

2017/2018  
**Annual Report**

October 2017 - September 2018

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## President's Message



Dear Friends,

This has been a tremendous year for the NunatuKavut Community Council (NCC). Together, we have accomplished so much. I am proud to reaffirm my commitment to you, as your President, to take every opportunity to bring us together and to further advance the health and well-being of all Southern

Inuit and NunatuKavut communities.

July 12, 2018 is a date that will forever be etched in the history books of NCC. It was the day we announced the most significant milestone in our "Land Claim" journey to date – the start of talks with Canada on the Recognition of our Indigenous Rights and Self-Determination (RIRSD). We look forward to good faith negotiations with Canada on a modern rights agreement that allows us to fulfill our vision of being self-governing, of providing and caring for one another, our families and our communities while nurturing our deep relationship with our lands, ice and waters. I would like to thank you, our people, for your endless and steadfast support. We have stood united and have remained hopeful and optimistic about a time when our rights would be respected and recognized.

We acknowledge the dedication, strength and resilience of all those who have worked so hard to get us to this stage. We now look to the future with renewed energy and a sense of hopefulness as we continue to implement the priorities that are important to our collective future.

NCC will continue to work hard so your voice is heard on matters that affect Southern Inuit health. We are key participants in many community-based initiatives targeted at specific health and social issues, including methylmercury mitigation around the Muskrat Falls project. We are optimistic that, through our talks with Canada on the RIRSD

process, we are a step closer to accessing Inuit healthcare programming and benefits, as well as supports for our members, especially our seniors.

In November 2017, we witnessed and participated in a historic apology by Prime Minister Trudeau to the former Residential School Students in Labrador and Newfoundland. It was a day of remembrance and renewal for many and a step forward in healing and reconciliation.

This year also marked the first year since the initial launch of our Investing in NunatuKavut Communities Infrastructure Program (INCIP). To date, nearly \$1 million has been approved for community infrastructure initiatives. It is wonderful to see NCC's own-source revenues being put back into our communities in such a tangible way.

This upcoming year will also mark the first anniversary of the NCC-Nalcor Community Development Agreement. Benefits from this agreement have already flowed into our communities and into many of NCC's programs, including INCIP, the George Roberts Community Grants Program and the Southern Inuit Education Program.

This annual report highlights these and many other files of importance. We are only as strong as our people and our people are now stronger and prouder than ever. I thank our Governing Council, who have made tough, honest decisions and guided NCC with sincerity and integrity. I also thank our staff, who work tirelessly on behalf of our people. The expertise and dedication of our staff is essential to building a strong and vibrant governing organization, and this report reflects that dedication. As well, it is important to raise up our partners and all those who support us in this journey.

We have persevered and pushed ahead despite enormous challenges. Over many generations, Southern Inuit have shown remarkable resolve and determination. It is building on these strengths that we look to the year ahead with hope and optimism of great things to come.

Nakummek.

A handwritten signature in black ink that reads "Todd Russell". The signature is fluid and cursive.

Todd Russell



## CEO's Message



Hello again friends,

It amazes me what a year can bring! We have had a year of significant milestones and the opportunities ahead are exciting and have the potential to be far reaching.

As we expand our human, capital and financial resources, our challenge will be to manage this

change and to not lose sight of our values and vision as an organization and as an Inuit collective. We want to be able to offer programs that support the health and well-being of our members, we want to be able to support infrastructure and economic development and we want to stimulate growth and sustainability in our communities. And we want to accomplish all this without losing sight of the importance of our culture, our land, our people and our home. This is a challenge, but I believe you are all up for that challenge.

Setting priorities for growth and managing it requires everyone's efforts. We will be asking for a little more of your time, as members, to attend meetings and focus groups, to complete surveys, and to lend your voice to ensure that the work we are doing reflects a wide range of needs, wants and concerns. Understanding these are important as we move forward on negotiations with industry and government. We will be asking our members to closely consider the jobs we will be posting, and, if required, to give consideration to moving your families home to take advantage of new opportunities. Our communities need you and your talent!

Most importantly, let's treat each other with love and respect. Let's not forget our values of helping our Elders and those less fortunate and caring for one another.

Thank you all for who you are and what you do!

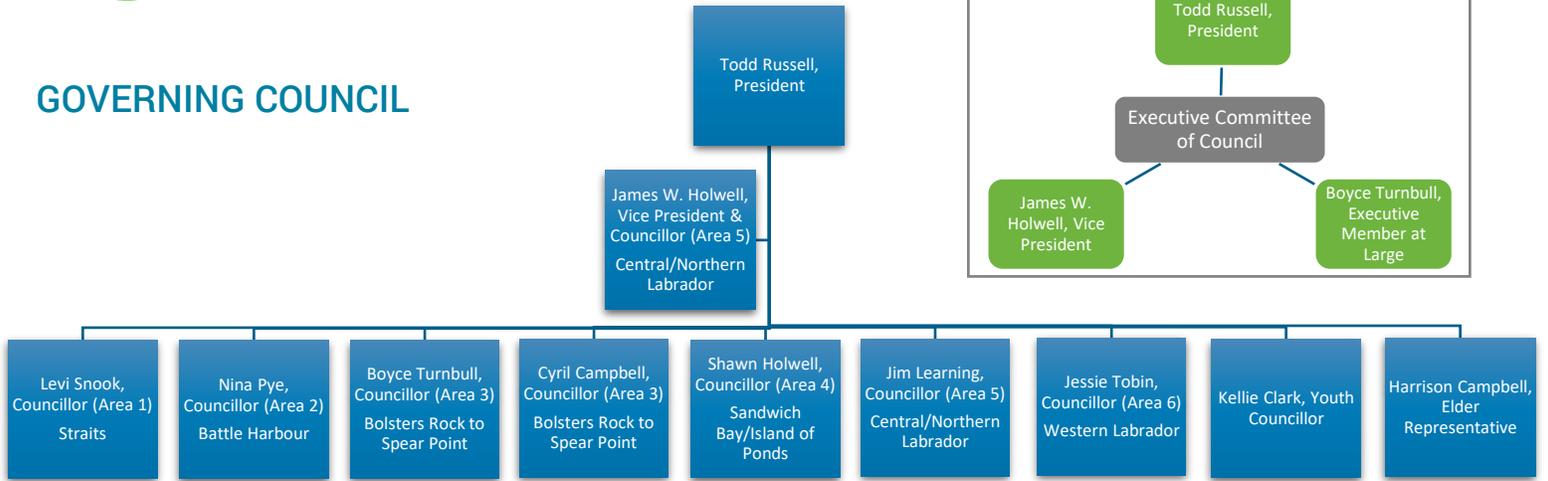
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Dorothy Earle

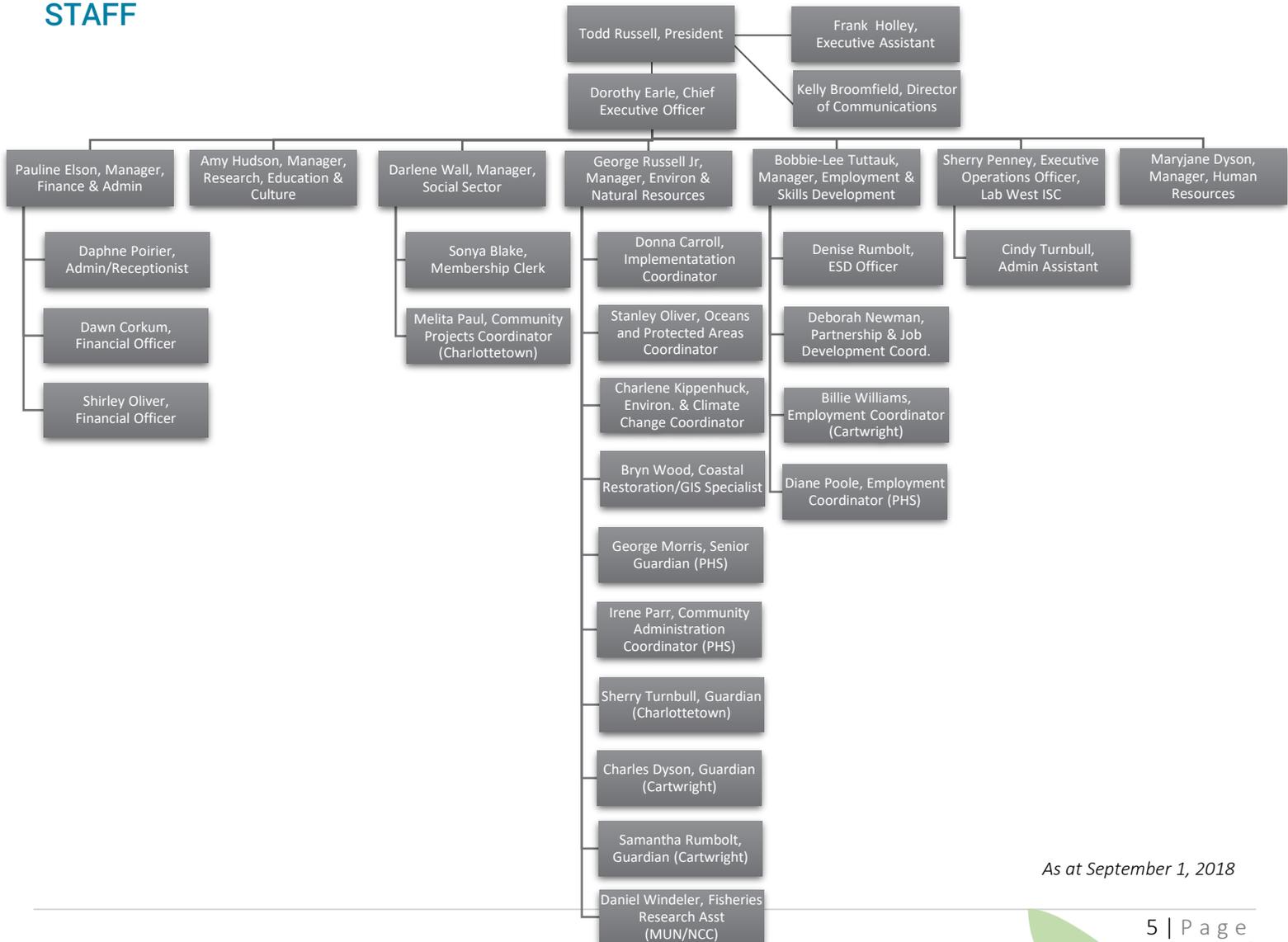


# Organizational Charts

## GOVERNING COUNCIL



## STAFF



As at September 1, 2018



## President's Office

The President and Governing Council are responsible for the overall governance of NCC. There are also a number of files and issues handled directly through the President's Office. In most cases, support is provided from various departments within NCC.

