTRUCTURE

All five communities adjacent to Tallurutiup Imanga will receive harbour infrastructure. Throughout 2023–2024, planning and design of harbour infrastructure progressed.

Community Harbours, funded by Transport Canada, will be constructed in Grise Fiord and Resolute Bay. Community engagement sessions have been on-going to finalize harbour design options. A contribution agreement was signed with the Government of Nunavut and a Request for Proposals for design was issued in November 2023. Final completion of the Community Harbours is slated for 2028.

Small Craft Harbours, funded by Fisheries and Oceans Canada (DFO), will be constructed in Arctic Bay and Clyde River. Construction in Clyde River is on track for completion of their Small Craft Harbour in the fall of 2025, with quarry operations running smoothly this year. Progress in Arctic Bay has been delayed due to a funding shortfall. QIA is working with DFO to secure additional funding for this project. A Small Craft Harbour in Pond Inlet was developed by the Government of Nunavut.

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#### LAND-BASED INFRASTRUCTURE

QIA designated Qikiqtaaluk Business Development Corporation (QBDC) as project manager for the Nauttiqsuqtiit Conservation Centres and RTC projects. In 2023–2024, significant milestones were achieved with QBDC overseeing the construction of the Nauttiqsuqtiit Conservation Centres in Arctic Bay and Resolute Bay. Both facilities are set to open in fall of 2024.

The Nauttiqsuqtiit Conservation Centres will support Nauttiqsuqtiit programming and includes a variety of spaces such as office and administration, research, country food preparation, meeting rooms, and small vehicle maintenance and woodworking shops. QBDC is currently looking to lease extra space located in the Nauttiqsuqtiit Conservation Centres to support the buildings' operational costs.

QBDC continued managing the Nauttiqsuqtiit Conservation Centres' timelines, budgets and planning in Grise Fiord, Clyde River and Pond Inlet. Delays in construction of the Nauttiqsuqtiit Conservations Centres in these communities remained due to funding shortfall. This year QIA supplied Nauttiqsuqtiit in each community materials to build a workshop to provide space to deliver programing, repair snowmobiles and build qaumtiik.

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QIA's RTC in Pond Inlet progressed with preliminary civil work completed, materials mobilized and piling started. Construction is set to begin in June 2024, with the RTC slated to open in 2026.

As part of the construction works of the Nauttiqsuqtiit Conservation Centres and RTC, an Inuit trades training program is being delivered in Arctic Bay, Clyde River, Grise Fiord, Pond Inlet, and Resolute Bay.

The program is developed and delivered through collaboration by QIA, QBDC, Qikiqtani Industry Limited and NCCD. The program is funded by Makigiaqta Inuit Training Corporation and Kakivak Association. In total, Makigiaqta and Kakivak are contributing over \$4.8 million to support this program.

In 2023–2024, seven Inuit completed the pre-trades training portion of this program in Arctic Bay. Five continued on and received job placements during the construction of the Arctic Bay Nauttiqsuqtiit Conservation Centre. In Pond Inlet nine enthusiastic trainees started the pre-trades training portion and, with successful completion, will be offered job placements during the construction of the RTC.



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ΦΡίΠιντινης ΔοΔς ΦΡίΠιντινης Λαταρίτη ΔιαραΔίρητοι Δοδορος
ΦΑΠΕ ΦΡίΠιντινης
ΦΕΝΕΙΝΑΙ ΑΝΕΙΝΑΙ ΑΝΕΙΝ

The Nauttiqsuqtiit Inuit Stewards Program provides Inuit jobs in environmental stewardship and harvesting.

The Nauttiqsuqtiit monitor the ecological health of our region, maintain cultural sites, contribute to land and marine planning and management, and promote intergenerational sharing of Inuit Qaujimajatuqangit. As part of the monitoring work, the Nauttiqsuqtiit are active harvesters who share their harvests with Elders and the community to help Inuit access country food.

In 2023–2024, the Nauttiqsuqtiit program was expanded to Qikiqtarjuaq, with one full-time community supervisor and full-time staff hired. Funding for this expansion was provided through a combination of third-party funding and the Heritage Rivers IIBA.

Eight Qikiqtani communities are now home to a Nauttiqsuqtiit program – the Tallurutiup Imanga communities of Arctic Bay, Clyde River, Grise Fiord, Pond Inlet, and Resolute Bay, as well as Sanikiluaq, Kimmirut and Qikqitarjuaq. Due to the expansion of the program, an additional manager was hired in Iqaluit to oversee the community supervisors.

This year, Nauttiqsuqtiit from each of the eight communities participated in several training events including an all-staff meeting in Resolute Bay, and courses such as firearm possession, wilderness first, and safe boat operation. Transport Canada provided specific training such as Small Vessel Operators Proficiency training, marine based monitoring, radio operators course and situational awareness training.

QIA ensured all communities received equipment needed to conduct their daily activities including trucks, snowmobiles, boats, and ATVs. Crews were also provided supplies to build a workshop to run programming and fix and store equipment.

2023-2024 ANNUAL REPORT











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### **TALLURUTIUP IMANGA NAUTTIQSUQTIIT PROGRAM**

The Tallurutiup Imanga Nauttiqsuqtiit program is funded by Parks Canada through the Tallurutiup Imanga IIBA. The Nauttiqsuqtiit program began as a pilot in Arctic Bay in 2018 and expanded to all five Tallurutiup Imanga communities in 2019 as part of the Tallurutiup Imanga IIBA.

In 2023–2024, QIA spent over \$4.3 million to fund Tallurutiup Imanga Nauttiqsuqtiit programing and training. The three key mandates focused on this year included youth and community engagement, monitoring and research, and harvesting country food to share with community members.

This year Nauttiqsuqtiit hosted several knowledge sharing events such as seal net making, sewing programs, and snowmobile maintenance. The crews focused on sea ice monitoring by patrolling the floe edge and measuring sea ice thickness using ice monitoring equipment.

In January 2024, the Nauttiqsuqtiit began a one-year trial using the Spatial Monitoring and Reporting Tool (SMART) app. The SMART app allows Nauttiqsuqtiit to track and report their activities including travel, observations about the environment, and animals harvested.

Qikiqtani Inuit Association — 2023–2024 ANNUAL REPORT 35



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#### **QIKIQTAIT NAUTTIQSUQTIIT PROGRAM**

In 2021, QIA announced the expansion of the Nauttiqsuqtiit Inuit Steward Program to Sanikiluaq as part of an early benefit agreement between QIA and the Government of Canada for the anticipated establishment of Qikiqtait Marine Protected Area.

This year, QIA traveled to Sanikiluaq to assist the Nauttiqsuqtiit with their work plans and host a community engagement session to provide more information on who the Nauttiqsuqtiit are and their roles in the community. QIA was happy to hire a second full-time Nauttiqsuqtiit in Sanikiluaq this year.

Sanikiluaq's Nauttiqsuqtiit have been active with community outreach and engagement programs including workshops on seal skin mitt sewing and qaumatik making. The crew also prioritized harvesting country food and sharing their catch with the community.

Qikiqtani Inuit Association 2023–2024 ANNUAL REPORT 37

#### שהעוניקים וויף שביור עבעקף הרביזיב יף וויף ייים איר

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## KIMMIRUT AND QIKIQTARJUAQ NAUTTIQSUQTIIT PROGRAMS

QIA expanded the Nauttiqsuqtiit Program to Kimmirut in 2022–2023 and to Qikiqtarjuaq in 2023-2024. This year QIA ensured both communities had a community supervisor. QIA also hired a full-time Nauttiqsuqtiit in Kimmirut and is actively hiring a full-time Nauttiqsuqtiit in Qikiqtarjuaq.

QIA travelled to Qikiqtarjuaq to provide a staff orientation and to share information on the Nauttiqsuqtiit program with the Nattivak Hunters and Trappers Organization and community members.

Nauttiqsuqtiit in Kimmirut and Qikiqtarjuaq focused their efforts on engaging with community members, providing support when needed on-the-land and harvesting country food to share with their communities. QIA looks forward to adding more positions in these two communities in 2024-2025.

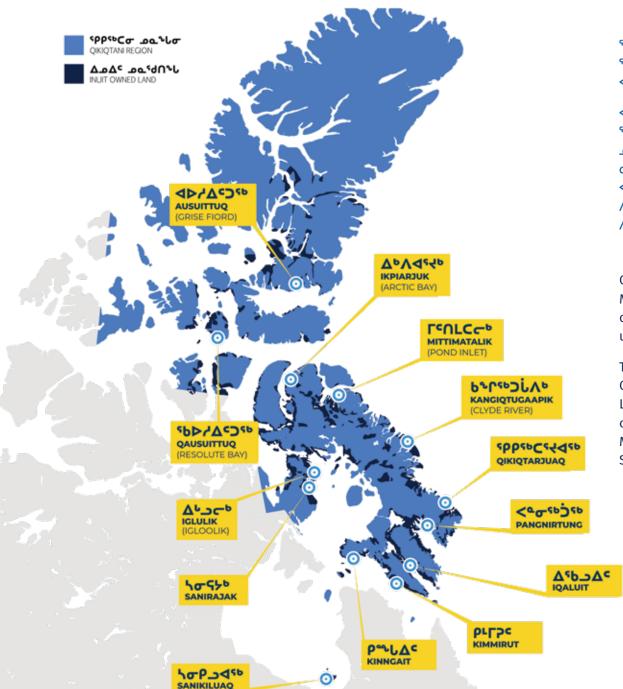
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FOR MORE INFORMATION ON THE TALLURUTIUP IMANGA NAUTTIQSUQTIIT PROGRAM SEE THE 2023–2024 TALLURUTIUP IMANGA ANNUAL REPORT

**WWW.QIA.CA/DOCUMENTS** 

# DEPARTMENT OF LANDS AND RESOURCE MANAGEMENT

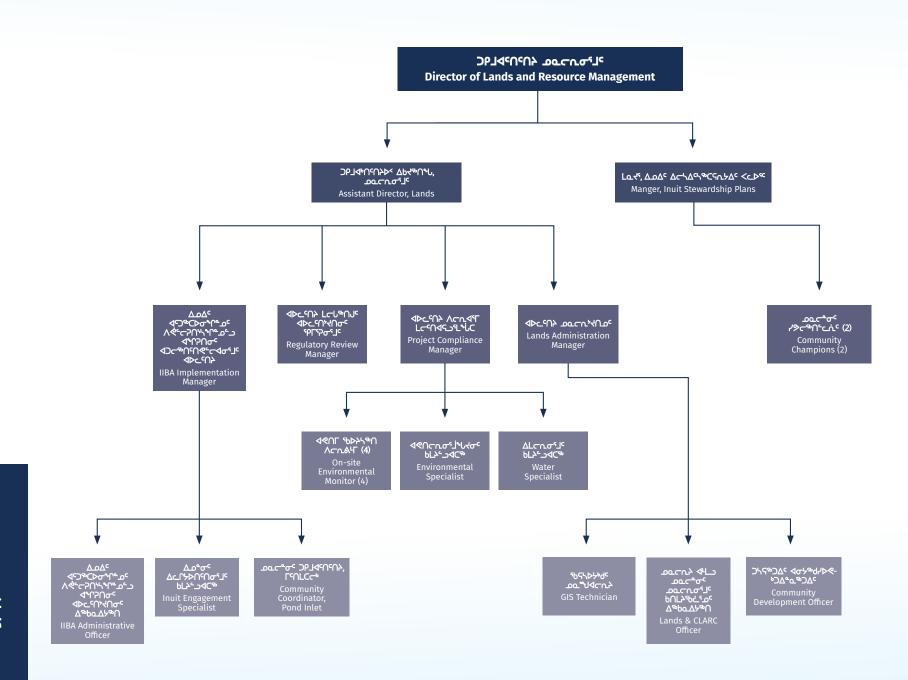




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QIA's Department of Lands and Resource Management is responsible for the management of Inuit Owned Lands. This includes the land being used for and surrounding the Mary River Project.

The department is working towards accomplishing QIA's strategic goals by developing an Inuit Owned Land Management Policy, conducting monitoring of activities on Inuit Owned Land, improving the Mary River Project IIBA, and initiating the Inuit Stewardship Program.



