
NunatuKavut Community Governance and Sustainability Initiative

A Manual for Community Coordinators



Table of Contents

Table of Contents	2
Chapter 1:	4
Introduction	4
Chapter 2:	7
NunatuKavut Governance and Sustainability	7
Chapter 3:	26
Vision for the Future	26

AUTHORS

In September, 2017, NunatuKavut Community Council hired community coordinators in three communities of Black Tickle, Norman Bay, and St. Lewis. These three coordinators – Lisa Neville, Ovadius Morris, and Wendy Strugnell – wrote this manual, based on their experiences, and Andrea Procter and Amy Hudson compiled it.

We hope you find this manual useful in your community work!



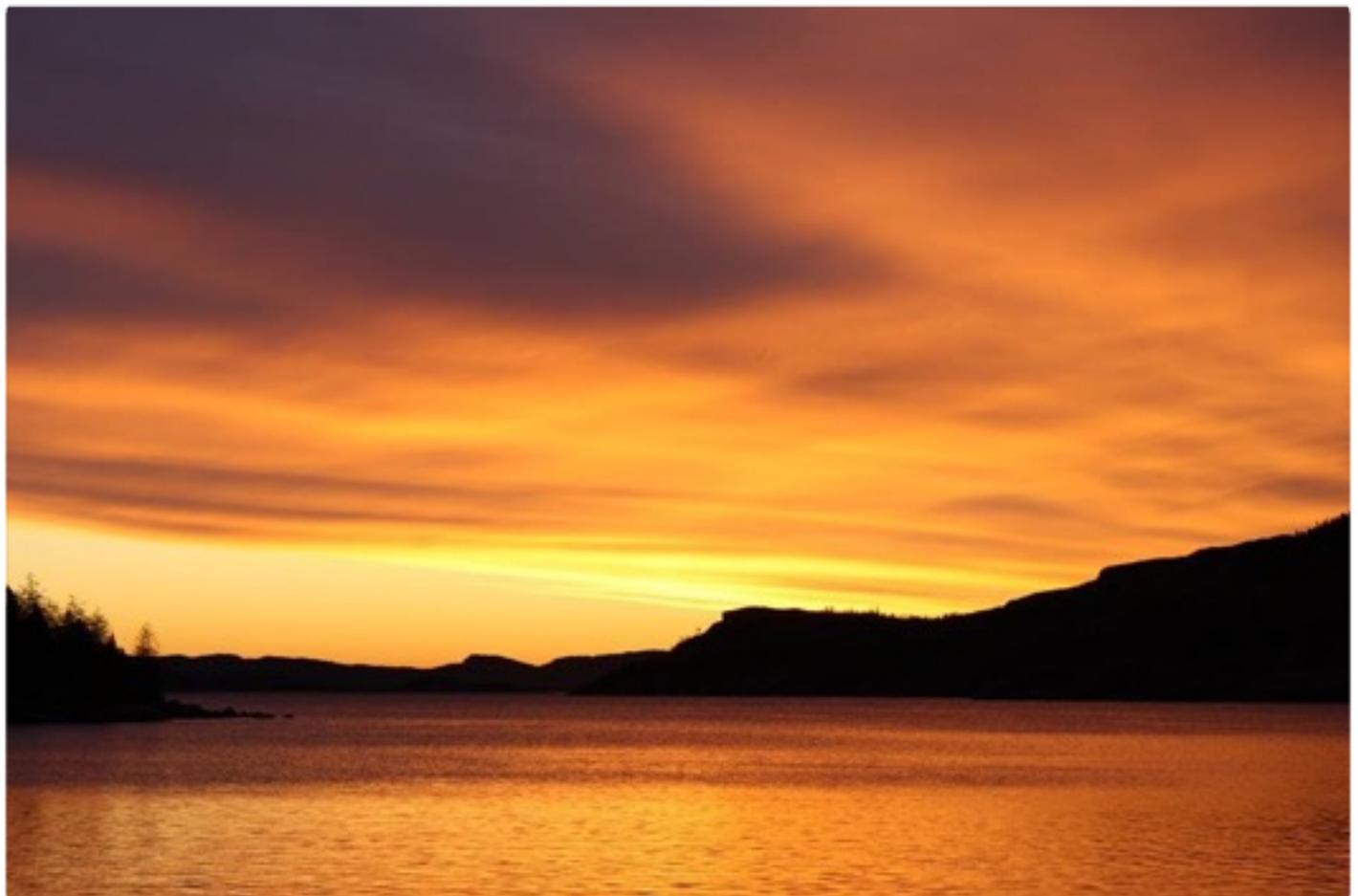
Chapter 1:

Introduction

1.1 NUNATUKAVUT COMMUNITY COUNCIL AND OUR COMMUNITIES

NunatuKavut means "Our Ancient Land." It is the territory of the Inuit of NunatuKavut, the Southern Inuit, who reside primarily in southern and central Labrador. NunatuKavut plays a huge role in our communities: they remind us of our culture, and they support us in helping our communities move forward and find sustainability, so that our children and families can grow up and learn from the land the same as our ancestors did before us.

NCC plays a big role in our communities. We rely on them to fight for our rights and land claims, to fight for the people. Each summer NCC distributes **salmon tags** for each member and the **cod fishery** each fall. Nunatukavut also has a **freezer program** where cod, char, red berries, and moose meat is supplied to seniors and those who have a disability. This is available in Goose Bay, Cartwright, Port Hope Simpson and Lab West



and surrounding areas where accessibility is possible.

NunatuKavut has seen our communities through some terribly hard times, including helping Black Tickle to save the full time nurse that was to be removed. This would have led many residents with the heart wrenching decision to move. However, with the help of NunatuKavut this was prevented, and our lovely coastal community was spared.

People here practice many of the old ways that have been passed down over generations from our NunatuKavut ancestors such as hunting, trapping and fishing. We

also enjoy creating things that have been passed down culturally such as the art of using seal skin to make various items. To support our culture, NCC funds workshops for people to learn how to create things like sealskin mitts, slippers, snowshoes, komatiks, bracelets, and dickies (coats). It's a great opportunity for people to get together for a good ole laugh and learn the old ways as well as the present. NunatuKavut also has several **Community Grants** that help to fund community projects, and the **Southern Inuit Education Program** offers school children the opportunity to learn more of their traditional ways.

1.2 DEPARTMENTAL CONTACTS

The Nunatukavut Community Council (NCC) is the governing body of approximately 6000 Inuit of South and Central Labrador known as the Southern Inuit of NunatuKavut. The council consists of members of the 6 regions

and is led by the President and Vice President. NCC is a non-profit organization and is responsible for many programs and services. Here is some contact information for NunatuKavut Community Council staff:

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For more information, please visit www.nunatukavut.ca

Chapter 2:

NunatuKavut Governance and Sustainability

2.1 NCC'S GOVERNANCE AND COMMUNITY SUSTAINABILITY INITIATIVE

In the fall of 2016, the NunatuKavut Community Council announced a new program to support Southern Inuit in creating a stronger future for their communities. The Community Governance and Sustainability Initiative was led by NCC's Research, Education and Culture (REC) department, who identified the need to develop community-driven discussions around sustainability.

Three pilot communities - Black Tickle, Norman Bay and St. Lewis - agreed to participate in the first year of the project. To kick off the initiative, project staff hosted a three-day workshop in March 2017 for 12 representatives from the three communities. Participants reviewed strength-based community development approaches, and completed community asset mapping, engagement strategies, visioning exercises, and community initiative planning training.

Building on the first workshop in March 2017, community representatives drafted a vision, including community goals and sustainability initiatives for discussion in their home communities. During the workshop, we talked about governance and the role of

governance from community perspective. Since this time, NCC's REC staff have also initiated a number of activities that aim to engage as many community members as possible in sharing stories and ideas about an ideal future. The "We Love Black Tickle!" / "We Love Norman Bay!" / "We Love St. Lewis!" contest was a wide success, with many residents, young and old, sharing



photos and stories about why they have such a strong connection to their home.