## RECOGNITION OF INDIGENOUS RIGHTS AND SELF DETERMINATION



*RIRSD celebration in Charlottetown*

On July 12, the NunatuKavut Governing Council and Staff, along with hundreds of NunatuKavut members and supporters, welcomed Crown-Indigenous Relations Minister Carolyn Bennett to Happy Valley-Goose Bay to announce the start of talks with Canada on the Recognition of Indigenous Rights and Self-Determination (RIRSD). Following the official announcement, NCC also held two incredible events in Cartwright and Charlottetown. It was

such an emotional and joyous time and there was a sense of excitement and anticipation among those present. This is a new and evolving process for the federal government, as it is for NCC, and it is important that the process and next steps are clear.



*RIRSD celebration in Cartwright*

Since this announcement, an interim negotiation team has been put together and much work has already been undertaken. There have been frequent meetings with the federal negotiators and the Canada team assigned to these talks. A Memorandum of Understanding is being finalized, as well as a workplan and budget. Internally, NCC is in the process of building a NunatuKavut Rights Secretariat and creating a new Director position responsible for the overall running of that Secretariat. Discussions have also commenced regarding specific interim or confidence-building measures, which include access to health programming and fisheries.

## NCC-NALCOR COMMUNITY DEVELOPMENT AGREEMENT

On December 4, NCC officially announced the signing of the NCC-Nalcor Community Development Agreement (CDA). It is a six-year agreement that contains provisions which foster respectful engagement on a number of issues. They include:

- Direct investment into community capacity and sustainability
- Environmental-related monitoring, reporting and mitigation with respect to the Muskrat Falls Project and the Labrador Transmission Project, as well as the inclusion of NCC Indigenous Traditional Knowledge
- Obligation to negotiate on Future Nalcor Projects in Labrador
- Initiatives for renewable energy generation (through Nunacor)
- Workplace environment and cultural accommodations
- Training, employment and business opportunities

Throughout the term of the CDA, Nalcor will contribute \$8 million to assist NCC in implementing the various initiatives under the agreement.

## MUSKRAT FALLS

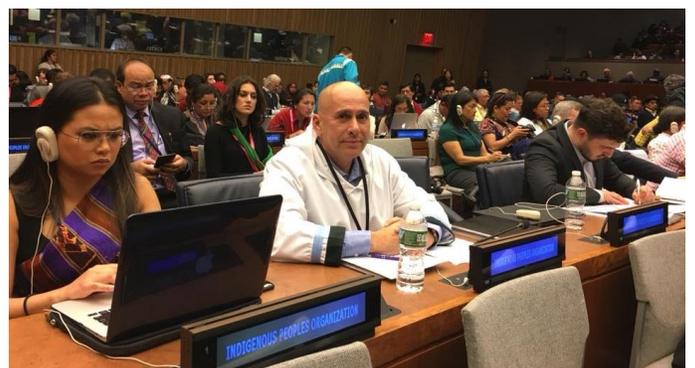
On September 22, 2017 NCC filed an application in the Supreme Court of Newfoundland and Labrador in Happy Valley-Goose Bay to vary a Muskrat Falls injunction order originally filed by Nalcor on October 16, 2016. In NCC's view, the original injunction overly restricted individuals in exercising their Charter rights. As a result, Judge Murphy signed an amended order on January 29, 2018 that allows for peaceful protests, such as information pickets, to occur near the Muskrat Falls site. Protesting will be subject to certain conditions, mainly related to safety.

The Commission of Inquiry Respecting the Muskrat Falls Project was established by the Government of Newfoundland and Labrador on November 20, 2017. It has been tasked with examining four issues, including how the hydroelectric project was approved and executed and why costs have escalated since its sanctioning. The Inquiry will also examine what occurred with respect to Indigenous consultation and accommodation. NCC has been granted

limited standing at the Inquiry. A round of Public Hearings, which will be held in various phases, took place in Happy Valley-Goose Bay from September 17-27, 2018. President Russell was called as a witness at these hearings, where he gave an overview of NCC and Southern Inuit's deep connection to the rivers and lands impacted by the Muskrat Falls development. He appeared again on October 4 in St. John's where the focus was on the consultations. This is a very legalistic process that is requiring extensive preparation by both NCC and its Burchells legal team. It is important that NCC go on record about the longstanding connection that Southern Inuit have to the lands and waters affected by this project and the treatment at the hands of the provincial/federal governments and Nalcor.

## UNITED NATIONS PERMANENT FORUM ON INDIGENOUS ISSUES

In April, President Russell attended the 17th Session of the United Nations Permanent Forum on Indigenous Issues as part of Canada's delegation. It was held at the United Nations Headquarters in New York City. This was a tremendous experience that provided new and fresh perspectives on what is happening to Indigenous peoples here in Canada and all over the world. While there, NCC issued a statement, entitled "NunatuKavut: A Test for Collective Rights to Lands, Territories and Resources." This provided an opportunity to further highlight the NunatuKavut Land Claim and the rights recognition journey.



*President Russell at the 17<sup>th</sup> Session of the United Nations Permanent Forum on Indigenous Issues*

## PARLIAMENTARY STANDING COMMITTEE ON BILL C-262

In May, President Russell was invited to address the House of Commons Standing Committee on Indigenous and Northern Affairs in Ottawa. The appearance was in relation to the Committee's study of Bill C-262, an Act to ensure that the Laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). While clearly supporting the Bill, NCC's participation provided another opportunity to talk about the NunatuKavut Land Claim and how its acceptance for negotiation would be a further demonstration of Canada's commitment to the principles in UNDRIP.

## INDIGENOUS LEADERS ROUNDTABLE



*Indigenous Leaders Roundtable*

Newfoundland and Labrador Premier Dwight Ball hosted a second annual Indigenous Leaders Roundtable in Corner Brook in June. There were discussions on the province's mental health initiatives, the repatriation of Beothuk remains and ways in which Indigenous groups can contribute towards the renewal of the Cultural Plan. This also provided an opportunity to raise some of the issues that are important and focussed on NunatuKavut communities, such as the transportation issues in Norman Bay and Black Tickle, infrastructure and the recommendations of the Independent Expert Advisory Committee relating to the Muskrat Falls project. The Province also announced a partnership to help Indigenous students access the University of Saskatchewan's law school program.

## NAKUMMESUAK AWARDS

Nakummesuak means "thank you very much" or "a big acknowledgement." The Nakummesuak Awards were created by the NCC and are given annually to individuals who have demonstrated outstanding support for NCC and NunatuKavut communities and have given unselfishly of their time and energy to make a difference.

Candidates must be nominated by an NCC member and would normally be an NCC member. On an exceptional basis, NCC recognizes that there are those outside its membership who have made significant contributions. Each year, the awards are presented during the Annual General Assembly (AGA). Last year, at the AGA in Happy Valley-Goose Bay, the following NunatuKavut members were presented with an award:

- Cheryl and Keith Rumbolt, Lodge Bay: for their knowledge of first aid and quick actions in saving the life of Cheryl's brother Scott when he suddenly collapsed; and
- Freeman Russell, William's Harbour: for his unwavering support and help of NCC and the people and communities over many years and his tremendous knowledge and skills.

## LABRADORIANS OF DISTINCTION

In November 2017, President Russell and Governing Council Elder Harrison Campbell were each presented with a Labradorian of Distinction Award by Labrador Member of Parliament Yvonne Jones in Port Hope Simpson. The awards were developed as part of Canada's 150 anniversary of Confederation. President Russell and Elder Campbell were among 150 Labradorians (past and present) honoured for their contributions to the cultural, economic, environmental and social betterment of Labrador and Canada.



*President Russell with his parents at the Labradorians of Distinction ceremony*



## Human Resources

In June 2018, NCC hired a Manager of Human Resources (HR). This new department has already undertaken a great deal of work, particularly as it relates to recruitment and strategic human resources planning and policy work.

HR is committed to providing expertise and advice on creating a positive environment where staff are safe, motivated, contributing and happy. HR plays a significant role in ensuring the development and engagement of all staff, as well as helping to establish an organizational culture where staff are competent and committed to fostering a working environment which incorporates NCC's Southern Inuit values of caring, fairness, respect, accountability and teamwork.

### RECRUITMENT

NCC is growing its team and has actively recruited for a number of positions over the past few months. This has included a Mental Health and Addictions worker, an Administrative Officer for Membership and a Partner Agreements Coordinator. NCC has also advertised for an Engineering Technician to assist with and provide para-professional technical support on capital construction /infrastructure projects.

Additionally, strategic planning and preparation has begun for positions that will support a new NunatuKavut Rights Secretariat to assist with the Recognition of Indigenous

Rights and Self Determination process announced in July 2018. This includes first filling the role of Director to run the secretariat.

### POLICY AND PLANNING

Oversight, advice, development and communication of HR policies rest with HR, in consultation with NCC's management team. An orientation and integration package is being developed to introduce new staff to NCC's workplace and provide helpful information on Southern Inuit and their culture.

An Occupational Health and Safety Policy is in the final stages and will be rolled out in early winter. A

Harassment-Free/Respectful Workplace Policy is also being drafted.

With the legalization of marijuana coming in October 2018, NCC must also consider how it will impact the organization. It is important that NCC develop a policy on how to treat the use of Marijuana in the workplace.





College of the North Atlantic photo

## Employment & Skills Development

NCC is party to various employment and skills development-related agreements that provide funding for unemployed and underemployed individuals (working less than 20 hours per week). Primary agreements include the Aboriginal Skills Employment and Training Strategy (ASETS), funded directly through Service Canada, and an ASETS sub-agreement, funded through the Congress of Aboriginal Peoples (CAP).

ASETS is NCC's longest and most well-funded program. It has offered training and employment assistance to thousands of members over the years. The Employment and Skills Development (ESD) department continues to work on building partnerships that help Southern Inuit gain employment.

### OUTLINE OF ASETS PROGRAMS

#### Self-Employed Benefit

Income support and funding for business planning services are available for members looking to start their own business.

#### Summer Career Placement

This program provides meaningful summer work experiences for students 15-29 years of age. The objective is to link students with work experience related to their

field of study or an area in which they have an interest in studying, wherever possible.

#### Skills Development – University

This program provides a bursary/grant payment to University students who are in their final two years of an undergraduate program. In the event that a client was funded for their undergraduate program, they will only be eligible in their final year of a graduate program. The amount is determined yearly based on approved budget.