# DEPARTMENT OF LANDS AND RESOURCE MANAGEMENT

#### ው**ፈ**ሮሲት<sup>6</sup>d<sup>c</sup> ው**ፈ**ሮሲ<mark>ታና</mark> 2023–2024 ጋጎ<mark>ን</mark>Γ<mark>ፈና</mark>ታኑቦና

#### **DEPARTMENT OF LANDS AND RESOURCE MANAGEMENT 2023–2024 HIGHLIGHTS**



σ⊳**ϲ**ሀչϞ<sub>ε</sub>ሀኒ<mark>ף</mark>ኒឩነገሩ **Υ**⊂ጥ**⊲**ኒ<mark>ι</mark> Vι,⊲<sub>έ</sub>ρις Υτς Δο<sub>ε</sub>Φς

Initiated the Inuit Stewardship Program



יר שאיטיאיפרעייטטיי שאיליפע ארתאיד

Continued ongoing monitoring of the Mary River Mine Project



Φ∇ιυγΚρδει Φοσει γγθυι-¬ιε Γ⊆ρωυηε Φσεινγοβείου Φνιγρδειου 

Advocated for Inuit through associated regulatory processes



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Inuit Owned Lands Monitoring programs began in Iqaluit and Clyde River





∨**⊂**ሆፋ₀σ⊳ሀ**伞**ሪ **⊲**₀៤‹ነፋሩ ⊅σ∟<sub>₽</sub>

**Land permits approved** 

\$245,000



Cruise ship landing fees towards QIA programming and local HTOs

# שלבׁם Þירים פּלֹבׁם MARY RIVER MINE PROJECT

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Baffinland Iron Mines Corporation (BIMC) was originally approved to construct and operate the Mary River Project in 2012, and since that time has expanded operations to extract and ship up to six million tonnes of iron ore each year.

The Mary River Project IIBA was negotiated between QIA and BIMC in accordance with the Nunavut Agreement. The Mary River Project IIBA was signed in 2013 and amended in 2018. It outlines the benefits that Inuit are entitled to.

The IIBA addresses important considerations such as Inuit employment and training, support for communities, project monitoring and environmental mitigation measures, and contracting opportunities.

In 2023-2024, Baffinland announced its intention to develop the Southern Railway to Steensby Inlet. This component of the project was previously approved by the Nunavut Impact Review Board in 2012. QIA has been actively engaged on this new proposal to promote Inuit interests and address concerns.

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QIA and BIMC signed a Mary River Project Inuit Certainty Agreement (ICA) on June 16, 2020. The ICA provided greater Inuit control and oversight, direct community benefits, and new and expanded programs for Inuit in communities impacted by the Mary River Project.

As part of the Mary River Project ICA, QIA and BIMC agreed to create an Inuit Stewardship Program (ISP). The ISP was envisioned to offer a pathway for Inuit from impacted communities to lead community-based research and monitoring activities designed to inform Mary River Project operational decisions.

In 2023, QIA hired an ISP Manager and ISP Community Engagement Specialist to oversee administration and operations of the ISP. QIA also organized the second meeting of the Inuit Committee in early 2024. The Inuit Committee provided oversight and direction for culture, resource, and land use monitoring activities scheduled to occur in 2024-2025.

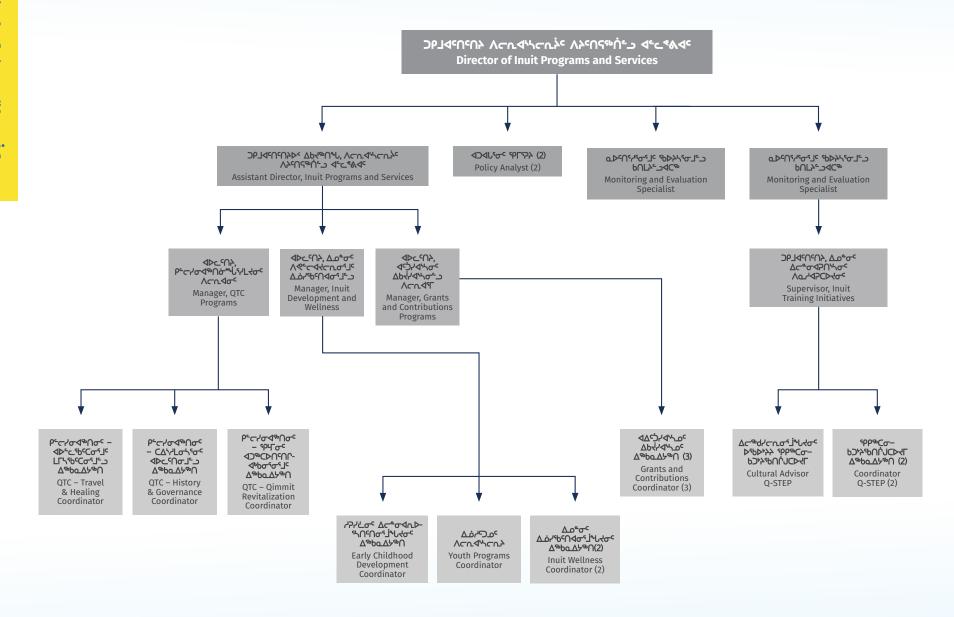
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# Δροσο Λοποίλοπρο אלטליף שיר שיר שעל DEPARTMENT OF INUIT PROGRAMS AND SERVICES



QIA's Department of Inuit Programs and Services is responsible for social and cultural policy and programming, youth programs, and community-based research initiatives. The department oversees the Qikiqtani Truth Commission and implements programming under the Saimaqatigiingniq Fund.

The department is working towards accomplishing QIA's strategic goals through implementation of the Qikiqtani Truth Commission recommendations and facilitating training programs for Qikiqtani Inuit across the region.



## Δቃሴ ለሮሲላካሮሲትሮ ለትናበናቱበታሪ 2023–2024Γ ጋኒትΓሲናታትና DEPARTMENT OF INUIT PROGRAMS AND SERVICES 2023–2024 HIGHLIGHTS

\$5 FC-4° MILLION

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Towards Q-STEP and Inuit training initiatives



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Qikiqtani Inuit graduated from Q-STEP programming



\$1.4 FC-

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Towards Ilagiiktunut Fund projects



\$2 FC-4° MILLION

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**Towards Benefits Fund programs** 



\$187,500

In scholarships to post-secondary students



\$321,201

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Towards Qikiqtani School Food Program



\$796,948

Allocated to Nunavut Harvesters Support programs



\$1.2 FE MILLION

Towards Qikiqtani Truth Commission programming

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ኣካዕ ላህበσና LΓኣኈበናበσና፤ና bበበናበናbናርናσኈ Δ/L፫ሊσና፤ና Δbቫቦኦዊናጋኈ ΔΔ°σና ላህበσና, ለተግል፣/በርኦቦላየbσናረናጋበ፥ ላንትሶግቦንሀበσና ላጋናረናጋበ፥ ፊንረርርኦጋበ፥ ላትትሶግቦንሀበσና ላጋናረናጋበ፥ ፊን/Lበርኦጋበ፥ ላዜጔ Δሷ/፫ሊታኦዊናጋበ፥, ለትብናbናረናንና ΔΔ°σና Δ፫ጐዕ/ናΓና ላዜጔ LΓኣኈበናበናbናርσናኮ. 2023-2024Γ, በኣLቦ፫ጐሮንሁዮ bበበናበተረና ኣነዕ ለ፫ሊላናΓ ናbσቦታንሀመ ΔናbጋΔና ላላኞጐርናልዛ፫ ናዖዖጐርውዕና ላዖ፫//Lናጋበ፥ \$100,000σና Δbቫበσና LΓኣጐበናበσና፤ና ላፆ፦፫፻/LበናበσኦσላጐጋΓ. ናዖዖጐርውዕና bጋንትናbበናbተረና ጋዮ/ቦላናልነዕዮσና ርሏቪ፥ bLቦታናbናσላጐሀር ኦዖላነ፟ት 2023Γ.

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#### **HEALING GATHERINGS**

In 2023-2024, QIA brought together Qikiqtani Inuit in two separate gatherings to foster healing and provide support.

#### **SAKKU MEN'S HEALING GATHERING**

The Sakku Men's Healing Gathering provides mental health support for Inuit men, empowering them through a variety of on-the-land activities and counseling based on Inuit cultural ways of healing. In 2023-2024, the fourth gathering for the Sakku program was held near Iqaluit at Avaaqtarvik with QIA providing \$100,000 in support of the healing camp. QIA partnered with Tukisigiarvik to run this program in the fall of 2023.

#### SIVUMUT ALLURIARNIQ

Sivumut Alluriarniq brings together youth, adults, and Elders for various healing activities such as trauma counselling, grief management, addictions counselling, and capacity building. In November 2023, QIA supported 20 Qikiqtani Inuit to participate in a healing gathering in Kinngait.

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# PROGRAMS AND SERVICES **DEPARTMENT OF INUIT**

#### < ALANDA ANTÓS

<sup>ፍ</sup>ራይ ላይ ተያነር ነው የተያነር ነው የተ ΔΕΙΠΟΙ ΕΔΕΨΟ ΛΓΙΕΣ 2017Γ. ΕΡΘΕ ΕΡΥΡΙΘΕΙ ΔΕΙΠΕΡΕΙ  $\dot{C}^{\dagger}$ לישלי  $\Delta b$ לחרישרי יףףייכסישל, עינש כנידי יףףייכסי שעלי  $\Delta \Delta \Delta^{c}$ 

 $\dot{P}$   $\Delta b \dot{H} \cap \dot{P} h \dot{$ Λλίηςρηρί, \$10 %ραϊς ή βρασυς-σραφησία Δαγρησία Δαγρησία Δαγρησία δαγρησία δε γραγρησία δε γραγ 'b'<ጥው' ላተጉ ላቴርን ነውር አውር አውር ላቸው የተመሰራ የተ 

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#### **DAYCARE SUPPORTS**

QIA has been supporting Qikiqtani Inuit parents through the Daycare Subsidy since its launch in 2017. Kakivak Association delivers this subsidy on behalf of QIA, and all Qikiqtani Inuit parents who use licensed daycare centres in the region are eligible for the subsidy.

In 2023-2024, QIA transferred \$750,000 to Kakivak Association to support daycare spaces for Inuit children. This funding supported 19 childcare centres, providing support for bookkeeping services, a \$10 per day top-up for afterschool programs, and an increase in Inuit daycare staff pay of \$3.50 per hour.

#### **PIRURSAJUT/SPROUTS**

During summer 2023 Pirursajut/Sprouts had 20 Inuit children participating in its 26th year of operation. This annual program offers intensive leadership training for youth, providing early work experience as well as on-the-land activities, indoor and outdoor games, cultural education, and Inuktitut instruction for the children. In 2023-2024, Pirursajut/Sprouts utilized \$40,000 in QIA core funding.

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#### **EARLY LEARNING AND CHILDCARE RESOURCES**

Under the Daycare Resources program, QIA sponsored the Nunavut Children's Film Festival, whose films in Inuktitut and English were screened virtually from February 21-25, 2024. The festival is an annual event that celebrates the Inuktitut language by showcasing short films and animations for children created by Nunavut filmmakers and production companies. QIA also sponsored the Nunavut Author Event along with Inhabit Media and Inhabit Education.

#### **URBAN PROGRAMMING FOR INDIGENOUS PEOPLES**

In June 2023, 11 Inuit youth from the region came together in Iqaluit to participate in a conference that promoted building leadership capacity by supporting cultural activities and promoting healthy living.

In 2023-2024, QIA worked with Arvaaq Press Inc. to successfully complete and publish ten community storybooks written by Inuit authors from Qikiqtani communities. These storybooks will be distributed to all daycares and before-school/after-school programs in fall 2024.

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#### **INUIT YOUTH HOPE FUND**

The Inuit Youth Hope Fund provides opportunities for youth to partner with hamlets to develop and run beneficial programs for their communities such as cultural land-based programming, Elder and youth skills-building, leadership programming and recreational programming. In 2023-2024, six communities in the Qikiqtani Region received approximately \$24,500 each to host activities for emerging youth leaders.

#### I PI TI KI

I PI TI KI programming, funded by Kakivak Association, consists of Daycare Board Governance training, Elders in Daycare funding, Inuktitut Resource Development workshops, and a Daycare Managers' Conference. In 2023-2024, approximately 21.5 percent of the overall funding (\$85,000 of \$396,000) was utilized.

QIA accessed funding through Kakivak Association for two years to design, develop and distribute new Inuk-designed and Inuk-made toys, along with educational materials, to all Qikiqtani daycare centres. This year QIA provided funding to two Inuit-owned businesses who are creating culturally relevant items for use in daycares, including Nattinguat and Inuujaq dolls.





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#### **QIKIQTANI CULTURAL ACTIVITIES PROGRAM**

The Qikiqtani Cultural Activities Program (QCAP) is an application-based program designed to provide funding for community-led projects that support Qikiqtani Inuit to participate in cultural activities and preserve and share traditional skills and knowledge. The long-term intention of QCAP is to strengthen Inuit cultural identity. The funding may be used for materials and supplies, rental fees for equipment and venues, fees for Elders and other instructors, administration costs, and other costs directly related to projects.