A community coordinator was hired to work on the initiative in Black Tickle for four months in the spring, and REC staff visited the community for five days in the summer to hold a proposal-writing workshop and to work with community leaders and the craft group to identify community priorities for sustainability planning.

Sustainability coordinators were hired in September 2017 in all three pilot communities to assist in moving this initiative

forward. The coordinators have been working to engage more residents in the strength-based community development discussion through organizing sustainability working groups, finalizing community asset mapping information, developing community visioning activities, and facilitating community-driven initiatives that connect and transform existing strengths into valuable community assets.

Representatives of community sustainability committees from the three pilot communities gathered for a weekend workshop on Feb. 16-18, 2018 in Happy Valley-Goose Bay to discuss sustainability approaches, projects,



partnerships, and future planning. Representatives from ACOA, Food First NL, Memorial University's Sustainable Northern Coastal Communities, Labrador Institute, and Nunacor also joined the event. During the workshop, we highlighted and celebrated the progress that community sustainability coordinators from the three communities have made in identifying community priorities, encouraging community leadership, and developing projects. Community representatives made new contacts and plans for future initiatives that will support sustainability in both governance and in quality of life in their communities.

2.2 STRENGTH-BASED APPROACH

The Community Governance and Sustainability Initiative builds on what is already strong and successful in communities. This is called strength-based or asset-based community development. Instead of being defined by problems or issues, communities identify and celebrate what works well, and how it can build on all the good things that we already have.

The strength-based approach focuses on a community's strengths and how to build on them. It's a way of viewing our community as resourceful instead of only focusing on what's wrong. If you focus on the good and the positive aspects, you will encourage

community members to become more positive and more involved in working together to create a better future for our town. You work stronger together as a group than one individual. Stay positive.

We talked to people in our communities about how we have succeeded in the past to achieve something when we worked together. Here are some of our success stories:



Norman Bay:

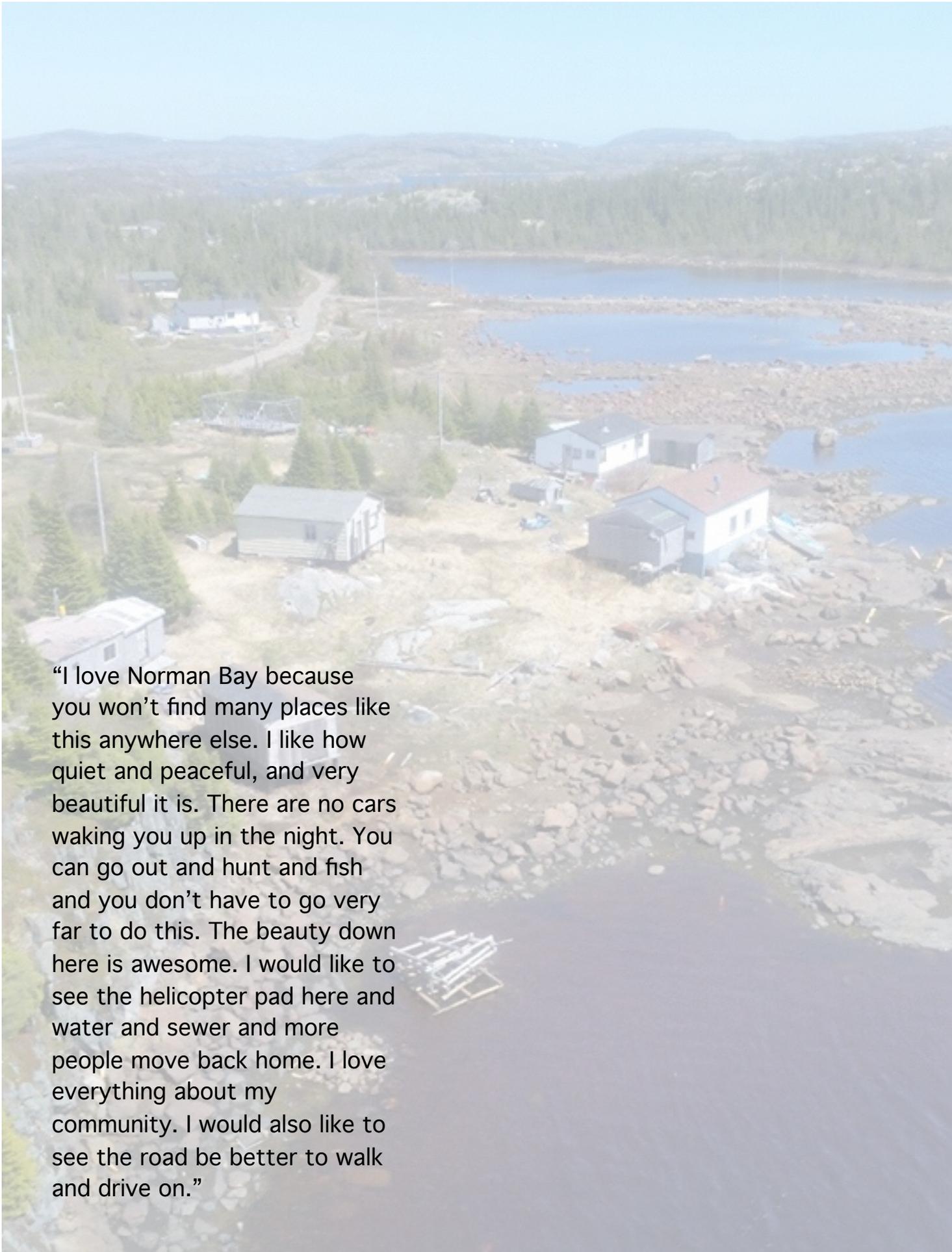
“One main success story for Norman Bay would be the construction of our community hall. It was built in 1987, and over the years it began to get run-down and the roof was leaking and caused the floor to rot away in places. The Recreation Committee held a meeting with the residents to decide on what was to be done with the building.

We hold weddings, graduations, church, birthday parties and even funerals at the hall, and because of all the history and great memories (and not so great ones), we could not let the hall be destroyed.

A plan was put in place and the rec committee put in a proposal for the George Roberts Grant that was accepted for the hall to be repaired. We painted the walls and ceiling, and the floors were torn up and replaced. The furnace was replaced, and we put a new kitchen in.

To keep the electricity going, the majority of the community decided that each household would pay five dollars a month, for a total of sixty dollars a year, which is enough money to pay the hydro bill. Some even donate diesel fuel.

Everyone came together to help shape a better future. We all felt a sense of pride of what we all had accomplished together, and more people became more involved with the fighting for what the community needed.”



“I love Norman Bay because you won’t find many places like this anywhere else. I like how quiet and peaceful, and very beautiful it is. There are no cars waking you up in the night. You can go out and hunt and fish and you don’t have to go very far to do this. The beauty down here is awesome. I would like to see the helicopter pad here and water and sewer and more people move back home. I love everything about my community. I would also like to see the road be better to walk and drive on.”