#### Skills Development – Other

This program funds clients to complete certificate/diploma programs, short-term industry specific programs and health/safety training. It can provide funding for course cost, living allowance, travel allowance and childcare, if applicable.

#### Work Experience

This program can be exploratory in nature to assist clients in determining if a particular employment field is a fit for them. It can also be linked to skills where the clients gain direct work experience in a field for which they have studied or trained.

## Employment Transition Fund

This program is designed to move clients from minimum waged jobs into an intervention, or a combination of interventions, that allows them to pursue a career that meets their interest, salary expectations and labour market priorities. This program follows the *Skills Development–Other* funding amounts.

## APPLYING FOR PROGRAMS

### Eligibility

To be eligible to apply for the programs operated under the ESD department, clients must be:

- A current member of NCC, no matter where they reside in Canada
- Unemployed or underemployed (working less than 20 hours a week)
- Attending an accredited school full-time within Canada

### Selection Criteria

- Meet labour market demand
- Academic performance
- Training history
- Cost of training
- Budget considerations

### Approvals

Clients will be notified of a decision on their application a minimum of (20) working days from the time their application is received.

## ASETS AGREEMENT

The budget under the ASETS agreement was fully utilized during the 2017-2018 fiscal year. During that time, NCC proudly provided funding assistance to the following number of clients:

- Bursary Program (Degree/Master’s) – 45 Clients
- Skills Development (Diploma/Certificate) – 94 Clients
- Summer Career Placement – 3 Clients
- Work Experience – 3 Clients
- Self-Employment Benefit – 5 Clients

## Results: Overall Target vs Actuals\*

	Target	Actual
<i>Clients served</i>	145	241
<i>Clients employed</i>	61	116
<i>Return to school</i>	9	12

\*as of June 30, 2018

## CAP-ASETS AGREEMENT

The CAP-ASETS agreement, which supports diploma/certificate programs, was also fully utilized in 2017-2018. Assistance was provided to approximately 50 clients in various programs.

	Target	Actual
<i>Clients served</i>	18	34
<i>Clients employed/ returned to school</i>	14	14

\*as of June 30, 2018

## COMMUNITY EMPLOYMENT COORDINATOR OFFICES

NCC’s community employment coordinator offices in Cartwright and Port Hope Simpson continue to offer vital outreach services within their area, assisting members with completion of applications for training or employment, as well as connecting them with employment opportunities available on major projects in Labrador. They also support other departments within NCC.

## BURSARIES

NCC administers two annual bursaries for university or college students who are members.

The Bernie Heard Memorial bursary, valued at \$1000, was named in honour of Bernie Heard, who passed away in January 2008. Bernie was a great musician and especially loved to perform music from his culture. He was also very active in historical and genealogy research and his work contributed greatly to the foundation of NCC’s membership systems. Preference for this bursary may be given to a student studying in the areas of Music and History. Other areas of priority consideration may include visual and performing arts, anthropology and archaeology.

The Raymond Turnbull Memorial Bursary, valued at \$2000, was named in honour of Raymond Turnbull, who grew up in Charlottetown, Labrador. He went on to pursue a degree in education and later taught at the school in Charlottetown. Raymond came to NCC as an Education Officer where he dedicated his life to helping youth. Sadly, Raymond passed away in 2004 leaving a void in the hearts of his family, friends and colleagues. The bursary is awarded annually to a NunatuKavut member who is graduating from Level III and who has demonstrated admirable community and school involvement as well as academic achievement.

## MERIT AWARD



*ESD Manager Bobbie-Lee Tuttauk presents Brent Brake with a Merit Award*

NCC provides an annual Merit Award, valued at \$500, to a member attending the Happy Valley-Goose Bay campus of the College of the North Atlantic (CNA). Nominations are put forward by CNA and the winner is chosen by NCC. This award is presented at the awards ceremony and is in recognition of the student's commitment to academic achievement. The 2018 recipient was Brent Brake from the Practical Nursing Program.



It has been another busy but exciting year for the Finance and Administration department. In addition to regular duties throughout the year, spring brings with it an influx of members applying for new membership and renewals to access the salmon and cod fishery. The department's administrative assistant assists those members with their applications in preparation for issuing salmon and cod designations. Once the fishing season is completed, she also provides assistance with catch logs that are returned and processed.

NCC continues to see an improvement in its overall financial position. To this end, the Finance and Administration department had a successful year in meeting its financial reporting requirements. The Audited Statements, including the Auditor's Report, for the fiscal year ending March 31, 2018 can be found on NCC's website at [www.nunatukavut.ca](http://www.nunatukavut.ca).

In addition to recording and reporting on NCC's financial operations to various funding agencies, management participated in a strategic planning session that will help align its activities with NCC's strategic goals.



*NCC's finance team*





## Labrador West Indigenous Service Centre

The Aboriginal Service Centre in Labrador West opened its doors in 2015 but was closed temporarily in March 2017 because the five-year federal program that funded the service centre ended. In December 2017, the Aboriginal Service Centre received notification of funding for five consecutive years under a new federal program called Urban Programming for Indigenous Peoples. In January 2018, it re-opened its doors to the public under the new name Labrador West Indigenous Service Centre (ISC).

The ISC operates similar to a friendship centre and assists all Indigenous peoples living in or transitioning to Labrador West. This includes career guidance and cultural connection activities. An advisory committee, comprised of community and Indigenous partners, offers ideas and provides advice and feedback on the development and implementation of various programs and initiatives.

### GRAND RE-OPENING EVENT

A grand re-opening event took place on March 12, 2018. Approximately 120 people were in attendance and many expressed their excitement about seeing the ISC opening its doors to again provide services to all Indigenous peoples in Labrador West. It is currently the only Indigenous-specific organization in the area.

### MENTAL HEALTH OUTREACH

#### Women's Circle Drop-in

Open to the community, the ISC offers a drop-in time for ladies on Monday afternoons to learn new crafting skills. It is an opportunity for storytelling as well as the sharing of crafting patterns that were traditionally used to create clothing and other items for an Indigenous household. There are special treats and always a cup of tea or coffee. The sessions often include discussions on the importance and benefits of self-care.

#### Women's Empowerment Workshop

ISC staff partnered with Gateway Labrador to offer a Women's Empowerment Workshop, an eight-week program that aimed to empower women for community wellness and to do take charge of their own life confidently. A variety of special speakers and individuals presented on physical and mental health at the weekly sessions.

#### Kindness Kits

The ISC took the lead on putting together kindness kits that are made available for men who are in need. They contain items for everyday living, including a backpack, as well as contact information for organizations that offer community support services. It was done in partnership with the

Salvation Army, Labrador Grenfell Health and the Labrador West Housing and Homelessness Coalition.

## Suicide Awareness Day

The ISC worked with the Labrador West Mental Health Coalition and other partners to create awareness around suicide as an illness and that there are people who care.

## CULTURAL PROGRAMS/EVENTS

Programs and crafting sessions are ongoing at the ISC throughout the year. Since re-opening, the following sessions have been offered:

- Cossack-Making
- Rug Hooking
- Men Making Mitts Workshop
- Seal Skin Slipper Making
- Seal Skin Bracelet Making
- National Indigenous Day Celebration 2018
- Seal Awareness Day
- Inuit Drumming
- It's About Me Foster Parents/Kids Program



*Men Making Mitts Workshop*

## MARKETPLACE PILOT PROJECT

The Marketplace Pilot Project was a seven-month project that taught Indigenous women how to make traditional crafts and assisted them with creating an inventory so that their crafts could be sold in a marketplace. In doing so, Indigenous women were able to reconnect with their culture and learn some valuable skills while increasing confidence in themselves and enhancing mental health, thus removing barriers to the workforce. It was led by a Marketplace Coordinator hired by the ISC.

A series of crafting and skills development training and workshops were offered. It included sessions on painting, beaded earrings, caribou tufting, traditional preserves, komatik making, dreamcatcher making, fly making and seal skin slippers and hats.

The project also included sessions on business start-up and marketing, as well as cost analysis, quality control and other marketing essentials. This project was very successful and the ISC hopes to continue working with clients on this project to help Indigenous women continue to promote their crafts.

## COMMUNITY OUTREACH



*Seal Skin Hat Making Session*

## Improving Health My Way

Improving Health My Way is a chronic disease self-management program designed by Stanford University. The ISC worked with Labrador Grenfell Health to deliver six sessions of hands-on learning in coping with on-going health issues.

## Community Luncheon

The ISC provided char for the local Salvation Army's bi-weekly community luncheon and assisted in cooking and serving lunch. This was an opportunity to promote the ISC and showcase its array of programs and services.

## Seal Skin Bracelets

ISC staff led four seal skin bracelet-making sessions with Grade 12 students at Menihek High School to increase awareness about Indigenous peoples.



## Environment and Natural Resources

The Environment and Natural Resources (ENR) department, along with the support of NCC's Governing Council, continues to protect, promote and enhance the sustainable use of the environment and natural and cultural resources. They strive to maintain healthy ecosystems, viable animal populations and a clean environment, while educating members and creating healthy and prosperous communities. Hunting, fishing, gathering and trapping have enormous cultural, social and economic significance to Southern Inuit. NCC is committed to protecting the Indigenous harvesting rights of its people and working cooperatively with Government and other Indigenous groups on wildlife management issues.

### INDEPENDENT EXPERT ADVISORY COMMITTEE

The ENR department has continued to be engaged in the work of the Independent Expert advisory Committee (IEAC), which was established to make recommendations on mitigating potential impacts of methylmercury from the Lower Churchill Project at Muskrat Falls. This has included the development of a terms of reference.

The work of the IEAC ended in April and a final and second set of recommendations were provided to the provincial Minister of Municipal Affairs and Environment. The most contentious of the recommendations was around mitigation, which involves the targeted removal of soil and

capping of wetlands in the future reservoir area before impoundment. While NCC voted in favour of this recommendation, along with Nunatsiavut and the affected municipalities, the Innu Nation supported only covering the wetlands. Up to the end of September 2018, there has been no response from the Province on this latest set of recommendations

### FOXTROT/ST. LEWIS MINE

ENR staff have been involved with the review of the Environmental Assessment of the proposed Foxtrot mine near St. Lewis, being led by the Canadian Environmental Assessment Agency (CEAA) and the Province of Newfoundland and Labrador. Search Minerals is proposing the construction, operation, decommissioning and abandonment of a new rare earth element mine that is set to last for 14 years. It is located 36 kilometers southeast of Port Hope Simpson and 10 kilometers west of St. Lewis, in the heart of NunatuKavut. There are various phases of the project, including open pit mining for the first eight years of the Project, which will run from May to October each of these years, and underground mining for the remaining six years, which will run year-round.