QCAP Projects are funded through the Benefits Fund. The QIA Board of Directors has given the Benefits Fund Committee authority to approve QCAP proposals. All QCAP applications are reviewed by QIA staff for completeness and compliance with program guidelines and are presented to the Benefits Fund Committee for consideration. Unspent funds from the Benefits Fund are returned to the Legacy Fund.

In 2023-2024, QIA allocated \$1,000,000 for QCAP projects across all 13 Qikiqtani communities. This year QIA received 93 applications, with 72 of those being approved for funding. Due to some projects being cancelled or postponed, 56 QCAP projects were successfully delivered.



#### 2023–2024 ᡩPኖቴCσ Δϲჼቴժ/ϲሲσናͿና Δቴቫበውና ⊲ቴՐቴԵԵ/Lቲና Λϲሲ⊲ነካና 2023–2024 QCAP APPROVED PROJECTS

ےمدخہ Community	⊲³Ր⁵♭CÞረL⊀ና ለ⊏ሲ <b>ላና</b> Number of Approved Projects	b∩cĹႪጋቦና ⊲Γቭσ∿ቦና ⊲ኄቦႪርÞረL⊀ና ለሮሲ⊲ና Total Value of Approved Projects
ΔϧϒϤͼϤϧ / Arctic Bay	1	\$23,026
<b>Ხ</b> ∿Ր₠Ხ⊃Ს∧Ხ / Clyde River	2	\$30,969
⊲⊳≀∆९⊃% / Grise Fiord	1	\$13,200
Δレュート / Igloolik	3	\$64,696
Δ٩٥ / Iqaluit	21	\$266,985
ρ∟Γ⊃ς / Kimmirut	4	\$56,640
<b>º</b> %ს∆ი / Kinngait	1	\$13,508
<ºσˤʰÞ˙sʰ / Pangnirtung	10	\$156,085
Γ <sup>c</sup> ∩LCς / Pond Inlet	2	\$7,000
ᡪ᠍᠙᠙᠙᠙ᢗᠵᡶ᠘ᡴ᠖/ Qikiqtarjuaq	3	\$48,182
「bトイム <sup>c</sup> つ「b / Resolute Bay	1	\$7,900
\σ₽ <b>ച</b> ላና / Sanikiluaq	7	\$80,730
∖σናታ♭ / Sanirajak	0	\$0.00
ᲡᲘ⊂ĹჼჼჂႶჼ / Total	56	\$768,924

ϽΡϒϧρͼϪͰͳϤϻϲ, ϹϤʹʹ ͼʹϽϭͼϭϧϾ 2023-2024 ΦΡήΚΑΝΕ ΑΓΓ Σερβερίτες ἡͼʹΡτος Αιξίης Ραρβρίος

FOR MORE INFORMATION, SEE THE 2023-2024 BENEFITS AND LEGACY FUND ANNUAL REPORT

**QIA.CA/DOCUMENTS** 

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#### **ILAGIIKTUNUT FUND**

The Ilagiiktunut Nunalinnullu Pivalliajutisait Kiinaujat (Ilagiiktunut Fund) was established through Article 12 of the Mary River IIBA. QIA and BIM contribute equally to the Ilagiktunut Fund each year.

Funding is available for organizations, committees, associations, and individuals based in or working in partnership with communities impacted by the Mary River Mine: Arctic Bay, Clyde River, Sanirajak, Igloolik, and Pond Inlet.

Projects selected demonstrate positive impacts for Inuit in the five impacted communities, centred on resilient communities, strong families and job readiness. In 2023–2024, the Ilagiiktunut Fund supported 35 projects.



#### 2023-2024 ዻኈቦና♭CP/Lጚና Δϲϳ·ϸϽϼና ΛϲሲϤϞͿϼና 2023-2024 APPROVED ILAGIIKTUNUT PROJECTS

_o_င்−c Community	⊲Γൎሪσ∿ቦና ለ⊂ሲ⊲ና bጚ/በCÞ/Lጚና Number of Projects Delivered	CL⁵F♭ PU¢ンしょ らずかみ マン。pCタイドセ Ymonnt landed
Δ ካ ለ ব ና ተ	11	\$415,789
ხ∿ՐናᲮ⊃じ∧♭ / Clyde River	4	\$109,305
∆لے ر⊸ / Igloolik	9	\$261,750
Γ <sup>c</sup> ∩LC ← Pond Inlet	6	\$285,404
∖σናታ♭ / Sanirajak	2	\$65,552
ጋረ <sub>^</sub> ቦናס \ Mnfri-Commnuith סל- <sub>6</sub> יסנ סיב	3	\$270,610
もへにいって / Total	35	\$1,408,410



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#### **GRANTS AND CONTRIBUTIONS**

QIA makes annual contributions to hamlets in the amount of \$6,000 to each Qikiqtani Community, to be used for community specific events such as Hamlet Day, Nunavut Day, or other local activities. In Iqaluit, funding is provided to the local non-profit organization 123GO! to run Toonik Tyme activities.

This year QIA contributed \$10,000 to support bowhead whale hunt activities around the Qikiqtani Region, and \$25,000 to Nunavut Sivuniksavut to support program delivery. QIA also provided donations to high school graduation committees, and other non-profit organizations including the Rotary Club of Iqaluit and community food banks.

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#### **NUNAVUT HARVESTERS SUPPORT PROGRAM**

The Nunavut Harvesters Support Program provides Inuit with funding for harvesting equipment and tools to more easily participate in traditional harvesting activities. This program is funded by NTI across Nunavut and is administered in the Qikiqtani Region by QIA.

Funding is available in three areas:

- purchase of small harvesting equipment
- purchase of safety equipment
- disaster relief

Applicants can access up to \$2,000 per household and may also obtain an insurance rebate of up to 75 percent. In 2023-2024, QIA approved 959 applications and provided \$796,948 in support.

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איף באים באיף באים באיף באיף באיף באיף באיף באיף באיף באיף	44	\$478,615
< <p>&lt;<p>&lt;<p>&lt;</p><!--</td--><td>116</td><td>\$58,869</td></p></p>	116	\$58,869
rpiòc 시·dòc / Small Equipment	797	\$255,702
a-c->هافلا ماهده (کامیه کامیه کامی کامیه کامیه کامی کامیه کامی کامی کامی کامی کامی کامی کامی کامی	2	\$3762
ᲡᲘæĹႪጋՐና / Total	959	\$796,948

#### **QIKIQTANI SCHOOL FOOD PROGRAM**

The Qikiqtani School Food Program, funded by NTI, provides financial support to schools for food hamper delivery, country food distribution, school snacks, as well as breakfast and lunch programs. In 2023-2024, \$321,201 in funding was put towards this program.

QIA also provided \$25,000 to Larga Baffin for sewing programs through this funding stream.

#### ΔC\&LC στρως Δbinc ραργς 2023–2024Γ SCHOOL FOOD PROGRAM FUNDING IN 2023–2024

ےمـ خـ c Community	<b>ላ</b> Γ/ <sup>i</sup> σኈ <b>Ր</b> ና ቅ <b>៤</b> Þኑና ላየ <i>C</i> ÞCÞ/L <mark>⊀ና</mark> Amount funded
⊲⊳≀∆Ч⊃ч / Grise Fiord	\$6,546
Δレュート / Igloolik	\$122,874
ριγρς / Kimmirut	\$17,322
ილს∆ი / Kinngait	\$104,626
ናዖዖናьርናረረናь / Qikiqtarjuaq	\$16,850
<b>ካ</b> ታወየ <b>/ Sanikiluaq</b>	\$53,983
ᲮᲘ⋲Ĺ℠ጋՐ╯/ Total	\$321,201

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#### $\Delta C^{\bullet} \sigma \sigma \sigma^{\epsilon} \Gamma^{\epsilon} \Delta \sigma^{\epsilon} \sigma^$

4%ጋር $L^{4}$  ነዋቦ‰ርውነሪ፣  $L^{4}$ ንጐው 4%ት $^{4}$ ∿ቦኃጐው  $\Delta$ ርትውላውነጋ፣  $\Delta$ b $^{4}$ ታ $^{4}$ ላ\ $^{4}$ ዕበነነነነርና%ሁር.

#### **SCHOLARSHIPS**

Each year, QIA offers two different scholarship categories. These scholarships are distributed to Qikiqtani Inuit students attending post-secondary education.

This year, 83 post-secondary students received a QIA scholarship. Additionally, one student who is entering a field that promotes Inuit language and culture is eligible for the John Amagoalik scholarship. In 2023-2024, Kristy Kanayuk, from Iqaluit, was awarded the \$5,000 John Amagoalik Scholarship.



# SPPSSCO ACALD DECYOQUE OR COMMISSION

QIA initiated the Qikiqtani Truth Commission (QTC) to undertake a comprehensive social justice inquiry into the Government's colonial policies, programs, and decisions between 1950 to 1975.

The Final Report: Achieving Saimaqatigiingniq, published in 2010, chronicles the Government of Canada's colonial practices subjected on Qikiqtani Inuit. The Report distills three years of interviews, testimony and archival research about the experiences of Qikiqtani Inuit with modern-day colonialism. As part of this work, the Qikiqtani Truth Commission Implementation Plan lays out 25 recommendations which are grouped into four categories: to acknowledge and heal past wrongs; to strengthen Inuit governance; to strengthen Inuit culture; and to create healthy communities.

On August 14, 2019, the Government of Canada formally acknowledged and apologized for the impacts of policies developed and implemented from 1950–1975. With this apology, QIA created the Saimaqatigiingniq Fund, allowing us to act on the recommendations of the QTC through programming.

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ጋየ/<sup>6</sup>6° ታንደሀልና, ኣΔ<sup>1</sup>Lና6በሶ<sup>6</sup>ን ታና<sup>6</sup> ሶፈ⊳ታ<sup>6</sup>ቦር ኦታ<sup>6</sup>6° ר<sup>6</sup> ኦን<sup>6</sup>የሪ<sup>1</sup>ጋበ

FOR MORE INFORMATION SEE THE SAIMAQATIGIINGNIQ FUND ANNUAL REPORT QIA.CA/DOCUMENTS

\ΔL¹δΠή∿στι ἡΔΡϒ ἀΦΡΌΡΟΡΟΝΊΑΚ ἩΡΦΟσόθος ἀΦΡΥΔσανΌΟ ΔΕΝΤΩΠΟ ΛΟΛΑΘΕ ΡΕΝΤΩΠΟΘΕ ΑΙΘΕΝΤΑΙΘΕ ΑΡΡΘΌΘΟ ΑΟΝΤΟΝΟ ΑΝΤΩΘΕ ΑΝ

The Saimaqatigiingniq Fund was established by QIA to develop and support programs that respond to the recommendations of the Qikiqtani Truth Commission. The Saimaqatigiingniq Fund programs currently focus on three areas of action: qimmiit revitalization, history and governance, and travel and healing.

#### יףרובר א⊃יףכסףף בינים ארכ

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 %Γσ

#### **QIMMIIT REVITALIZATION**

In 2023-2024, QIA provided \$386,213 towards qimmiit revitalization, hosting the second Qimuksiqtiit Regional Gathering, and providing \$100,000 to support Nunavut Quest 2023.

This year QIA made the Qikiqtani Qimuksiqtiit Project a permanent QIA program and increased funding to \$3,500 per year to Inuit who qualify. This grant helps Inuit who are maintaining dog teams cover costs such as veterinary expenses, dog food, and other related supplies.

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# HISTORY AND GOVERNANCE

#### C∆\L&\&\ib>< 4L 4><\n\taken\delta\\

CĹԺ ላናሩህ୮, Δbላჼነበ'ነቴንግስ ኦ'ቴሮሲሁሮኦንግስሮ Inhabit Media, የዖየትርታዕና ኦ'ቴሮሲሁሮኦ'ቴር' ኦየኦግስ ይና ሲተርስና/ Lላታና ልሮት ታላክብ ይና የላዊ የትምርት ይና ነገና 2Γ' ይል ይላቸ ልሮት ታላክስ ይና ይል ይላቸው መል ይላቸው በአይልናትን በት ላውር ነበታ ነገር ልርት ታል ይላቸው ለውር ነበታ ነገር ነው የነገር ነው የነገር ነው ነገር ነገር ነው ነገር ነው

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QIA is working on addressing several QTC recommendations concerning history and governance, including developing Inuit-based curriculum, initatiting an Inuit History Month, and implementing self-governance.

This year, with the help of Inhabit Media, QIA has been developing age-appropriate materials for students in grades 1 and 2 in the Nunavut education curriculum. QIA also offered four governance workshops for women to provide information on how governance works in Nunavut.