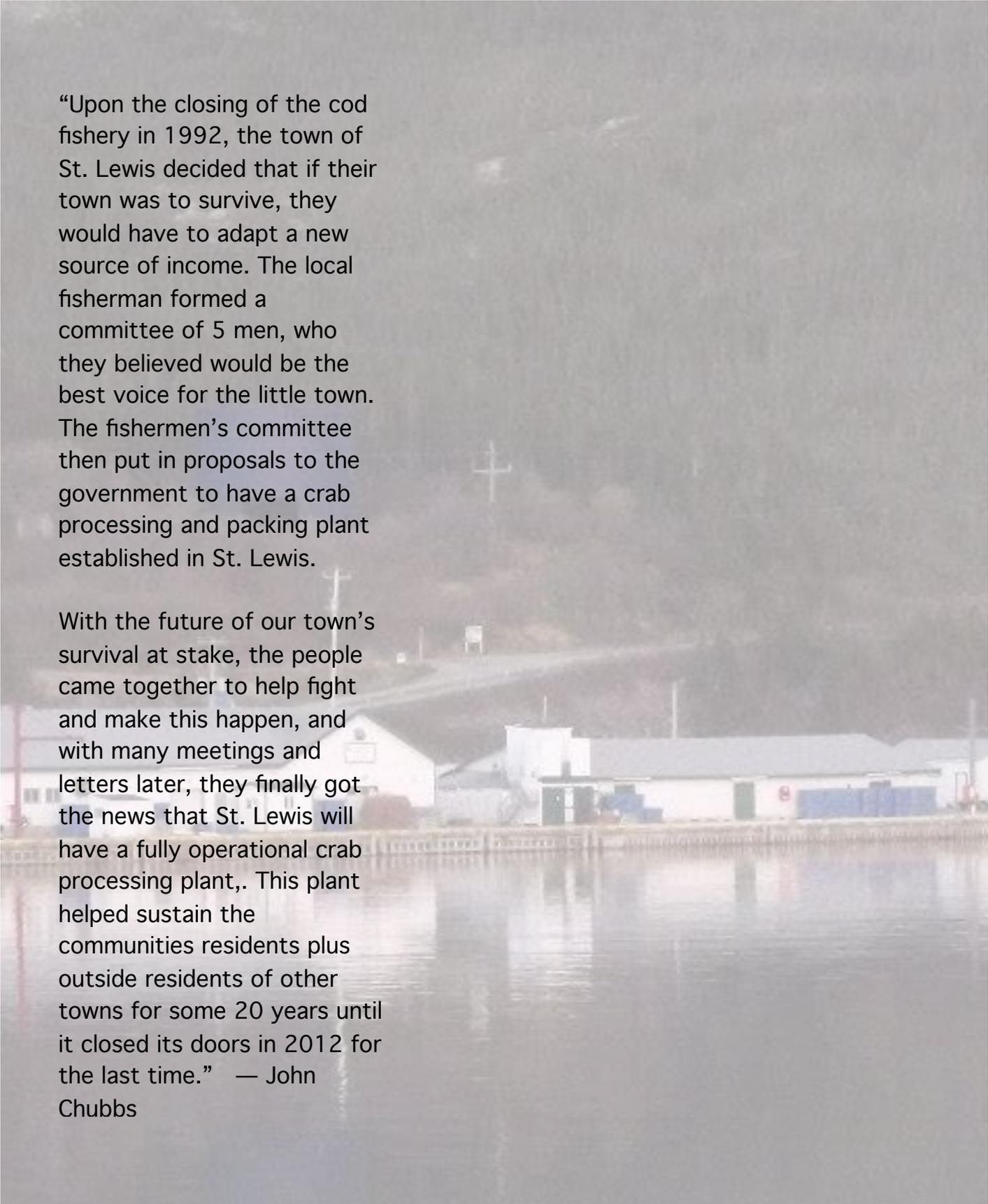
St. Lewis:

“I think the biggest success we have had in St. Lewis in recent years is the HIGHWAY connection. Many may not remember now, but we were not included in the initial plans for the Trans-Labrador Highway! The council had to work hard, lobbying other communities, MHA’s, organizations and by writing a letter to the Transportation Minister every Monday morning. When the official announcement was made in Mary’s Harbour in the spring, we went there and protested with signs and placards, so upset that we were going to be left out, the future of our community was in jeopardy!

We continued to lobby, do media interviews, wrote letters and rant! Finally in a phone call at night, from Battle Harbour, where the provincial cabinet was meeting, Minister Lloyd Matthews told me to skip the letter to him on Monday- he was approving the access road to St Lewis - we had our connection!