ENR is committed to minimizing the environmental impacts of these potential developments while demonstrating leadership in key areas of environmental stewardship with respect to any and all developments in NunatuKavut. They

will continue to engage with all stakeholders in this process to ensure an open and informed process.

## CARIBOU MANAGEMENT



*George River Caribou*

Caribou is of great importance to the Southern Inuit of Labrador and concern for its conservation continues. The Ungava Peninsula Caribou Aboriginal Round Table (UPCART) has been a major priority for ENR. An UPCART management strategy, called “A Long Time Ago in the Future: Caribou and the People of Ungava,” was announced in Montreal in October 2017. NCC Elders, Governing Council members and staff participated in the event. In January, NCC reaffirmed its commitment to UPCART and the protection of caribou and subsequently took on the position of co-chair following the departure of the Innu Nation from the UPCART table.



*UPCART Management Strategy Announcement*

Biologists with the Provinces of Newfoundland and Labrador and Quebec conducted an aerial census in July 2018 on the George River Caribou Herd. Preliminary numbers indicate that there are less than 8,000 caribou left

in the herd. Environment and Climate Change Canada is proposing to list the Eastern Migratory Caribou, which includes the George River Caribou, as an endangered species under the Species at Risk Act (SARA). Consultation workshops with NCC members were held in Happy Valley-Goose Bay and Labrador West the end of September 2018.

Environment and Climate Change Canada are also taking steps to put critical habitat protection in place, through an order under SARA, to protect the critical habitat of the Boreal Caribou (Red Wine Herd, Mealy Mountain Herd, and Lac Joseph Herd) on federally-administered lands.

## TRADITIONAL KNOWLEDGE

ENR continues to demonstrate the important role that Indigenous knowledge and experience plays in the conservation and sustainable use of natural resources. NCC understands the importance of traditional knowledge and the role it can play in project planning, resource management, policy development and effective decision-making processes.



*Public meeting in Port Hope Simpson to gather local traditional information on ocean, rivers and ice habits/practices*

This year, through the implementation of various partnerships, NCC collected critical data/evidence as it relates to marine protected areas, small mammals, aquatic invasive species (such as striped bass), navigational aid requirements and river ecosystems. NCC has also made investments in equipment and software to aid in the collection of traditional knowledge. The development of NCC’s geographic information system is ongoing and is

being developed with the aim of making traditional knowledge readily available for future NCC projects.

Staff held a public meeting in Port Hope Simpson in August 2018 to gather local traditional information on ocean, rivers and ice habits/practices.

## OCEAN PROTECTION

NCC continues to be engaged with the Government of Canada in the execution of Canada’s Ocean Protection Plan (OPP). It has four main priorities and is being driven by several federal line departments, namely Transport Canada and Department of Fisheries and Oceans and the Canadian Coast Guard. The core pillars consist of:

- increasing capacity to respond to marine incidents;
- preserving and restoring marine ecosystems and habitats;
- strengthening partnerships with Indigenous groups/coastal communities; and
- ensuring marine safety is supported by evidence-based science along with traditional Inuit/local knowledge.

Under the OPP agreement and through a relationship with the Federal Government, ENR has been engaged on many levels in developing specific projects that will provide economic opportunities while protecting coast lines and oceans for future generations.

## COASTAL RESTORATION FUND

The Coastal Restoration Fund (CRF) is part of the national Oceans Protection Plan. A number of projects have been



*Coastal Survey Work for Coastal Restoration Fund*

funded under the plan. NCC has partnered with the World Wildlife Fund, among others, to participate in a province-wide project called “Stewarding Coastal Habitats Monitoring and Restoration for Priority Species.” Its goal is to identify data gaps on coastal habitats for priority species, particularly capelin, but including salmon, trout and char.

The 2018 fieldwork season for the CRF started in July and finished in September. Coastal and river surveys helped to identify areas of concern for further monitoring or potential restoration. Staff have collected and georeferenced photographs, along with fieldnotes, to serve as the basis for a public consultation process in the fall and winter months.



*Electrofishing Survey Work*

Under this program, there has been investments in useful tools, including a new plotter for recording and sharing traditional knowledge and an unmanned aerial vehicle (UAV) to help assess and monitor coastal erosion. With the assistance of Birdseye Incorporated to start, the data collected by the UAV will be analysed by the Newfoundland and Labrador Geological Survey and the final product will be added to NCC’s own geographic information system. This monitoring program is important to gain an understanding of coastal erosion on nearshore habitats.

In September 2018, staff members worked with Willowbrook Watershed Services on electrofishing, a common scientific survey method used to sample fish populations to determine abundance, density, and species composition. The data collected will help to generate baseline data on fish species in NunatuKavut waters and to

make recommendations on locations where habitat enhancement measures might be useful. This will help set priorities for further research and help NCC estimate growth rates of Atlantic salmon in relation to water temperature for future planning.

## CLIMATE CHANGE

Southern Inuit communities are experiencing the impacts of climate change firsthand. Local conditions and ecosystems are changing, which affect community health, safety and culture. Understanding the climate is important to the management of natural resources and the future of coastal communities. NCC will continue to play a more meaningful role in monitoring, research and action on climate change now and into the future.



*Youth training workshop on climate change monitoring in Happy Valley-Goose Bay*

NCC will lead discussions within communities to gather and share Indigenous knowledge and identify priorities for the territory. This is necessary to support immediate and short-term needs, such as changes in weather and ice conditions, as well as longer-term monitoring and research needs that focus on changes in the climate and ecosystems over time.

NCC has just started a three-year Community-Based Climate Monitoring Project that engages community youth, elders, and adults who currently spend time out on the land hunting, fishing, or harvesting berries and plants. It will involve the communities of Happy Valley-Goose Bay, Cartwright, Black Tickle, Port Hope Simpson and St. Lewis.

The project will focus on seven climate indicators from sea ice to invasive species (primarily aquatic) to health and seasonal timing of plants. Knowledge and data will be collected in three ways:

- Youth Direct Ice and Water Monitoring
- Elder Climate Knowledge
- “Out on the Land” for collecting observations from active adults.

While the first is specifically designed to provide youth with skills and climate knowledge, youth will also be involved in the others as observers and assistants to NCC staff. This will increase opportunities for intergenerational transfer of knowledge as well as to build skills in this area. A youth training workshop was held in Happy Valley-Goose Bay on September 22-23, 2018 with direct sampling and observation following the workshop.

## STRIPED BASS

The first striped bass was reported in southern NunatuKavut waters early in August 2017. The DNA analysis of eight striped bass samples taken from the Forteau River last year determined they were part of the Miramichi River population in New Brunswick. They were reported to have continued moving north up the coast as far as Muddy Bay Brook (Sandwich Bay) as late as November 2017. Some of the striped bass population survived in NunatuKavut waters over the winter and there have been reports of sightings in the summer of 2018 as well.



*ENR staff learning about striped bass at Acadia University*

ENR is currently working with Acadia University's Striped Bass Research Team, the Marine Institute/Labrador Institute and the Department of Fisheries and Oceans to collect information on this species to determine their impact on streams and coastal waters in NunatuKavut. As this fish is new to Southern Inuit, the engagement of members to gather local, traditional Indigenous knowledge is critical in research. The most northern known location of striped bass in NunatuKavut was in the Paradise River area. NCC would like to recognize all members who provided valuable information on striped bass movements.

## RESOURCE STEWARDSHIP WORKSHOP



*Resource Stewardship Workshop in Port Hope Simpson*

In February 2018, NCC held its first ever Resource Stewardship Workshop in Port Hope Simpson entitled "The Responsible Planning and Management of Resources in NunatuKavut." The participants, who were from a number of NunatuKavut communities, had an opportunity to interact with ENR staff and representatives from various outside agencies/ partners on current operations, projects, research and programs.

There were some great discussions and the workshop resulted in a wide range of important recommendations that will guide ENR around the management and planning of resources in NunatuKavut. It is anticipated that this workshop will be an annual event.

## FORESTRY

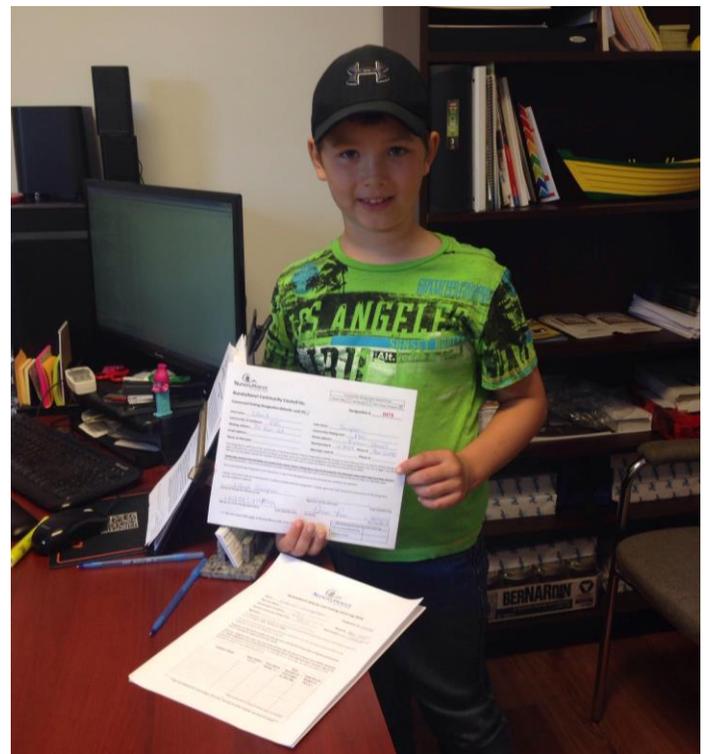
The Government of Newfoundland and Labrador and its Department of Fisheries and Land Resources (DFR) continues to engage NCC in the development of district

forestry plans. DFR is required to consult with NCC on the forest operations and development in Labrador districts 19, (Upper Lake Melville), 20 (Sandwich Bay) and 21 (South Coast). This provides NCC with some limited capacity to work along with DFR in forestry planning, in the review of all permitting processes and involvement in other management aspects as they relate to forestry activities in these three districts.

The five-year forest management plan for district 19 has been renewed from 2018-2022. The next renewal will be for district 20, which expires in 2019. NCC will be working with DFR to move this file forward in the coming year.