#### TRAVEL AND HEALING

The goal of the Saimaqatigiingniq Fund's Travel and Healing Program is to address the QTC's recommendations of on-site healing programs for families affected the Government of Canada's forced relocations of Qikiqtani Inuit.

This year, QIA hosted a three-day healing camp at Tasialuk, near Qikiqtarjuaq.

## 「PP「bCσ-bントトbnrJcbtib dLL」 つっている b Q-STEP AND TUTTARVIK

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QIA continues efforts to increase Inuit employment through Qikiqtani Skills Training for Employment Partnership (Q-STEP). Q-STEP provides Inuit with the training needed for jobs in emerging sectors such as mining. Q-STEP was initially developed as training to support increased Inuit employment at the Mary River Mine Project site.

This year QIA expanded this programming for delivery across all Qikiqtani communities, not just the Mary River Mine Project impacted communities, and expanded the programming beyond mining-specific training.

In 2023-2024, QIA provided \$5 million towards Q-STEP, which supported 515 clients, including 287 youth, and saw 142 Inuit successfully gain employment.

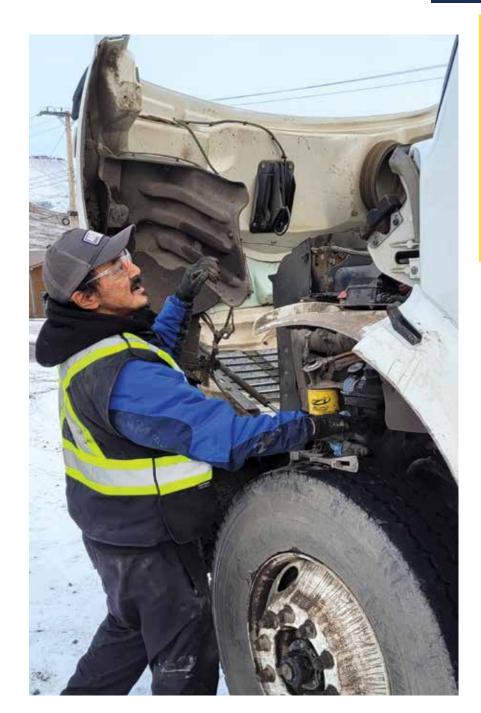


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Allocated to Q-STEP programming in 2023–2024

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This year training programs included Heavy Equipment Operator training, Q-Drive driver training, and the Inuit Training and Development Program. The Heavy Equipment Operator training saw 27 of 32 Inuit graduating, for a record-setting 84 percent graduation rate. Some of the graduates went on to participate in a work experience program, which saw Nunavut employers hiring graduates for 12-weeks of on-the-job work experience. QIA also worked with the Operating Engineers Training Institute of Ontario to hire the first ever Inuktitut-English bilingual heavy equipment operator instructor.

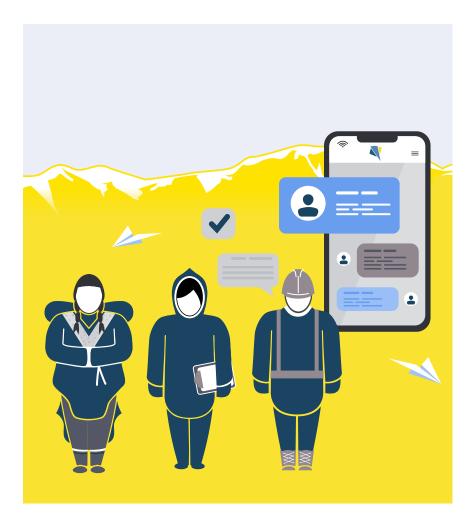


The Q-Drive program provided Class 7/5 and Class 3 (airbrakes) driver training offered in 11 Qikiqtani communities. Of the 435 participants, 420 Inuit completed the training for 97 percent graduation rate.

Q-STEP offered the Inuit Training and Development Program this year, which provides career development and mobility for underemployed Inuit. In its first year, this program supported 30 Inuit in various roles with BIMC's Mary River Mine Project, NCC Development Limited, and Qikiqtaaluk Corporation Fisheries Division's inshore fisheries research.



Qikiqtani Inuit Association \_\_\_\_\_\_ 2023–2024 ANNUAL REPORT 69



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Tuttarvik connects Inuit to employment, education, and skills development opportunities. In 2023-2024, the Tuttarvik mobile app website helped employers and Inuit connect on employment and training opportunities. Tuttarvik currently has over 600 Inuit and 130 employers registered.

This year QIA worked with Pinnguaq Association to develop online work ready training which will be available through Tuttarvik in the fall of 2024.

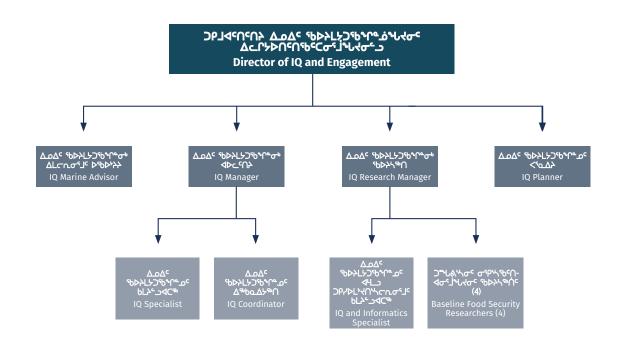
# ΔΔC 'bballant' ΔCDNCNG'TD DEPARTMENT OF INUIT QAUJIMAJATUQANGIT AND ENGAGEMENT



 $\Delta$ % ዕላሪነናል ዕላረበናበሁሎጋና ናዋዮ% ርታሪና ጋየ ጋላህበ ነላታና ጋናሁን ላታ ለውላማ ነው የትላውና ላጋር ነው ላታር ነው የተመቀመ ላይ ነው የተመቀመ

QIA's department of Inuit Qaujimajatuqangit and Engagement is responsible for protecting Inuit rights, advancing Inuit priorities, managing Inuit-led research and for using Inuit Qaujimajatuqangit in decision making, research, wildlife protection and community engagement.

The department is working towards accomplishing QIA's strategic goals, most notably through developing and implementing a QIA research and governance policy and engaging communities related to management of Inuit Owned Lands and QIA revenues.



### つ≪∆マΔぐウヾ Γゥţͽҫ ͽͼϲϧͽͼ >ϲϟͼͼϧ TUVAIJUITTUQ COMMUNITY ENGAGEMENTS

'የዖጭርԺ ΔΔΔና ϧϽ;ϞʹϧϹͿʹʹ·ϲ, ϭϤϹ ϧϲͼͼͼͼ ΛϲሲʹϧϹͿϲ· ΔΔ·ϭϲ ;ϧͿϤ;ϹͿϲϥ ϭϤϧϽϲ, ͻͰͿϲʹϽͿϧ ϧʹͼ ϒͰͳϽϧͰʹϧʹ ϽϧϞͿϲ϶Ϳϧ ϧͼ ϽϧϞͿϲ϶ Δοϧϲ, ἐϧϧͼ Ͻϧϧϲ Δοϧϲ, ἐϧϧͼ Ͻϧϧϲ Δογος Ασγος Ασ As part of the Tuvaijuittuq community tour, alongside the Department of Marine and Wildlife and Firelight Group, the Department of IQ and Engagement staff travelled to Arctic Bay, Pond Inlet, Resolute Bay and Grise Fiord for host community consultations. Staff also hosted Sarvarjuaq community tours in Qikiqtarjuaq, Pond Inlet, Clyde River and Iqaluit.

QIA, the Government of Nunavut, and the Government of Canada are working with Inuit to advance longer-term protection. To hear what is important to Qikiqtani Inuit, QIA engaged with Tuvaijuittuq impacted communities.

The Tuvaijuittuq community tour was part of the requirements for community engagement in advancement of the establishment of Tuvaijuittuq as an Inuit Protected and Conserved Area, highlighting Inuit knowledge, stewardship and governance as key conservation outcomes.

# ΔρΔς ϤΡΡΙΡΟΊΟς Γυἡρς ΒΠΕΠςΠσίο INUIT QAUJIMAJATUQANGIT KNOWLEDGE GATHERINGS

Ċ৽dd ጋየᆉᠨᠨᠬ᠄ ᠌ᢧᡏᢗᠵᢧᡆᢡᠫᡃ ᠪᡅ᠘ᡢᡣ᠒ᡤ᠘᠙᠘ᡰ᠘᠑ᢡᢗᢣ᠘ᡅ ᡪᡥ᠙ᢗᠵᡄᡃᡥᠫᠮᡃ ᡩ᠙ᠹᡥĊᠴᠲᠮ ᡏᢤᡆ᠘ᡃᡏᡉᡏ᠋᠘ᠪᡶ᠒ᡅᢣᡢᡟ.᠈ᠪᢑᡄᡶᠾᢛ ᠕ᢣᡬᡥᡟ᠘ᠸᡥᢦᠺ, ᠘ᠸᡥᠳᠯᢓᠬᡰᡃᠺᠵᢝᡆᡄᡃᡥᠫᢚ᠂ᡏᡰᡅ᠈ᠫᡪᢣ᠘ᡢᡗᠬᠴᠦ᠘ᢧᡥᠦᡟ,᠈᠘ᡶᢝᡟᢣ᠉ᠳᡴᠣᡟ, ᠘ᡠᡥᡃᢧᠳ, ᡏᡰᡅ᠘ᢡᡆᡩᠣ᠂ᢧᢗᠬᢐᡃᢗᢡᠫᢧᠣᠺ, ᡏᡰᡅ᠈ᢟᡶ᠕ᠪᡠᡏᠳᡏᡥᢩᠣᠦ᠕ᡥᡆᠯᠫᡃᢐᡅᠾ᠍ ᢣᡶᢣᡥᡟᢧᠫᡃᠳᠮ᠋ᠮ᠂ᠮᢧᢧ᠘ᠸᢣ᠙ᢗᢀᠣᡟ. QIA staff hosted a men's specific gathering in Clyde River from January 17-20, 2024. During this gathering, workshops were facilitated that engaged the Strategic Environmental Assessment Oil and Gas Inuit Qaujimajatuqangit Committee on the potential impacts should the current moratorium on oil and gas development in the region be lifted.

Key outcomes of the workshops included Elders identifying the importance of ringed seals, comparing traditional and modern clothing, and the effects of wind direction on sea ice conditions.

The Inuit Qaujimajatuqangit and Engagement team is further planning a women's specific gathering to focus on the preparation of skins and furs; how to prepare them and how to use them to make outdoor clothing. Another gathering is being planned for the fall of 2024 to host men and women from across the region to discuss how Inuit men and women worked together cohesively on Inuit traditional practices.

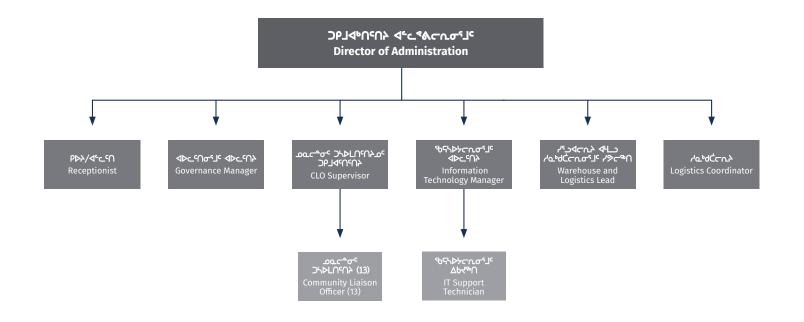
The information gathered during each of these knowledge seeking gatherings will be used to create a Baffin Hunting Book. The book will be an educational resource on traditional harvesting practices for Inuit, harvesters, youth, and Elders to reference when hunting in other communities.





QIA's Administration Division is responsible for supervision and management of Community Liaison Officers (CLO) in each Qikiqtani community, and for providing technical, meeting and support to all QIA Board of Directors and staff.

The division is working towards accomplishing QIA's strategic goals, most notably through expanding QIA's presence while increasing opportunities to community members, providing training opportunities for CLOs and ensuring all QIA documentation is properly stored, so that records can be easily accessed and found in the future.



## Δ<sup>5</sup>baΔ<sup>5</sup>bn <sup>6</sup> <sup>5</sup>P<sup>5</sup>bCσ σασ<sup>6</sup>σ<sup>6</sup> STAFF IN QIKIQTANI COMMUNITIES

ጋ\ÞĹበናበትና \ቈፆትቈበናበペեር ናፆዖቈርታቄቄታና ለተፈላህペጋታና,  $\Delta$ bጲበታና ውሲተውና ለታሲናሃናበላናቴናርታላጭሁር ጋንሃናኦበታና, ላዜጋ ጋዖሃሃኒኒጲበን\ታና ጋታሃራጋና ናዖዖቈርታቄና ይበレትቈቦቈውና ታንላናነ\ተቃንበታና,  $\Delta$ ቈይፚትን\ታና, ላዜጋ ናይኦትቴ $\Delta$ ሂሊበታና ውሲተሴና ላይ ጋዖሃሃኒኒጲበንኒልጐሁለታና.