## FISHERY

NunatuKavut's 2018 communal fishing season had excellent participation. There were over 1,400 designations for salmon, trout and char issued, marking the highest number distributed since 2012. As well, the number of tags available in the Upper Lake Melville increased by 100. This was also the second year for the communal cod fishery of 60 fish per household which required reporting but no tagging.



*Seven-year-old Leland Sampson picking up his cod designation at the Port Hope Simpson office*

Members are strongly encouraged to return catch logs, which provides crucial information for the monitoring and analysis of designations as well as fish stock variations. Those who submitted their logs by a specified deadline in September had a chance to win a boating safety kit, valued at \$1,000. The winner will be announced at the upcoming AGA on October 26th and 27th in Port Hope Simpson and Mary's Harbour.

ENR currently has two full-time guardians in Port Hope Simpson, supplemented by two seasonal guardians in Cartwright, to assist with the communal food fishery. Three Aquatic Samplers were also hired seasonally in Port Hope Simpson, Cartwright and St. Lewis.

Aquatic Invasive Species (AIS) is a relatively new concept for NCC. It is the term for a species that is not native to a specific location (an introduced species), and one that has a tendency to spread to a degree believed to cause damage to the environment, human economy or human health. Learning more about AIS is important in the management of NunatuKavut water, rivers and oceans research/management. NCC staff, along with Department of Fisheries and Oceans representatives, participated in an AIS Field Survey where eight communities were measured.

In June 2018, President Russell participated in the annual meeting of the North Atlantic Salmon Conversation Organization (NASCO) in Portland, Maine. NASCO is an intergovernmental organization whose objectives are the conservation, restoration and rational management of wild Atlantic salmon stocks, which do not recognise national boundaries.



NASCO meeting

Staff also participated in a collaborative project with the Marine Institute (Memorial University) and the University of Manitoba to research the long-term sustainability and understanding of capelin along the south east coast. Through this project, two samplers in the communities of Black Tickle and St. Lewis provided assistance.

## COMMUNITY FREEZER PROGRAM



Senior Guardian George Morris getting fish ready for the community freezer

NCC's Community Freezer Program has steadily grown over the last few years. It is open to members aged 60+ who did not have a salmon or cod designation, as well as to those with disabilities. Freezers are now located in Labrador City, Happy Valley-Goose Bay, Cartwright, Black Tickle, Charlottetown, Port Hope Simpson and St. Lewis. At various times throughout the year, the freezers have a supply of bakeapples, redberrries, char, cod, salmon, moose and in the past year a limited amount of polar bear. These foods are provided until the community freezer runs out.

Between September 2017 and August 2018, the program served hundreds of individuals and freezer items were also used for social and ceremonial purposes. A community freezer program committee was established in 2017. They are discussing new traditional foods to add to the freezers and will be reaching out to members for suggestions. They will also be looking for innovative name suggestions for the program.



## Social Sector

### NL RESIDENTIAL SCHOOLS

On November 24, Prime Minister Trudeau delivered an apology on behalf of the Government of Canada to former Residential School students in Labrador and in Newfoundland. Many former students and survivors were present for the apology, including those from NunatuKavut, and many have stated that it was an important step in their healing and reconciliation journey.



*Prime Minister Trudeau delivers heartfelt apology to former Residential School students in Happy Valley-Goose Bay*

Implementation of the remaining elements of the Residential Schools settlement agreement has continued over the past year. There was a ministerial special representative appointed and an historian contracted. Community healing and commemoration sessions have taken place in several communities.

There will be six commemorative plaques installed in Happy Valley-Goose Bay, North West River, Cartwright,

Makkovik, Nain and St. Anthony. There will also be an educational traveling exhibition developed and preservation of a documentary record related to the schools.

### VIOLENCE PREVENTION

Throughout the year, NCC partnered with community groups and organizations in different regions of Labrador to participate in several violence prevention awareness activities such as Take Back the Night, Pink Shirt – Anti-Bullying Day, Elder Abuse Awareness Day, Red Dress Campaign and others.

NCC is also a member of the Violence Prevention Labrador Coalition and is represented on a Provincial Minister's Committee on Violence against Women & Girls that shares information, exchanges ideas, and is tasked with developing an action plan to end gender-based violence in the province.

Over the past year, funding was secured from the Government of NL's Women's Policy Office's Violence Prevention Initiative to carry out two violence prevention projects: a women & girls' empowerment workshop and a youth engagement violence prevention project.

From January to March 2018, there were several opportunities for youth engagement in violence prevention

discussions and activities. During Violence Prevention Awareness Month in February, NCC partnered with the Community Youth Network (CYN) to present on violence prevention and anti-bullying at seven schools in Southern Labrador.

Staff also partnered with the Southern Labrador Family Centres and the Labrador West Indigenous Service Centre to have youth create artwork around bullying and how they see bullying through their creative eyes. The art posters have been developed into placemats. Other youth were engaged to help develop a fact sheet of information to be used on one side of the placemats, which have been produced and distributed throughout NunatuKavut communities in hotel/restaurants, etc.



*Women practicing Wenlido at the NunatuKavut Women's Empowerment Workshop at Birch Brook Chalet*

The Social Sector also partnered with Violence Prevention Labrador to organize a three-day NunatuKavut Women's Empowerment Workshop at Birch Brook Chalet outside of Happy Valley-Goose Bay in March. Women from all over NunatuKavut participated in cultural activities, learned self-defence for women & girls (Wenlido) and discussed the importance of self-care. Throughout the course of the

workshop, there was important discussions about violence prevention, with some women sharing their own personal journey related to violence.

## NL INDIGENOUS CULTURAL HERITAGE PROJECT



*Husky dog team near Charlottetown*

NCC has been approved for a grant from the Government of Newfoundland and Labrador to host a project called "Southern Inuit & The Dog Team – A Long & Ongoing Tradition." Designed to be a full-day gathering to celebrate and honour the husky dog,<sup>3</sup> the gathering will take place in the winter of 2019. Discussions will include the role of husky dogs and their importance to the life and culture of Southern Inuit, and the role of men, women and children throughout history and into the present.

## MENTAL HEALTH & ADDICTIONS

Over the past few years, NCC was involved in discussions with an All-Party Committee that was established to review the mental health and addictions system in Newfoundland and Labrador. In March 2018, the committee completed its mandate and released a report and recommendations to the Government of Newfoundland and Labrador. In June 2018, the Provincial Government released "Towards Recovery: The Mental Health and Addictions Action Plan for Newfoundland and Labrador," a multi-year action plan to implement all 54 of the Committee's recommendations. NCC staff continues to meet regularly with other Indigenous groups in Labrador and representatives from

the province as a part of the Towards Recovery Indigenous Health Team.

NCC is leading a mental health research team, which includes Memorial University and Labrador Grenfell Health representatives and an Indigenous research methods specialist from the Centre of Addictions and Mental Health, as well as several others from academia and grassroots community members/mental health consumers from across NunatuKavut. A proposal to Canadian Institute for Health Research (CIHR) for a \$100,000 bridge grant has been approved to fund the team’s work. The main objective of this project is to seek input on the development of a multi-year funding proposal to design and implement an NCC-specific community mental health program.

## EMPOWERING INDIGENOUS WOMEN FOR STRONGER COMMUNITIES PROJECT

NCC is on the steering committee for a multi-year provincial Indigenous women project called “Empowering Indigenous Women for Stronger Communities.” It involves partners from all Indigenous groups in the province, as well as the Women’s Policy Office and other Indigenous community-based organizations. The project encompasses two focus areas: mental health and violence against women.

In the fall of 2017, the steering committee organized a provincial Indigenous Women’s Conference in St. John’s. The theme was “Empowering Indigenous Women for Stronger Communities.”



Provincial Indigenous Women’s Conference

Two project co-ordinators, including one located in

Labrador, have been hired to implement this project. They are currently working on community engagement and planning peer facilitation workshop sessions.

## CANCER

Staff continue to sit on the provincial Cancer Services Quality Committee, as well as be involved in national discussions on cancer with the Canadian Partnership Against Cancer (CPAC) organization.

NCC has partnered with Nunatsiavut Government’s Department of Health & Social Development and Memorial University to develop a multi-year proposal for funding to the CPAC to do work in Labrador communities. It will build upon the previous *Journey in the Big Land Cancer project*, which worked to improve services for Labrador patients



Cancer Care Journey poster

receiving cancer treatments. An initial stakeholder meeting was held in January 2018, which brought many partners and stakeholders to the table. During the meeting, two main themes were discussed: challenges during the pre-diagnosis cancer journey and challenges during transitions in care. Innovative and culturally-appropriate methods will be used to collect data on the experiences of patients and family members from all Indigenous groups.

Eastern Health has also submitted a proposal to CPAC for their work with Indigenous groups. As part of this proposed project, they will complete a provincial cancer Indigenous framework, which will include NCC.

## DIABETES PREVENTION & AWARENESS

NCC continues to partner with the Canadian Diabetes Association to help sponsor, promote and participate in the annual Liz’s Walk. It is a cause started by Guy Poole over 13 years ago in memory of his wife, Elizabeth (Liz) Poole, who

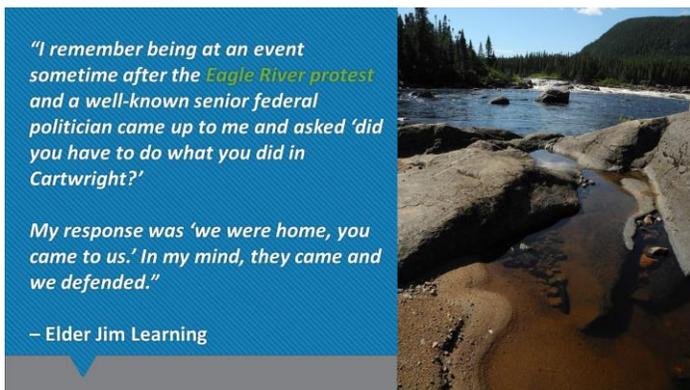
lost her life to complications from diabetes. Each year, he walks in different parts of Labrador and on the island of Newfoundland to raise awareness and money for diabetes research and to help find a cure.

Social Sector staff are members of the National Aboriginal Diabetes Association and represents Eastern Canada on the board of directors. At the last national conference organized by the Association, staff presented on NCC's Community Freezer Program, highlighting the partnership with the Nunatsiavut Government and the health benefits of the program to those who are unable to access country foods on their own. NCC staff also partnered with the Nunatsiavut Government's Department of Health & Social Development to provide Cultural Sensitivity Training to the conference participants.

## RESEARCH

Social sector staff chairs a NCC Research Advisory Committee, which reviews proposed research project proposals in NunatuKavut. For a list of the submitted and approved applications over the past year, please contact Darlene Wall at [dwall@nunatukavut.ca](mailto:dwall@nunatukavut.ca).