QIA continues to support Qikiqtani Inuit by providing up to date information and improving access to QIA's services. This year the Administration Division traveled to community CLO offices to to do asset inventories and to provide equipment upgrades to provide CLOs the resources they need to better support their communities. These upgrades mean that community members can better access QIA services, supports, and programming.

CLOs promote QIA's programs, support community members in completing application forms, and provide information on QIA's Board of Directors nomination process, employment opportunities, and notices about community engagement and information sessions.

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Each year QIA hosts a yearly CLO gathering and training retreat. This year the retreat was held from August 14-18, in Igaluit. During the retreat information sessions were held to ensure CLOs have the most accurate and up to date information on QIA's programs and services. Information sessions that took place this year included:

- QIA's Compassionate and Bereavement Policy
- NTI enrolment
- Kakivak programs
- Department of Inuit Programs and Services program and support information
- Q-STEP training and employment programs
- Northern Counselling and Therapeutic Services
- Professional engagement and public speaking
- Leading others
- Career development

Staff within the Division of Administration continue to be the main contact for Qikiqtani communities and QIA Community Directors, ensuring community members are aware of opportunities available to Inuit and where, if not through QIA, they can get support.

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Records management processes continue to be a priority within the Administration Division. The division focuses on ensuring all documents, past, present and future, are properly logged and filed correctly so that future generations have access to the information QIA has gathered since its inception.

The wealth of knowledge Inuit hold and have shared during community gatherings, engagements and conferences has been significant and QIA strives to ensure that records are kept safely and are easily available to Inuit.



## Δ<sup>56</sup>bab<sup>56</sup>Dca<sup>56</sup> HUMAN RESOURCES DIVISION

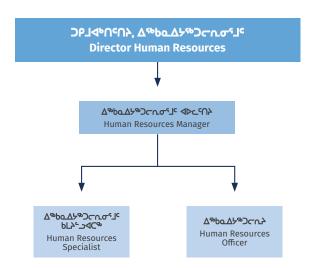


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QIA's Human Resources Division provides a wide range of human resources related support and services. The division assists all other QIA departments with employee relations, maintaining job descriptions, supporting hiring processes, overseeing employee leave and attendance, providing employee assistances, accessing employee benefits, and upholding occupational health and safety requirements.

The division is working towards accomplishing QIA's strategic goals by creating a comprehensive human resource strategy and creating internship opportunities for Inuit youth.



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#### The division has seven areas of focus:

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- Organizational Design & Position Evaluation
- Policies & Procedures
- Δ%baΔ৮%∩Ċ%cGσ% Δ%baΔ৮%ÔG
- Recruitment & Staffing
- Δሮ⁰σϤʹσʹͽ ΛϨʹϲʹϤσʹͻ
- Training & Development
- Δ%baΔb%Åc
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- Labour & Employee Relations
- የኮውል ምቦና በላና ታዩ, ላናር ሲ ምቦና ጋር ት ታዩ ላይ ለ ልተ ለተ ለተ ተ
- Health, Safety & Wellness
- Administering Compensation & Benefits

## τρρτος σου Λρισωρος Λεσωτοτος οδοστοτος QIA CAPACITY GROWTH

2023-2024ህበና ጋህ, 'የዖጭር ውዕና ለካዕህ ለማጋሪ 85 > ነጓግ ነስት ልው ውና  $\Delta$  ነካሪ ለማዕፈ አካባ ነው ለማዕፈ ለማዕፈ የነው ለ

QIA continues to experience significant and continuous growth. In the 2023–2024 fiscal year, QIA had a total of 177 positions. Of those 177 positions, 70 jobs were in Qikiqtani communities, and the remaining 107 jobs are in Iqaluit.

QIA successfully filled 45 term/indeterminate positions, with 15 internal promotions, bringing the total number of positions filled to 135. An additional 78 casual employment offers were made. Casual employment is offered on a short term as and when needed basis with no expectation of continued employment. Five summer student employment offers were also made. Each year from June 1 to September 1, QIA supports Inuit students in preparing for future entry into the labour market by offering summer student employment where they can utilize and enhance their skills, while exploring potential careers.

In 2023-2024, QIA proudly had 85 percent Inuit staff, up one percent from last year.



### የPየቴርታቴሪ ΔናቴቴፌΔϧናቴበኄቦና Δሮቄታፈናታኄቦና QIA PROFESSIONAL DEVELOPMENT

QIA's Human Resources Division coordinates employee professional development, including first aid, Indigenous policy and administration, Inuktitut language training, trauma informed training, emotional intelligence, assertiveness training and governance training.

This year, two Inuit employees were granted education leave to attend accredited programs which directly related to their current role or career path at QIA. These opportunities are aimed at developing skills, improving performance and preparing employees for potential advancement.



\$142,230

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**Towards QIA staff training** 



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Qikiqtani Inuit Association 2023–2024 ANNUAL REPORT 85

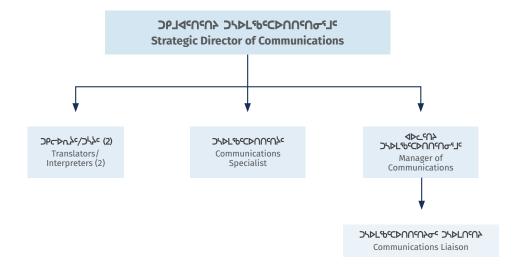
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QIA's Strategic Communications Division is responsible for internal and external communications and publications, major event planning, campaigns, and promotions.

The Strategic Communications Division maintains QIA's website and five social media platforms including Facebook, Instagram, X (Twitter), TikTok, and YouTube.

The division is working towards accomplishing QIA's strategic goals by celebrating our language and culture, and by increasing QIA's presence in Qikiqtani communities and sharing information that is beneficial to Qikiqtani Inuit.



### フPJ4JN<sup>1</sup>\Δ<sup>c</sup> フ\PL<sup>c</sup>b<sup>c</sup>CPNJN<sub>D</sub><sup>c</sup> 4<sup>c</sup>α<sup>l</sup>Γ 2023–2024 フ\PΓα<sup>c</sup>b<sup>c</sup> STRATEGIC COMMUNICATIONS DIVISION 2023–2024 HIGHLIGHTS



 $\dot{\zeta}$   $\Delta C$   $\dot{\zeta}$   $\dot{\zeta}$   $\Delta C$   $\dot{\zeta}$   $\dot{\zeta}$ 

Joe Attagutaluk Inuktitut Language Award given to 13 graduating students





Lらり つくていく いっかいしんしん TWO NEWSLETTERS WERE RELEASED

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2022-2023 ᡃ₽₽ჼჼႠႻჼႻჼ ႯჼĠIJĊĹჼჄᲑႶჼ ÞႻჼႱჼ

> 2022–2023 QIA Annual Report



2022-2023 Δbɨʔ석٬ኣσ· طـلـه ἐܩګټټ ﮐị٠৬৫، ګټۀ٠ ἐܩګټ٠

> 2022–2023 Benefits and Legacy Fund Report



2022–2023 Saimaqatigiingniq Fund Report



C<sup>4</sup>→2ΠÞ<sup>4</sup> ΔL<sup>6</sup>Uσ bαCΓ ΔĹσ ५><sup>5</sup>}ል<sup>6</sup> 2022-2023 4<sup>4</sup>5<sup>4</sup>Jc<sup>2</sup>L<sup>4</sup>4<sup>4</sup>Pሰ<sup>4</sup> Þσ<sup>6</sup>b<sup>4</sup>

Tallurutiup Imanga National Marine Conservation Area 2022–2023 Annual Report Qikiqtani Inuit Association 2023–2024 ANNUAL REPORT 87

ጋጎ▷L'ቴሃ'C▷በርሲት ለርሲኖልኄሁ ነዋየቴ/ርውቴ ቴን ሃውዮላቴ ለቦላንበነቴርና ለኞ'ርንበ▷ላሙ ላይኄልና.

2023– $^{\dagger}$ ሀሰ-ጋህ /%-ርጭረናበላቦ  $^{\dagger}$  ላርሀናርኃ  $^{\dagger}$  Δውነበጋና ኦናዕኦ/ነዕናታ  $^{\dagger}$  ዉ  $^{\dagger}$  Δሴ/ርጭ አማቦርኦይሎች/Lላጭ ጋውታሴነውርት ጋቦ  $^{\dagger}$  ላርኮን ላርኦ/ነ ለአሲናታቴጭጋ፤ ልርጭ ላናል  $^{\dagger}$  ላግታጭ ላይላይና ላጋው ውዉሮኦላው  $^{\dagger}$   $^{\dagger}$  ላርሀናር- ኃርኦ%/Lላ፤ና, ላየ/ትንበናዕርኦነርና ለርናዕል  $^{\dagger}$  ላይነባጋና ኦናዕኦ/ተርሲታጭ ላዛሬታ ልርጭ ወላጭበኦላውና ጋውታኦናዕናሮንን  $^{\dagger}$  ዉ ውልና ጋህ ኦናዕኦ/ተርሲታጭ ለርናዕል  $^{\dagger}$  ልርጭ ወላጭበኦላውና.

Each year, QIA produces several documents which includes two QIA Newsletters, the QIA Annual Report, the Saimaqatigiingniq Annual Report, the Benefits and Legacy Report and oversees production of the Tallurutiup Imanga Annual Report. Each of these reports represent the dedication QIA staff have shown during the year, and we are proud to share these with Inuit each year.

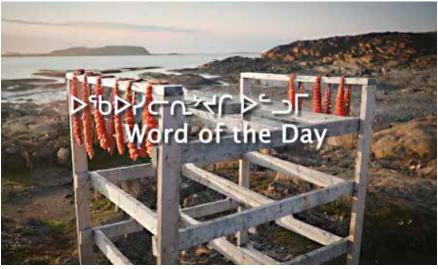
The Strategic Communications Division has also taken on a number of initiatives that are beneficial to Inuit.

In 2023, the inaugural Joe Attagutaluk Inuktitut Language Award was created and distributed to one graduating high school student in each of the Qikiqtani's 13 communities. This award is in dedication to the late Joe Attagutaluk, who was passionate about the preservation of the Inuktitut language and is given to students who exemplify language preservation in their high school careers.

Once again, QIA's Strategic Communications Division dedicated the month of February to language month celebrations. This year, QIA celebrated the Inuktitut language by sharing video interviews with Inuit who are language champions in the region, and by hosting a throat singing contest. Additionally, social media posts were shared on the dialectal differences between the Qikiqtani Inuit dialect, as well as posting daily Inuktitut word of the day trivia.

To enable QIA to reach a wide Inuit audience, QIA has started contacting each community radio station to give monthly updates on programs, services, job vacancies, board/committee vacancies and events happening in the communities. QIA understands that not all Inuit follow social media or have access to media releases, so sharing information through local radios has been successfull in getting important information to individual communities and receiving more applications to different programs and vacancies.

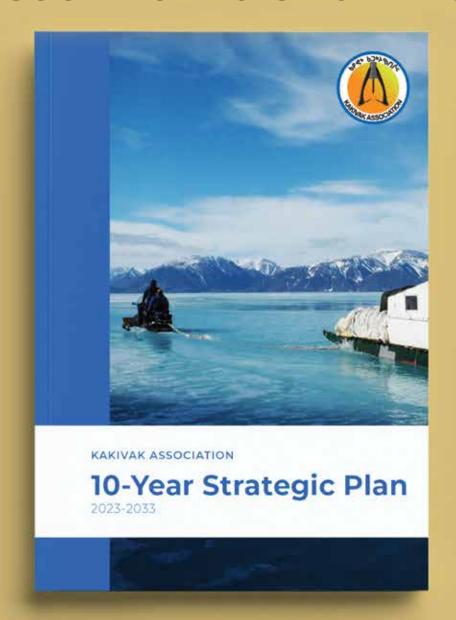








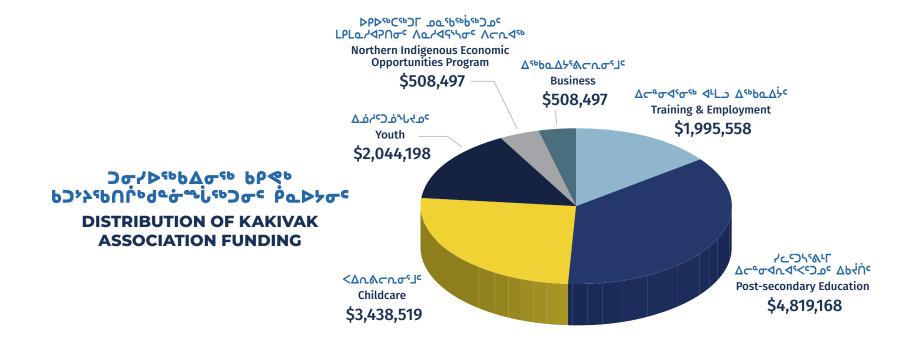
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Kakivak is a community economic development organization serving Inuit by providing programs and services to enhance the strengths of communities in the Qikiqtani Region.

Kakivak Association delivers a range of programs and services that support training and education, business development, childcare, youth initiatives and access to employment.

In 2023–2024, Kakivak provided over \$13 million in project funding.



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#### **KAKIVAK PUBLISHES 2023-2033 STRATEGIC PLAN**

This year the Kakivak Association presented its approved 2023-2033 Strategic Plan; a ten-year roadmap designed to adapt to the dynamic and evolving economy of Nunavut. As Nunavut's economy continues to grow and diversify, Inuit are presented with an expanding array of opportunities in education, training, career paths, and personal endeavors. This strategic plan is a response to this positive trajectory, setting out clear goals and priorities aimed at empowering Inuit and fostering self-determination.

To provide the necessary structure to support these key goals and priorities, Kakivak implemented important and crucial changes to its organizational chart. The Department of Training and Employment has been divided into two newly created departments: the Department of Ilinniarniq Advanced Education and the Department of Training and Career Services. Additionally, a new Department of Piliriaksanit Project Management has been established. These changes are designed to enhance capacity to address the critical barriers to success that Inuit may face in their journeys towards learning, business and career development, employment, and economic advancement.

#### ΔϲΓϧ⊳ητησίο τρρίοςσ Δασασε

#### **ENGAGING WITH QIKIQTANI COMMUNITIES**

In November 2023, the Kakivak Association team embarked on a significant visit to Arctic Bay, to ensure programs and services meet the needs of Qikiqtani Inuit. Kakivak met with various groups, organizations and local businesses within the community. One of the highlights of the visit was the Open House event, where the team had the opportunity to speak directly with the general public. The visit to Arctic Bay was a testament to Kakivak Association's dedication to fostering strong relationships with the communities they serve.

The Kakivak team also visited Sanirajak in February 2024. The insights gained from meetings and the feedback received from the public will play a crucial role in shaping Kakivak's future initiatives. Moving forward, Kakivak remains committed to supporting the aspirations of Qikiqtani Inuit and working collaboratively to achieve shared goals.





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#### SUPPORTING BUSINESS DEVELOPMENT

Kakivak Association took a leading role as a Platinum Sponsor in the 2023 Nunavut Trade Show, a highlight of the year for businesses, entrepreneurs, and artists in the territory, demonstrating its commitment to fostering economic growth and cultural heritage in Nunavut. Kakivak's involvement extended beyond sponsorship, featuring active participation from key members of its team in three different conferences and panel discussions relating to Business Support, Government Procurement and Cultural Industries. Kakivak Association's sponsorship also extended to the artist section of the trade show. By sponsoring this section, Kakivak provided a platform for local artists to showcase their talents, sell their work, and connect with potential buyers and collaborators.

Kakivak announced significant improvements to its Business Development Programs, including the Small Tools Program, Sivummut Grant Program, and the Economic Opportunity Fund. These changes are designed to bolster Inuit-owned businesses, Inuit entrepreneurs, artists, and craftspeople in the Qikiqtani Region, fostering greater economic empowerment and self-determination in line with Kakivak's strategic goals and vision.

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#### **INVESTING IN CHILDCARE**

This year, in partnership with QIA, Kakivak proudly announced its commitment to building brighter futures for Inuit communities. On October 3rd, 2023, the QIA Board of Directors passed a resolution, allocating \$15 million from the Indigenous Community Infrastructure Fund to co-invest in constructing childcare facilities in three Qikiqtani communities: Sanirajak, Arctic Bay, and Pond Inlet.

Following this announcement, Kakivak and NCC Development Limited (NCCD) announced significant advancements in the construction of the new childcare facility in Sanirajak. Final planning for construction is underway with NCCD and Concentric Engineering. Construction is scheduled to start in the fall of 2024. The facility is designed to accommodate up to 44 children and is expected to be completed by January 2026.

In preparation for construction, Kakivak Association and NCCD will be providing a pre-trades training program, fostering both community involvement and skills development. Once the training is complete the participants will be employed to help build the facility, thus offering full-time jobs and the pride of contributing to vital community infrastructure.

#### $\Delta b$

#### **SUPPORTING CAREER ADVANCEMENTS**

In the past year, Kakivak Association actively participated in several public engagements, including the Nunavut Disabilities Makinnasuaqtiit Society Job Fair, The Student Career Fair, and the Pilimmaksaivik Career Fair. At these engagements, Kakivak staff provided comprehensive information about our Career Services, emphasizing our commitment to assisting with resume development and job readiness. Through these efforts, Kakivak underscores its dedication to seeing Inuit succeed by offering tailored support and resources that empower individuals to achieve their career aspirations.



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<sup>6</sup> ΥΡΡ<sup>®</sup>C→ dd>λι\νd d<sup>®</sup>ΓΥLΚ d<sup>®</sup> ΘΡΥΔδΕ σσα<sup>©</sup> LPLα/d2ησς, Δόγιμος, αμω Δ<sup>®</sup> ΔοΔόγιμος Λασαγησες Λαγαςιμος ερρ<sup>®</sup> σο Δοβος, αιάμος 2023-2024, ερρ<sup>®</sup> σο ασαβος αιάμος αναγησες ανα

#### $P^{F} \stackrel{\cdot}{\nabla} \stackrel{\cdot}{\nabla$

Qikiqtaaluk Corporation (QC) is committed to creating meaningful economic, social, and career development opportunities for Qikiqtani Inuit. In 2023-2024, QC's projects varied from major infrastructure and clean energy projects to telecommunication, trades and mining training, and fisheries research programs and initiatives. Below are some highlights of QC and Group of Companies work during the 2023-2024 fiscal year.

#### **QC FISHERIES INITIATIVES**

QC continues its commitment to inshore fisheries in the Qikiqtani Region, completing its third year of fisheries research utilizing the RV Ludy Pudluk and local community vessels. In 2023, community vessels were used in Sanirajak and Kinngait to undertake reconnaissance over a wide area with drop camera sets to investigate the presence of various marine species. The RV Ludy Pudluk undertook hydrographic mapping, video sled surveys and sampling in areas around Sanikiluaq and Kinngait to determine bottom habitat types and species distribution.

ላኮኃ የሚ 2023 ህበና ጋህ, የቦዮሎር ኃ ዕላ > ሲኒካሪና ወንል ተረና ላካ በማኒ Γ (32 Γ) ኒ ሲታን የዕታን ሥርተ የዕን ነ ተረጉ የርብር Voyager, ላይሲነ ል ይልነ Γ በ በ ነ ተር የርልነ / የነ ነ ተረጉ የርልነ / የነ ነ ተረጉ ላና ነ ተረጉ የርልነ ነ ተረጉ ነ

In October 2023, QC purchased a larger (32 metre) purpose-built research vessel, the Celtic Voyager, from the Irish Marine Institute. The vessel was renamed the RV Moses Appaqaq, in honour of Mr. Appaqaq's dedication to the development of fisheries in Nunavut and his years of commitment as a Director of QC. The RV Moses Appaqaq arrived in Holyrood, NL on December 31st, and is currently undergoing a Canadianization process in preparation for the 2024 research season. In its first year of operation the RV Moses Appaqaq will focus on bottom mapping and training in the Qikiqtani Region.

Advancement of the Saputi II project continues, with the Qikiqtaaluk Fisheries Corporation Board of Directors approving the construction of a 79 x 17 metre multi species factory freezer vessel to replace QC's current aging vessel, the Saputi. In December QFC entered into an agreement with Friere shipyards to build the new vessel in Vigo, Spain. Its delivery date is planned for Quarter 4 of 2025-2026 fiscal year.





교요ዎͰΓ Δ৽የ፦\▷ሶና በΓጐ៤ና ላዛጔ 'd⁺ሮ-ჼ ▷፥L፡৽d≀ሲትና ላበሮጉላቲና ላልሲናፈላቱ Δ৽የ፦\▷ሶና ለሮሲላ ህወላቱ፡ጋታና ▷፥L፡৽d≀ሲውናታና ወ▷ልናσናታና ላጐቦናቴበሶህበσና የበለሲ 2023Γ, ሶቴላላ ላጐቦናቴበሶህሰና የዎኖሮናቸው ርሷኒ፥ Δαዎ፥Γ ላበሮ▷ንር▷ቲቲና ላ፥፟L›› ለ፥፟Lሲ▷ና››ው ጨልልዕር▷σላሮናፒቲቴ የዖየቱ፡ርው ርሷኒ፥ ላጋቱ፡በና፡›ጋቦና. ኣልቦላዖር፡ቱ›ንና ር∟ጋΓጐሁ ለሮሲላቴ፡ውት ▷ዖላነኒቴ 2023Γ ለኦሲቱ፡ር▷››ው ላቴժበነኒጓጐሁ ላ፥ፌታናር▷ና፥ Δሬጐቦና ዾልሞ ኣልσናታና የቴዖኦኒናው▷ሁንቱ፡ጋቦ፣.

#### ᠴᡆᡄ<sub>ᠤ</sub>ᡄ᠙ᠫ᠈ᢣᡲᡉ᠐ᡤᢩᢛᡩᢈ

ለ፫ሲላ፣ቴናኇቱ ላቱትሶትቦንካትቦም ለፈላላጋርኦላም Δbላቴንቦና ነፃዖቱርም Δል፫ና, dd>ሲኣቴና QBDC Δቴቴሲሏታቴበቴቦና σኦንንቴናርንቴሲሞፒተና ኦቴቴቴበናቴቴናርንቴሲቴንበናጋ Δሲኖማና CĹσ ላናናህΓ ላዛጔ <ናሲለሆጋበቱ bላለበናበσላጭሁር ΔĹቱ CĹσ ላናናህΓ ላለጭተውቱ ነፃዖቴርጋቱ dd>ሲኒካሪና በΓነሪበቴቦቴታቴ.

#### **ADVANCEMENT OF CLEAN ENERGY PROJECTS**

Nunavut Nukkiksautiit Corporation and the Qulliq Energy Corporation signed the Anuriqjuaq Nukkiksautiit Project Energy Purchase Agreement in September 2023. This agreement was the first of its kind in the Territory and a significant milestone for the Qikiqtani Region. Construction started on the project in the fall of 2023 with work completed on the access road as well as some additional geotechnical survey work.

#### **COMMUNITY PARTNERSHIPS**

Qikiqtaaluk Business Development Corporation (QBDC) continues to cultivate strategic partnerships to build essential infrastructure, advance new and innovative solutions, and to leverage third party investments to support Qikiqtani communities advance their visions.

Working on a variety of initiatives to support the Qikiqtani Communities, QBDC staff had an opportunity to visit and speak with various communities this year and plans to continue this in the coming year with other QC Companies.

#### ∆⊏⁰σ∢በናበσናΊና Λσ\∢ЭС⊳⊀ና ∢ιΓ⊃ ∇ͽ\ςጋዺ ΣΥ⊳ሀሪሀፋ, ⊏∢ቅ

ርቪơ ላናጎሀና 47 ΔΔΔና ለኦሲና/ረተና ካዉኦኦσና ልርተው ልርተው በነፈኦታ በነፈኦታ በነራጋውና ይልርተውና ላዛሬን 24 ልርተው ላምስና ልካጋርተና ካውናንታና ልርቦንኦረተና ልጭዕልልንጭበውና የሃ ጋበ ናተጋጭ ኦናላቲና ልጭዕልልንጭጋውና ልርተው ላወር ላቸሬን ልርቦንኦው ለተፈናና የዕኦት ነውን ለርተራ 2024-2025ና ላርተንጭበናበና የዕኦት ነውና ልርተው ላይ ልዩነት ነውና ለልረላና ነቴ ነውን ነና የየምዕርው ለቴስበር ነውና አንት ነር አንት

#### TRAINING INITIATIVES AND YOUTH OUTREACH

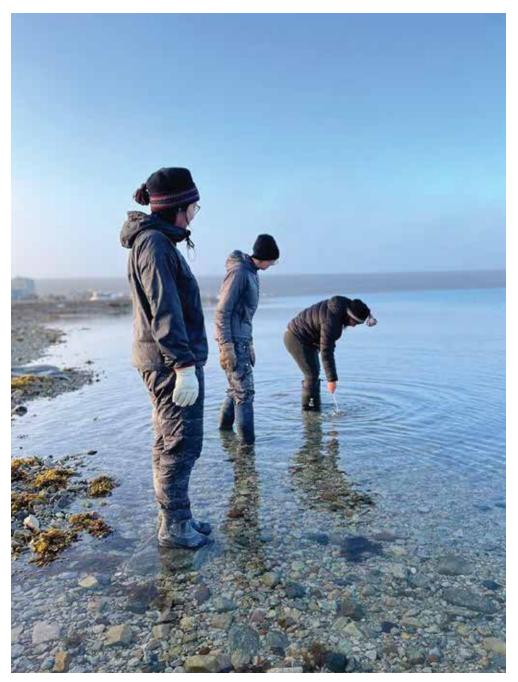
Across the Group of Companies, QC was pleased to offer various training initiatives for Pre-Trades Training and Youth Initiatives for Fisheries Research.