Work continued on documenting the impact of the 1996 Eagle River Protest on NCC, Southern Inuit and all those who stood in protest so that its significance is never forgotten. John Graham was contracted to undertake research and document the stories and experiences of the people involved in the lead-up to and 10-day protest on the Eagle River.



*"I remember being at an event sometime after the Eagle River protest and a well-known senior federal politician came up to me and asked 'did you have to do what you did in Cartwright?'"*

*My response was 'we were home, you came to us.' In my mind, they came and we defended."*

— Elder Jim Learning

*Quote from Elder Jim Learning on the Eagle River Protest*

Staff helped organize and attend the Northern Rural and Remote Health Conference held in Happy Valley-Goose Bay

in October 2017. This international conference provided a venue for care providers, researchers, policy makers and decision-makers to share knowledge and collaborate in research and innovation. NCC was well represented throughout this conference, including presentations, workshops and plenary sessions.

Staff attended Memorial University's Faculty of Medicine Aboriginal Health Symposium in June 2018. This symposium showcased Aboriginal education and research taking place at the university.

## NATIONAL INQUIRY INTO MISSING AND MURDERED INDIGENOUS WOMEN & GIRLS

NCC has received official legal standing and funding to participate in the institutional, knowledge-keeper and expert hearings around the National Inquiry into Missing & Murdered Indigenous Women & Girls (MMIWG). A family hearing took place in Happy Valley-Goose Bay in March 2018. There were approximately two dozen people who shared their truths during the two-day session. NCC's Chief Executive Officer was in attendance to deliver welcoming remarks.



*NCC Councillor Nina Pye at the Colonial Violence Hearing, Iqaluit, NU*

In May and June, NCC participated in several hearings on Human Rights, Government Services, Racism and Policing Practices were held in different parts of the country. The Manager of Research, Education and Culture presented as an expert at the racism-themed hearing in Toronto in June



2018. She spoke about the impact of institutional racism upon NunatuKavut Inuit women and families.

The MMIWG Inquiry has been granted an extension and four new Hearings on Colonial Violence, Criminal Justice System, Family & Child Welfare and Sexual Exploitation were added. NCC will be represented at these as well. To date, according to the MMIWG website, 1,273 testimonies have been provided to the Commission by family members and survivors who shared their truths. There have been 340 artistic expressions submitted and 1,859 families and survivors registered.

Tina Purcell is the Provincial Coordinator of MMIWG. Please contact Tina at tinapurcell@gov.nl.ca or 709-256-1051 with any questions or concerns. All collect calls are accepted.

## EMPOWERING SOUTHERN INUIT WOMEN AND GIRLS THROUGH CULTURAL CONNECTEDNESS PROJECT



*Family Culture Camp in St. Lewis*

NCC hosted several Family Culture Camps in communities with funding from the Government of Canada’s Family Violence Initiative. It brought families together for a day of activities and fun to share knowledge and culture. These gatherings offer a safe and designated space for Southern Inuit women and girls, with their families, to spend time learning from each other through storytelling and the transmission of culture through various activities such as

traditional cooking, harvesting and gathering (i.e. berry picking, fishing, etc.), crafting, story telling and Inuit drumming and throat singing.

## OTHER COMMUNITY INVOLVEMENT

Staff attended a Nutrition North meeting in Mary’s Harbour regarding the set-up of this program in Black Tickle. The objective of the program is to increase knowledge of healthy eating and develop skills for the selection and preparation of healthy store bought and traditional/country foods.

NCC’s Social Sector and Research, Education and Culture staff partnered with the Labrador Institute of Memorial University on the development of a children’s book called “Celebrating the Children of NunatuKavut.” This book was created as a part of NCC’s efforts to ensure that children and youth see themselves in the classroom and in the material used to teach students. Following the book launch, NCC Social Sector staff traveled with university staff to schools from Cartwright to Mary’s Harbour for a book reading.



*Reading “Celebrating the Children of NunatuKavut” with children at the Family Ties Resource Centre in Charlottetown*

Staff partnered with the board of directors of Harbourview Manor in Mary’s Harbour to host a self-care event, “Care for the Caregivers.” It was an evening of relaxation and special treatments provided to those who care for the seniors on a daily basis. This project was funded by NCC’s George Roberts Community Grant Program (GRCGP).

NCC partners with the Public Legal Information Association of NL (PLIAN), an independent non-profit organization aiming to increase access to justice by providing free legal education. Staff assisted PLIAN to offer free information sessions on the province's child protection system. The goal was to deliver plain language legal information on the child protection system in Indigenous communities, parents' rights, as well as on the court process.

Staff partnered with the Community Youth Network (CYN) on their GRCGP project to bring Terry Kelly into the schools in Southern Labrador. Terry is a blind singer/songwriter who does inspirational and motivational talks, along with playing music, to youth and adults.



*St. Lewis Academy students welcoming Terry Kelly*

The Social Sector continues to be involved with helping to co-ordinate the Southern Inuit Traditional Education Program that is administered by the Research, Education and Culture department, including helping to recruit cultural knowledge-holders to teach traditional skills in schools.

## ALLIANCE FOR THE CONTROL OF TOBACCO (ACT) AND THE SMOKER'S HELPLINE

NCC continues to be involved with the Alliance for the Control of Tobacco and the Smoker's Helpline where the opportunity arises, including attending teleconferences and webinars. They both provide information resources and promotional items for community activities.

## SEXUAL HEALTH INFORMATION EXCHANGE LABRADOR DISTRICT

Social Sector staff are part of an advisory committee for Sexual Health Information Exchange Labrador District (SHIELD) and are engaged in discussions of the strategic direction of this project. SHIELD is a youth-led and adult-supported initiative encouraging positive sexual health, personal wellness and healthy relationships through Art, Culture, and Technology (ACT) empowerment opportunities and life experiences. It is geared for youth aged 14-18.

## NL SENIORS ADVOCATE

In the Fall of 2017, Suzanne Brake was appointed as the first Seniors' Advocate for the province of Newfoundland Labrador. The Seniors' Advocate is tasked with seeking input from seniors throughout this province and to determine where they believe gaps exist in legislation, policies, programs and services. NCC staff has had preliminary discussions regarding community engagement with seniors in NunatuKavut, which will take place during the winter of 2019.

## TREATY CELEBRATIONS



*Treaty celebration in Black Tickle*

Social Sector staff worked with Research, Education and Culture staff to help plan and implement this year's celebrations to commemorate the British-Inuit Treaty of 1765. A supper was held in St. Lewis on August 21 and a luncheon took place in Black Tickle on August 22.

## GEORGE ROBERTS COMMUNITY GRANTS PROGRAM

Since the George Roberts Community Grants Program was established in December 2013, NCC has invested in nearly 100 community-led initiatives, totalling over \$165,000, that celebrate Southern Inuit culture while improving the economic, social, physical, mental and spiritual well-being of members.

There are four deadlines for applications per year. Grants of up to \$2,500 are available to non-profit or community groups. If you have a project idea, don't miss the quarterly deadlines of January 15, April 15, June 15 and September 15. Applications are available at [www.nunatukavut.ca](http://www.nunatukavut.ca).

In the 2017-2018 fiscal year (April 1 to March 30), 33 projects were funded, totalling \$56,035 in contributions.

## INVESTING IN NUNATUKAVUT COMMUNITIES INFRASTRUCTURE PROGRAM

The Investing in NunatuKavut Communities Infrastructure Program (INCIP) is the first infrastructure program developed by NCC that is fully funded from its own source revenues.



*A sign erected in Mary's Harbour about their approved infrastructure project partially funded under INCIP*

INCIP has two application deadlines per year: April and October. For each intake, communities and organizations can access up to \$30,000 in funding for project planning and proposal development and up to \$100,000 for direct

investment into infrastructure projects like building construction, water and sewer and land development.

To date, NCC has approved funding for 19 projects under this program, totalling over \$910,000.

## MEMBERSHIP

The membership office continues to be busy processing new applications and membership card renewal forms. Time is also spent on genealogical research and capacity development with genealogist Patty Way. Social Sector's Membership Clerk, along with Patty Way, travelled to the Winnipeg to carry out research at the Hudson Bay archives in November 2017.



*Old Hudson Bay journals*

The three categories for membership are: Full Member-Resident; Full Member-Non-Resident; and Alliance Member. Further information on these categories can be found on NCC's website at [www.nunatukavut.ca](http://www.nunatukavut.ca).

Members are reminded that they will need a current card to participate in the communal fishery and to avail of funding. Membership cards expire after five years and card renewal notices are sent three months in advance. Please check the expiry date on your card and, if you haven't received a card renewal letter and form, please contact the NCC office. Members are strongly encouraged to provide NCC with a current address and the appropriate documentation to complete your card renewal.

Please contact NCC's Membership Clerk if you have any changes to information on the Membership Registry, such as spelling of names, name change to due marriage or divorce, notification of a family member's death or change of address.



## Research, Education and Culture

Research, Education and Culture (REC) is a department with a diverse and holistic mandate, dedicated to Inuit self-determination. It seeks to identify strategic and relevant research initiatives, partnership opportunities, and collaborations in a wide variety of areas that advance Southern Inuit goals and objectives. In collaboration with community knowledge holders, Elders, youth, community and academic researchers, and other external partners, the REC department honours Indigenous knowledge as it strives for a sustainable and culturally-enriched future.

### NUNATUKAVUT GOVERNANCE AND SUSTAINABILITY INITIATIVE

From the fall of 2017 to the spring of 2018, three community sustainability coordinators were hired in Black Tickle, Norman Bay and St. Lewis. The coordinators furthered the ongoing sustainability work that NCC's REC department had been leading since 2016. The sustainability coordinators sought to build their own teams (a sustainability committee) in each of their respective communities. There was a tremendous amount of activities happening over the course of the year, from proposal writing, asset mapping, networking and ideas generating. Each were active in advancing community ideas into goals and then working to make their goals a reality.

While the funding for this work ended in the Spring of 2018, NCC is hopeful that this work can continue. This is already

being done through other project and research areas such as renewable energy, community gardening, etc. A community engagement manual was developed by the three community sustainability coordinators and it is hoped that it will serve as a foundation to build on the knowledge and lessons learned.

### SOUTHERN INUIT EDUCATION PROGRAM

The Southern Inuit Education Program (SIEP), also known as the life skills program, has continued into its third school year in the fall of 2018. The program continues to be a success with increasingly more schools reaching out to NCC with their own ideas and plans to integrate culturally relevant education into the classroom and student and teacher life. The program has seen youth, community and teachers engage in a wide range of activities including komatik building, snow shoe making, traditional cooking and food preservation, traditional sewing, and many others.