This year 47 Inuit completed trades training programs in seven communities and 24 students from Igloolik and Sanirajak joined the crew of the RV Ludy Pudluk to job shadow and participate in onboard research. Plans continue for 2024-2025 to increase training, outreach and employment opportunities across the Qikiqtani Region with our partners.

THE QC AND QC GROUP OF COMPANIES 2023-2024
ANNUAL REPORT IS AVAILABLE ONLINE AT

WWW.QCORP.CA

Qikiqtani Inuit Association 2023–2024 ANNUAL REPORT 103







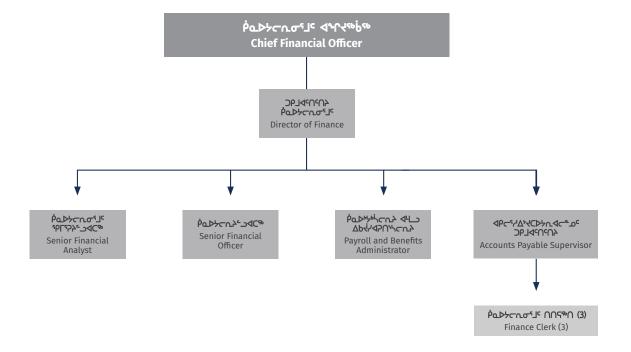
## Paphance Division



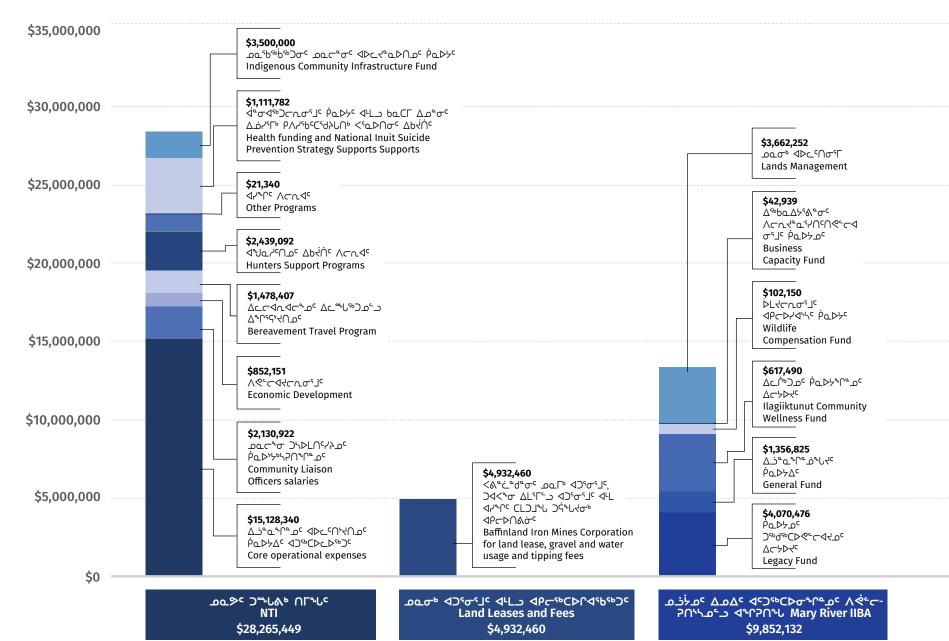
Qikiqtani Inuit Association — 2023–2024 ANNUAL REPORT 105

Рα▷ᢣᡄᠬᡅᡈ᠖ᠰᡄᠬᡆᠻᢐ᠑᠄ᠻ᠙᠙ᢗᡠᢐᡆ᠑ᡶᠯᠯᠳᠬᠬᡳᡓ᠑ᡩᡕᡢᡶᢌᠾᠳ ᡩᢛ᠙᠘ᠳ᠙ᡩᡳ᠋ᢇᠾ᠙ᡠᢦᢣᡆᡕ᠘᠆ᡁ᠙᠘ᡩᡑᡳ᠘ᢣᢛᡳ᠘ᠵᢎᡳ᠘ᡓ ᠙ᡆ᠌ᠫᢣᡄᡊᠨᢋᢉᡆᠳ, ᠯ᠘᠋ᡆ᠋ᠣᡆ᠘ᢣ᠘ᠳᠮ᠙᠙᠙ᢑᢗᡩᢐᡆ᠙ᡆᠫᢣᢛᢩᠫᡣᡎᡳ᠙ᡕ ᡮ᠐ᡧ᠙ᡣᠿᢐ᠙ᡊ᠄᠘ᠾ᠙᠘ᠫᢛᢗᠵᠲ᠙ QIA's Finance Division is responsible for the financial aspects of running the organization.

The division is working towards QIA's strategic goals by improving financial audit performances, modernizing financial systems, and ensuring QIA's budget reflects spending needs.

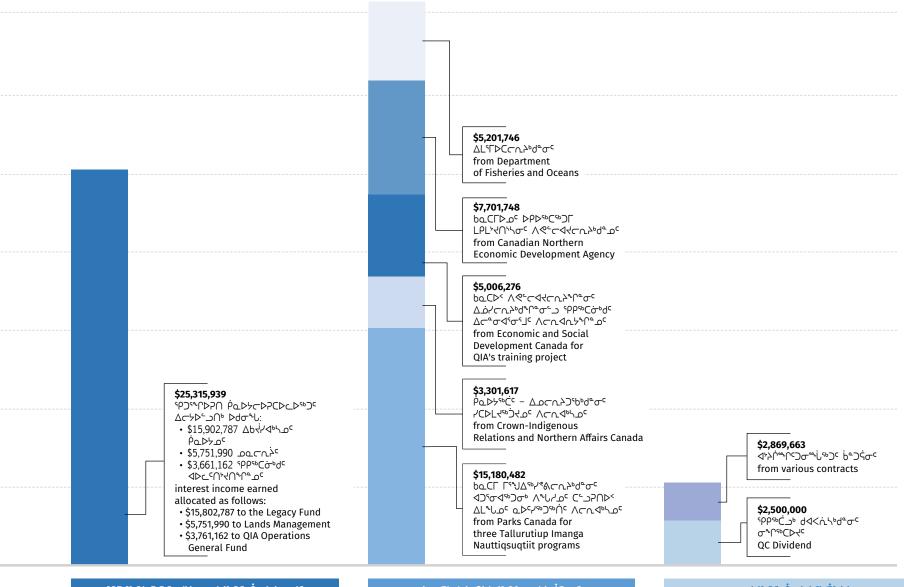


## ιρριος ρα ρα Ανα Γρίως Οργγης



### **QIA'S FINANCIAL SUMMARY**

**QIA'S NON-CONSOLIDATED REVENUE 2023-2024 = \$110,127,512** 



「Pン『プラン 4년」 くんがった かんりょく Interest and Other Income \$25,315,939

boc> しゃしゃんゃん ひゃんしゅっち Government of Canada Contributions \$36,391,869

#### 「የΡናቴርៃ ቴብር ኦ/Lቄት ናጋር የሲኮታልና ሲር ቴቴት የር ሲል ተጠናቀ 2023–2024 QIA NON-CONSOLIDATED SUMMARIZED STATEMENT OF OPERATIONS 2023–2024

	₽⊄₽₽₽₽ ₽Ф₽₽₽₽	ትαρትς <b>ትα</b> ργ <b>Δς</b> ጎውና <b>ዊ</b> ‰Cb <b>ላΓ</b> 4ς Φ <b>ሆ</b> Þσ <i>‰</i> Lcጋ <b>¬</b> c	ϧϭϧϧϲ ϽͼϙͼϧϞϹϥϲ	<b>ხ</b> ∩∸ <b>⊐</b> Ր 2024	2023 مـ÷60
	General Fund	Contingency Fund	Legacy Fund	Total 2024	Total 2023
Ρ΄στρτος Δίγερος / Revenue					
₽₽₽ J°LØJG ULAL / NII	\$22,307,658	\$5,957,791	\$0	\$28,265,449	\$39,150,840
_oo_σ <sup>b</sup> ላጋናσናJና ላෑL_> ላቦርናbCÞՐላናbናbጋና / Land leases and fees	\$0	\$4,932,460	\$0	\$4,932,460	\$4,019,995
مخانحرم የ ላ∿ቦቴ በሶህ በታና ሶ م کاخر / Mary River IIBA Fund	\$0	\$762,579	\$0	\$762,579	\$646,114
عـخٰـف ΔـمΔ <sup>c</sup> طن ۵۰۲۳ مرخٔد ۸۰٬۳۵۲ که ۵۰۲۹ که ۱۳۵۸ که ۱۳۵۸ که دخت کا ۱۳۵۸ که دخت کا ۱۳۵۸ که دخت کا ۱۳۵۸ که دخت کا ۱۳۵۸ که دخت	\$1,356,825	\$3,662,252	\$4,070,476	\$9,089,553	\$8,895,201
ላሥቦና ቮሲ D ታጭር ህ ປና / Other contributions	\$10,995,159	\$30,766,373	\$0	\$41,761,532	\$20,252,313
ናዖጋናዲቦኦንበና ላ-L_ጋ ላ/ዲቦና ቮ쇼ኦታርላና / Interest and other income	\$3,761,162	\$5,751,990	\$15,802,787	\$25,315,939	\$12,871,587
ხበና ትወቅትδε Δ <sup>λερ</sup> ጋε / Total Revenues	\$38,420,804	\$51,833,445	\$19,873,263	\$110,127,512	\$85,836,050
ሶ <b>ュ</b> ⊳ታΔ <sup>¢</sup> ላጋ <sup>ና</sup> ₀ጋ¢ / Expenses					
ΔხናናበJና ቮα ኦንታ ነና Δb ליל ላና / Wages and benefits	\$12,375,138	\$2,391,198	\$0	\$14,766,336	\$13,414,984
ቮሲ ▷¹ታካካኒ ጔር ላጋናኮር▷ሚቦናጋር / Non-salary operating	\$15,425,760	\$36,753,972	\$0	\$52,179,732	\$29,859,773
Λ⊂ヘ⊲ʰ닋ϼˤ Δbṇʿ∩ʿ / Program assistance	\$7 <b>,</b> 382 <b>,</b> 496	\$6,172,687	\$1,987,942	\$15,543,125	\$29,831,409
ხበና ትσρρφ ላጋሪ / Total Expenses	\$35,183,394	\$45,317,857	\$1,987,942	\$82,489,193	\$73,106,166
Ρ΄α Ρ΄γ Δ΄	\$3,237,410	\$6,515,588	\$17,885,321	\$27,638,319	\$12,729,884

#### ₽₽₽₽₽₽₽₽₽

₾ᲫᲫ Ⴍ∆ሴ™CP/L₭ ₱₲₽ታ∆ና ₵፫ዀዮቦና ላ₽፫ናበታና』ና ጎጭPNCP/L₭ የᲫ፫ታ ላዜጋ ₾ᲫᲫ ሲልተርበጭ/L₭ ₱₵₽ታልና ₵፫ሙዮቦና ለታየታዩተርጉሙጋሙ በህታ₽/L₭ የ₽ሙርሙሪ፣ የበር₽/L™ቦናጋሙ ሴጎ™CP/L⊀ታ ₱₵₽ታልና ₵፫ሙየሴታዮቦታና 2023-2024』ና የ₽™Cሙሪ፣ ₱₵₽ታርሴታላበታ ላጋ/ትህ₭ ላጎጋ ₽ህ୧ሞ/Lበናበጭናሙጋሙ.

ርካላጋ ጋማሪማር⊳ペ፦ বላታውና ሶሲ⊳ታ∆ና ኦታቴስ-ኮንር⊳λና ለተፈላ፣ / ለተፈላ፣ / ጋታኑ⊳/ Lላታ Δυά/ላካኒውና ላዜጋ ለልነኒውና ላጋምር⊳ላታው ኒጭρር-ኦማጋውና ታግሞር⊳ላታው ጋታኑ>ላይና ነዋንምርታት ታግሞ ነው።

#### Notes:

The summarized statement of operations presented above and the summarized statement of financial position were compiled from QIA's non-consolidated 2023-2024 audited financial statements. QIA uses the deferral method of accounting.

The General Fund accounts for QIA's general operating and administrative activities. This fund reports contributions from NTI, Government of Canada, interest and other revenue and has mostly unrestricted resources.

The Economic Development Fund reports activities around Inuit economic well-being and self-sufficiency.

The Legacy Fund reports activities that provide for the benefits and opportunities arising from royalties and dividends paid to QIA.

<b>ላቦ</b> ር- እቦታና / Assets	
ሶ <u></u>	\$202,686,910
PoDbΔc ለዖሜ-አboa-/ሚ-ጋበቱ հጋL-/4Uc / Marketable Securities	\$159,197,416
Ρ்௳▷ታ∆ <sup>c</sup> ▷∩ናቴጋቴ∖ <sup>c</sup> / Accounts Receivable	\$37,705,410
⊲ዖሮ⁵⁰ር⊳/Lੴ <sup>Ĉና₀</sup> Ͻ° / Prepaid Expenses	\$180,703
ጋσϧ⊳Րላċ-ና ለ⊏ሲናხበ∿ቦªσቴ በΓ⊳√σና / Due from related companies	\$5,570,232
Λ <sup>c</sup> d∩_o <sup>c</sup> / Property and Equipment	\$33,186,576
Paph%Cahpd በΓናdበቦትDdσ / Investment in Subsidiaries	\$7,431,391
P ህ ペ ሲ ላ ጭ C D / L ሊ ሶ ሲ D b ረ በ ነ ካ Δ c / Investment in Nunasi Corporation	\$1,050
bበኅጋቦና ለናdበቦኑ⊳ላሮĹና / Total Assets	\$445,959,688
ر Liabilities / Liabilities	
	\$18,557,397
<ል° Ċ° \ልናታ <sup>ϧ</sup> \σ Þታና <sup>;</sup> σ <sup>;</sup> ል፫ሊት <sup>ϧ</sup> d <sup>ҫ</sup> \>Ⴖ <sup>ϧ</sup> ᅻႶ <sup>ϧ</sup> Ⴑ Ρ໋αϷϟ <sup>ϲ</sup> ΔϹʹϧϷϟʹLϞ <sup>ϲ</sup> / Baffinland Iron Mines Corporation Security Deposits	\$32,481,166
ρ∙ህペና♭∩C▷≺ <sup>c</sup> ῥ႖▷ᢣΔ <sup>c</sup> Δィ <sup>J</sup> ς♭Ͻ <sup>c</sup> / Deferred Revenue	\$210,591,735
P ህ ペ ሲ ላ ካ C レ ሊ ኮ ር ኮ / Deferred Capital Assistance	\$31,719,701
ხበና ጋር ላየርሲላርና / Total Liabilities	\$293,349,999
ϤΡϲʹϲʹͺϹϲʹ ΛΓϧϲ − ͺϤϧϲϽϲ / Assets − Liabilities	\$152,609,689

ხበ° ጋ <sup>ዮሩ</sup> ቮ <b>ሲ</b> ▷ታΔ <sup>¢</sup> / Fund Balances	
$\Lambda^{c}d\Omega_{\mathcal{Q}^{c}}$ / Property and Equipment	\$1,466,874
Ρ΄ΦΡΡΌς ϤΡϹʹς / General Fund	\$9,933,478
σሊ▷ሲ <sup>ሚ</sup> ቦናጋው <sup>ር</sup> \σናዊጭCD/Lጚ <sup>ር</sup> ቮሲ▷ታ <sup>ር</sup> / Contingency Fund	\$25,633,269
ጋ <sup>ኈ</sup> ժ <sup>ℴ</sup> ዯ፞፞፞፞፞፞፞፞፞፞፞፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟	\$115,676,068
ხበ° ጋ° ቮዒ▷ታΔ° / Total Fund Balance	\$152,709,689

#### በበጭቴጭ ርժጔቦና ላΔ<ሩਂσ L፟ላሊነፕ.

See notes on previous page.

#### 「የPናቴርៃቴቴሪ ለሮሲላቴኒዮዬውና ላዜጋ ጋቄቴቴሪታላውና ላጋቴር ውር 2023-2024 QIA PROGRAM AND CONTRIBUTION SPENDING 2023-2024

ለሮሲ ሳካር ሳካር ጋ° σ% d / ሳርሲያ ነው። Programs and Contributions	<b>ፈ</b> ርሳታጭና <b>ፈ</b> ፀር-የሳር <b>ኦ</b> ሮ <b>ኦ</b> ምንና Amount Spent
Δc. r - Δac o o o ΔΔΛος ο σωδης ο σωδης ο σωσικές σε συστείτε σε συστείτε σε συστείτε συστείτε σε συστείτε σε σ	\$1,234,980
ኮLላሮ ሊ ማነጋና ላየሮ ኮረሳ \ና ለሮሲላና / Wildlife Compensation Program	\$102,150
Δ <sup>ና</sup> ν ba Δ አናል ° σ ና ለ ር ሲ ተ a ና ነ በና በ የ ና σ ና ጋ ና ሶ a Þ አና / Business Capacity Fund	\$42,939
ძუიოი გიქელ ∆ნქელი / Hunters Support Programs	\$796,948
C-ጔ구በ▷< ΔL∿しϼር ΦροΓυργερίο Λርጥፈር / Tallurutiup Imanga Nauttiqsuqtiit Program	\$6,378,706
∖σ₽ጔላና୮ ௳▷ና∩ናሪቴ∩ና₺ናσና⅃ና Þናጋና▷C▷ናጋσ ለርሲላኈ / Sanikiluaq Nauttiqsuqtiit Pilot Program	\$1,868,622
ᡃᡗᠹᡗᡃᢛᢗᡠ᠍ᡃᠣᡰᡠᡳ᠕ᠸᡃ᠋ᡶ᠌ᢐ᠋᠘ᢨᠣᡏ᠋ᡧᢛᠬᠻᠬᠳᡸ᠋ᠫ᠘ᡩᡈ᠋᠘᠘ᢠᡈ᠘ᢣᢆᡑᢣ᠘᠖᠑ᢣ᠌ᡷᢐᡰᡳ᠋ᠬᠲᠵᢣᢛ/ Q-STEP	\$5,073,189
Δ_Δ <sup>C</sup> 'bΡትኣ <sup>ኈ</sup> Ͻϲʹሊσ'Ϳ <sup>C</sup> P˙αΣϧϧ <sup>C</sup> / Inuit Research Fund	\$241,872
ف، LN የ የ የ የ የ የ ይንል ይ ነው የ ال Land Based Multi-use Facility	\$8,586,904
Δ/Lʰdơ ˤb،ρΔ°CΔc-LσናJc Λc ሲላʰ\c / Mental Wellness Programs	\$1,111,782
bPペ♭ bϽϧϟϧϽϦϧϧϧϽϦϧϧϧ	\$852,151
Δርግሀዓጋው <sup>ር</sup> Δርር ላር ላር ላር ላይ / Bereavement and Compassionate Travel program	\$1,478,407
ʿየΡˤቴCơ උርቲΓቴ Ρ˙ርプσϤቴΛσ˙αኒኒፖLቲው ΔδάΛው ΛርሊϤ˙ / Qikiqtani Truth Commission Programs	\$1,665,368
Δbጚ፞/⊲ʰ\σ Ρ˙α▷ϧϲ <Δሲልዮውር Δbጚ່∩c / Benefits Fund Daycare Subsidies	\$704,096
Δbללשלבי פְׁבַּבְּאָלְכֵי יִּבְּאָלְכֵי אַבְיּאַלְכֵי אַבְיּאַלְכֵי אַבְיּאַלְבֵי אַבְּאָלְכִי פְּבָּאָלְכִי אַבְאָל Benefits Fund Qikiqtani Cultural Activities Program and Opportunities Fund	\$1,283,846
ברהסישי באלוֹים ארת של / Fisheries Support Programs	\$509,632
Δ <sup>c</sup> ಎ⊂್ಎರ್-¹ Λۅ೭੫२С▷ೀ / Housing Initiative	\$1,603,415
ᡩ᠋᠙ᡥᢗᡠᡃᠣᠯᠣ᠘ᠸᡥᠣᡏᡆ᠋᠋ᠬᡆᡟᡈᠣᢐᡈ᠋᠌ᠣ᠖᠘ᢣᡶᡝ᠘ᡏᡈᡠ᠌᠌᠌ᡳ᠘ᠳᡶᡳ᠘ᠬᡑᢗᡓ᠒ᠺᠷ Scholarships	\$268,491
▷ታና°σ√√σ√√√√√√√√√√√√√ / Mining and Oil and Gas	\$1,229,616
Δሷሪ ተንታር ትንር የነገር ላጊ ላይት ዕር ለርሲላር / Youth Leadership and Summer programs	\$139,916
ላ/ <sup>ኊ</sup> ቦና ለርሲላካ_oና ለአካኒof ጋ Δርታኦላና / Other project contributions and programs	\$229,403
೧೯೧.4% ರ್ ರ್ನಿ ರಾಮ್ ರೇ ರಾಜ್ ರೇ ರಾಜ್ ರೇ ರಾಜ್ ರೇ ರಾಜ್ ರಾಜ್ ರೇ ರಾಜ್ ರಾಜ್ ರೇ ರಾಜ್ ರಾಜ್ ರೀ ರಾಜ್ ರಾಜ್ ರಾಜ್ ರಾಜ್ ರಾಜ್ ರಾಜ್ ರಾಜ್ ರಾಜ್	\$35,439,747

 $\Delta$ C- $^{\circ}$ C  $^{\circ}$ PP%C $\dot{\sigma}$ PVC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CC  $\dot{\sigma}$ CCC

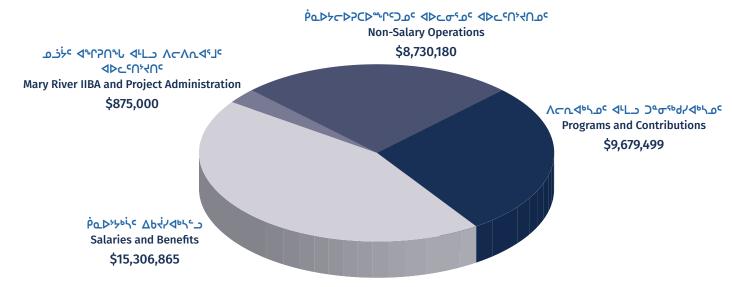
Some of QIA's programs are funded by third parties. QIA thanks its partners that make this possible.

## Paphspines 2024-2025 / BUDGET 2024-2025

#### ∳**⊾**Þታቴቴ⁰በናበJበԿታσና ∳**⊾**Þታቴ•ኃበԿና 2024–2025 FUNDING BUDGET 2024–2025

Ρ΄α.▷ታና⊳Ċናል▷√ና Source of Funding	2024–2025
ውඛዎና ጋግኒልካያውና ላናሩህJና ሶඛኮታጭĊሲጭሮኄቦና / NTI Annual Funding	\$19,056,690
ው^ ጋግ-Სልነሳና ∩Րግ-ሀግ- ለ⊏ሲላነጎ_ውና ቮሷ▷ታና / NTI Project Funding	\$2,777,176
〈ል°ċ° ኣልናታኣታና ኦታና°σላኈሰና – ላጋኈጋላዖበና ላቦርሲላċʻے / Baffinland Iron Mine – Lease and Fees	\$3,906,914
ላ/∿სσ <sup>ჲ</sup> ∿ὑ <sup>ጭ</sup> ጋσ৽ P˙α▷ታΔ <sup>c</sup> / Third Party Funding	\$3,300,764
/ Land Leases and Fees	\$348,900
የጋናዲቦ⊳ንበና ላ-L_ጋ	\$2,250,000
Δbጚ፞ረላኄና Ρ໋α Þϧና / Benefits Fund	\$2,500,000
ናዖዖኈርσьdc \σናዊና/Lታኈቦc / QIA Reserves	\$800,000
ናPPጭC&ታሪ bNCD/LጭՐናጋና ቮሲውታጭኃበኑኒና 2023–2024 / QIA Non-consolidated Budget 2023–2024	\$34,591,544

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