As a pilot program, NCC continues to evaluate the SIEP through community-engaged research with school administrators, instructors and student feedback. Through a collaboration with Dr. Sylvia Moore of the Labrador Institute of Memorial University and NCC's REC Manager, a program evaluation was undertaken with a view towards increasing program efficiency and relevancy for



communities. As a result, a SIEP Report was detailed and will be made available at NCC's upcoming AGA on October 26-27, 2018. It aims to incorporate the lessons learned and build on successes as the program continues.

## STRATEGIC RESEARCH



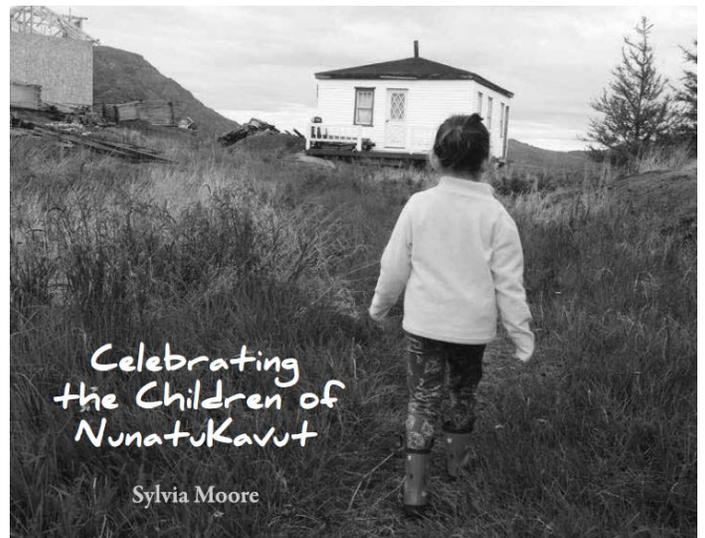
Students at Bayside Academy in Port Hope Simpson learning to make a komatik as part of SEIP

REC continues to be involved in strategic research ventures that seek to enhance the overall goals and objectives of the organization, while responding to the interests, priorities and needs of NunatuKavut communities. Please see below some of the ongoing research portfolios:

- *A SHARED Future: Achieving Strength, Health, and Autonomy through Renewable Energy Development for the Future. Getting off Diesel in NunatuKavut.* Co-Principal investigator(s): Dr. Debbie Martin, Dalhousie and Amy Hudson, NCC
- *Renewable Energy in Community Sustainability Initiatives: NunatuKavut, Labrador.* Co-Applicant: Amy Hudson, NCC on a SSHRC funded project between NCC, University of Waterloo and Dalhousie University.
- *Inuit community governance and sustainability planning in NunatuKavut. PhD research and collaboration with NCC.* Principal Investigator: Amy Hudson, PhD Candidate, Memorial University.

- *Community Gardening Photo Voice Project in Black Tickle, Labrador.* NCC and Memorial University. Co-Applicant: Amy Hudson, NCC.
- *The Development of a Life Skills Program (SIEP).* Co-Investigator: Amy Hudson, NCC with Dr. Sylvia Moore, Memorial University.
- *Relationships, Resistance & Resurgence in Northern Led Research, Northern Public Affairs.* Recent Publication(s) co-led by NCC: Ashlee Cunsolo and Amy Hudson. 2018.

## BUILDING OUR OWN CURRICULUM



New children's book launched this year

A children's book depicting photos of NunatuKavut children called "Celebrating the Children of NunatuKavut" was developed and distributed to communities. A collaboration with REC, Dr. Sylvia Moore, Labrador Institute of Memorial University, and NCC's Social Sector Manager, this book was created as a part of NCC's efforts to ensure that children and youth see themselves in the classroom and in the educational material used to teach students. NCC is very excited about this new book and hope that youth will be excited to learn from their own cultural vantage point. The book and accompanying teachers guide will be distributed to all schools in NunatuKavut in the coming months.

## BUILDING RESEARCH CAPACITY

NCC has been working to advance research that is directly beneficial to communities and to NCC. To that end, NCC's REC and Social Sector departments have collaborated on a project called "A Path to Reconciliation: Strengthening NunatuKavut's Research Policy." It will enhance community opportunities and knowledge as it relates to research ethics, protocol and project idea formation. It will also build culturally-relevant research policy that is informed by Southern Inuit knowledge and traditions, as well as the work of leading Indigenous scholars in the field of Indigenous research.



*Winter in the Southern Inuit community of Black Tickle*

This research policy will serve as the guiding framework for all research conducted within NunatuKavut, internally and externally. As a part of increasing NCC's accountability to communities through the creation of relevant research policy, the research project will engage, educate and train community members, leaders and local community governance structures to enhance community capacity in the area of research as well. In addition, this project will assist with increasing awareness of the role of research in advancing community goals, while enhancing NCC and NCC communities' ability to work collaboratively with institutions to achieve this end.

This project started in September 2018 and there will be further work happening in NunatuKavut communities over the coming months.

## COMMUNITY EVENTS

The REC department joined the Social Sector department in helping plan and implement this year's celebrations to commemorate the British-Inuit Treaty of 1765. A supper was held in St. Lewis on August 21 and a luncheon took place in Black Tickle on August 22.

Through the Empowering Southern Inuit Women and Girls Through Cultural Connectedness Project, the REC department also partnered with the Social Sector department to help plan several Family Culture Camps in communities. It brought families together for a day of activities and fun to share Southern Inuit knowledge and culture.



*Family Culture Camp in Labrador West*



## Nunacor Development Corporation



The Nunacor Development Corporation was incorporated on May 21, 2003 by NCC to pursue economic and business opportunities on behalf of the people of NunatuKavut. Nunacor is wholly-owned by NCC, who also appoint the Board of Directors to govern the Corporation. Nunacor employs a total of 25 full-time employees across its operations and is managed by Chief Executive Officer, Andy Turnbull.

Since its incorporation in 2003, Nunacor has continuously diversified its business portfolio and now has four wholly-owned subsidiary companies operating in a broad range of industries: NDC Fisheries Limited, Komatik Support Services Inc. (Royal Inn + Suites), Komatik Training Solutions (KTS), and Komatik Real Estate Corporation. Nunacor also operates the NunatuKavut Business Centre, a one-stop business resource centre for NunatuKavut members and continues to work with industry-leading strategic partners to secure work throughout Labrador and beyond.

While Nunacor's primary mandate is to generate profits to redirect back to NCC for programs such as the George

Roberts Community Grants Program and Investing in NunatuKavut Communities Infrastructure Program, it also proudly collaborates with NCC to increase economic development capacity, create employment, and improve the well-being of the communities and people of NunatuKavut.

Nunacor believes in accountability, quality, safety, innovation, sustainability, progress, due diligence, continuous improvement and the best customer service possible. Nunacor is ISO 9001:2015 Quality Management Certified as well as OHSAS 18001 Occupational Health and Safety Management Certified.

### INCREASING OWN SOURCE REVENUES

Nunacor's focus continues to be on the growth of own-source revenues and seeking out business opportunities to add to its portfolio. It continues to maintain a strong presence at business development trade shows, which showcases Nunacor and its companies, leading to growth within existing operations while also bringing opportunities for new business ventures and partnerships. 2017-18 was a banner year for Nunacor's wholly-owned subsidiary companies. There was substantial growth in revenue from operations, with each of the subsidiary companies meeting or exceeding expectations.

2017-18 was a strong year for NDC Fisheries Limited, driven by higher shrimp catch rates and the price of crab. In all, almost 80% of shrimp and over 95% of crab were harvested. For the first time in its history, NDC Fisheries harvested turbot with two licenses being allocated. Turbot presents an opportunity for future growth as more vessels become equipped to harvest turbot to diversify their business. 2017-18 marked the end of three-year harvesting agreements. After an extensive review of the license allocation process, a number of changes were made, including moving to one-year agreements. NDC Fisheries will continue to engage harvesters to collect feedback on the license allocation process to inform management on whether further changes to the allocation process are required.

With the 2018-19 season's end around the corner, all indications are that the season will again be a big success. An anticipated slight decline in shrimp catch rates and a lower turbot harvest are concerning and certainly something to keep an eye on, but all-time-high crab prices have more than offset the minor setbacks in shrimp and turbot. Catch rates for allocated crab and turbot quotas for the season are near 100%, a testament to the knowledge and expertise of the world-class harvesters who operate within NunatuKavut. One big change coming this year for NDC Fisheries will be the hiring of a Fisheries Development Officer, with priority being given to qualified members of NunatuKavut located from Cartwright to L'anse au Clair. The successful candidate will oversee all aspects of the commercial harvesting company and will be invaluable in



*A new signature suite at the Royal Inn + Suites*

ensuring NDC Fisheries becomes a fully-engaged industry stakeholder.

In its first full-year of operation as a Nunacor company, the Royal Inn + Suites, owned and operated by Komatik Support Services Inc., exceeded all expectations. There was significant work put into improving the property, including installation of fibre Internet, the addition of a courtesy guest shuttle, upgrades to the hotel lobby, and updates to several rooms featuring local artwork and sealskin pillows. The highlight of the year was undoubtedly being awarded the H. Clayton Sparkes Accommodator of the Year Award – the top honour for hotels in the province – at the Hospitality Newfoundland and Labrador Awards show in February 2018. To win this award in the first full year of operation is a tremendous honour for management and staff. The Royal Inn + Suites has much potential for growth in 2018-19 and beyond, starting with the newly completed expansion that brings the property to 41 rooms. Tourism, including the emerging outfitter and cruise industries, also present significant opportunities for growth being explored by the company.



*Safety training course offered by Komatik Training Solutions*

Komatik Training Solutions, which partners with Puglisevich Crews & Services Limited to offer safety training throughout Labrador, experienced the highest growth of any Nunacor company in 2017-18. A number of factors contributed to this success, including the first full-year of the IOC training contract in Labrador City, a growth in Labrador West public training, a new standing offer with Serco in Happy Valley-Goose Bay, and an increase in



training with NCC and the Labrador Aboriginal Training Partnership. With the majority of KTS business being in Labrador West, it stands to reason that revenues will tend to fluctuate with the mining industry. The good news, however, is that mining activity has been increasing and new opportunities are upcoming with this increase in activity. Komatik Training Solutions is also working with Puglisevich to offer recruitment services in the near future.

Komatik Real Estate Corporation continues to maintain and lease commercial office space at 169 Hamilton River Road, in Happy Valley-Goose Bay, and its building remains at 100% occupancy. The Komatik Conference Room has experienced steady growth as a modern and attractive meeting rental space featuring many amenities such as free audio/video equipment, a whiteboard wall, premium custom roast coffee, and a variety of catering options. The Parks Canada building in Cartwright is still a long-term opportunity and one that the Komatik Real Estate Corporation continues to plan for. This building will include visitor orientation, reception and office facilities for Parks Canada, as well as office space for NCC and Nunacor. Komatik Real Estate is currently in the very early planning phase for the building and is eager to see the project progress.

The downturn in mining, combined with more focus on own-source revenue growth, has resulted in a decrease in strategic alliance partner work in 2017-18, although there were a number of notable projects undertaken with our industry-leading strategic partners. Among the projects were security services for a transformer move through Cartwright with Securitas, a drilling program for Search Minerals in the St. Lewis area with Cabo Drilling, and initial work on a new fibre line to be installed from Red Bay to Charlottetown with Allnorth. Nunacor is currently undergoing a review of all strategic partnerships in an effort to streamline the number of partners and focus on those with the highest opportunity for return.

Nunacor, through its wholly-owned subsidiary companies and strategic partnerships, has experienced quantum leaps in growth over the past several years. This has, of course, presented its challenges. The small but dedicated team, however, has proven to be up to the task. The Corporation

has seen a six-fold increase in revenues in just six years, with the number of full-time staff going from three to twenty-five.

With an increasingly diverse portfolio of businesses, opportunities aplenty, and a dedicated and dynamic team enhancing their business development and management expertise on a daily basis, Nunacor is poised to continue to build upon its success through 2018-19 and beyond.

## COMMUNITY WORK AND RECOGNITION

As it has in past years, Nunacor continued its support of numerous community events and initiatives throughout NunatuKavut in 2017-18. Some of the events and initiatives supported by Nunacor included the following:

- community playgrounds in Charlottetown and St. Lewis;
- Christmas Parade hot chocolate in Happy Valley-Goose Bay;
- planning and sponsorship of the NCC AGA banquet;
- supporting the NCC AGA medical travel fundraiser;
- supporting the Christmas treat bag program in Port Hope Simpson;
- donation to the Annual Rotary Auction;
- donation to the Labrador Creative Arts Festival; and
- donation to the Mary's Harbour Crab Festival.



*Children enjoying the new playground in Charlottetown*

Nunacor and subsidiary companies are pleased to support initiatives in NunatuKavut communities and plan to continue to give back whenever possible.

Nunacor has partnered with Bell Aliant, the Government of Canada (Connect to Innovate Program), ACOA, the Government of NL, the Labrador Fisherman's Union Shrimp Company, Nalcor and NunatuKavut to complete a \$14 million Fibre line from Red Bay to Charlottetown, which will bring a drastic increase in high-speed internet capacity throughout NunatuKavut. Nunacor is pleased to take a lead role in ensuring this vital infrastructure is available within our communities to foster business growth, education and community sustainability. All survey work has been completed for the project, and the pole installation and fibre installation are ongoing. It is anticipated that the fibre connections will be completed by the end of December 2018.



*Andy Turnbull, CEO of Nunacor*

Nunacor CEO Andy Turnbull was named one of the Top 50 CEOs in Atlantic Canada by Atlantic Business Magazine for the third year in a row. The award recognizes corporate leadership excellence, and Andy was once again the youngest winner of this prestigious award.

Nunacor was also involved in providing support and expertise to the negotiations of the Community Development Agreement between NCC and Nalcor

throughout the Spring and Summer of 2017-18. The agreement, which was signed in December 2017, will have direct benefits for NunatuKavut communities and members for many years to come.

## NUNATUKAVUT BUSINESS CENTRE

2017-18 was an exciting year for the NunatuKavut Business Centre. On July 31, Nunacor was very pleased to welcome Roxanne Notley to the team as Tourism Product Development Officer. Roxanne has been a fantastic addition to the team, and her office in Port Hope Simpson has improved the outreach of the Business Centre. The NunatuKavut Business Centre continues to be a one-stop resource centre for NunatuKavut members seeking to start or expand a business. The skilled team of business advisors offer expertise in various stages of the business life cycle and across a broad range of industries.



*The Nunacor team helping to welcome a Seabourn Quest cruise ship to Happy-Valley-Goose Bay*

With the addition of the new Tourism Product Development Officer position in Port Hope Simpson to complement the two Business Advisors located in Happy Valley-Goose Bay, the NunatuKavut Business Centre (and Nunacor) has positioned itself as a leader in regional tourism development as well. This will continue to be a priority for the NunatuKavut Business Centre and Nunacor.

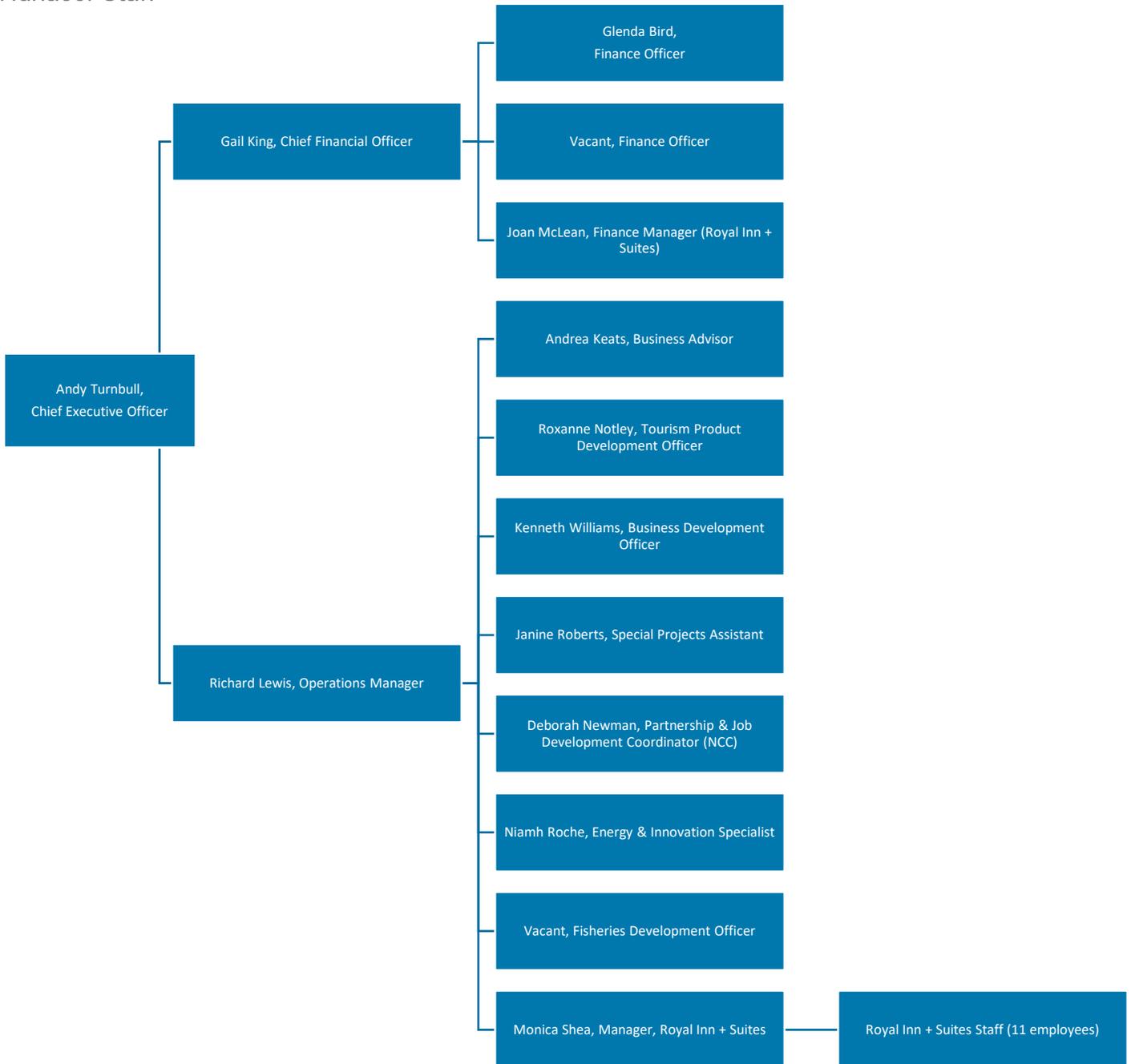


## ORGANIZATIONAL CHARTS

### Board of Directors



### Nunacor Staff



## Contact Information

### **NCC Head Office**

Email: admin@nunatukavut.ca  
Tel: 877.896.0592 or 709. 896.0592  
Fax: 709.896.0594  
200 Kelland Drive  
PO Box 460, Stn. C  
Happy Valley-Goose Bay, NL A0P 1C0

### **Labrador West Indigenous Service Centre**

Email: admin.asc@nunatukavut.ca  
Tel: 709.288.0471  
Fax: 709.288.0473  
Office 1024, Colby Building  
121 Matthew Avenue  
Labrador City, NL A2V 2A2

### **Cartwright Satellite Office (NCC)**

Tel: 709.938.7330  
Fax: 709.938.7361  
21 Main Street  
Cartwright, NL A0K 1V0

### **Port Hope Simpson Satellite Office (NCC)**

Tel: 709.960-0407  
Fax: 709.960.0425  
3 Route 510  
PO Box 198  
Port Hope Simpson, NL A0K 4E0

### **Charlottetown Satellite Office (NCC)**

Tel: 709.949.0320  
Fax: 709.949.0373  
PO Box 59  
Charlottetown, NL A0K 5Y0

### **Nunacor Head Office**

Email: info@nunacor.com  
Tel: 866.446.5035 or 709.896.5722  
Fax: 709.896.5739  
169 Hamilton River Road  
PO Box 418, Stn C  
Happy Valley-Goose Bay, NL A0P 1C0

### **Port Hope Simpson Office (Nunacor)**

Tel: 709.960.0705  
Fax: 709.960.0706  
246 Route 510  
Port Hope Simpson, NL A0K 4E0

### **Labrador City Office (Nunacor)**

Tel: 709.944.1747  
121 Matthew Avenue  
Unit 1028  
Labrador City, NL A2V 2A2

### **Komatik Training Solutions - Labrador City Training Facility**

Tel: 709.944.1747  
608-6012 Tamarack Drive, Suite 203  
Tamarack Drive Professional Centre  
Labrador City, NL A2V 2W3