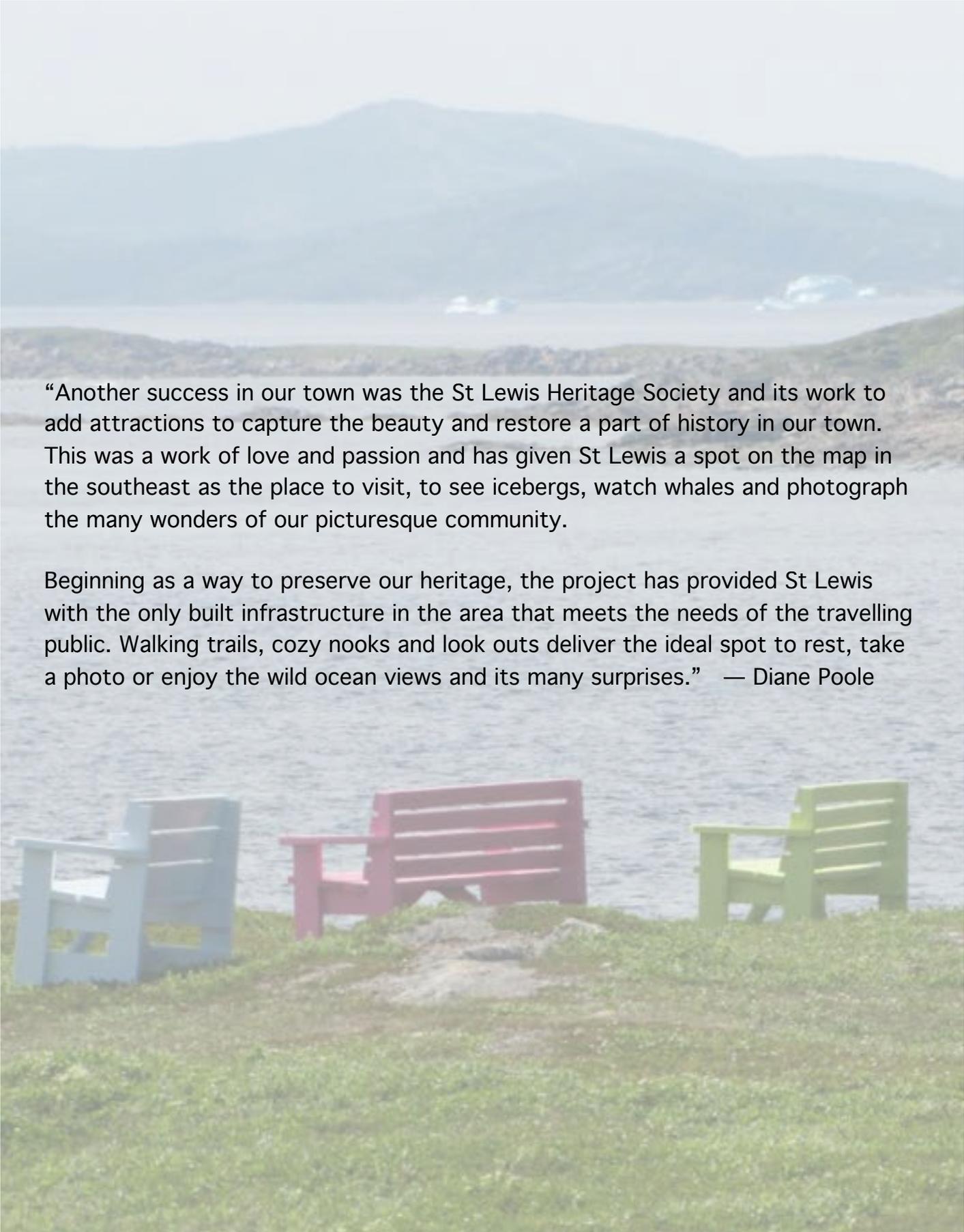
I have to say the Mayor Linda Holley with her quiet demeanour, dedication and calm personality was the force behind the campaign. The whole town, for the most part, was in the fight together! It was an awesome feeling to get what we wanted and needed for our very survival.”

— Diane Poole



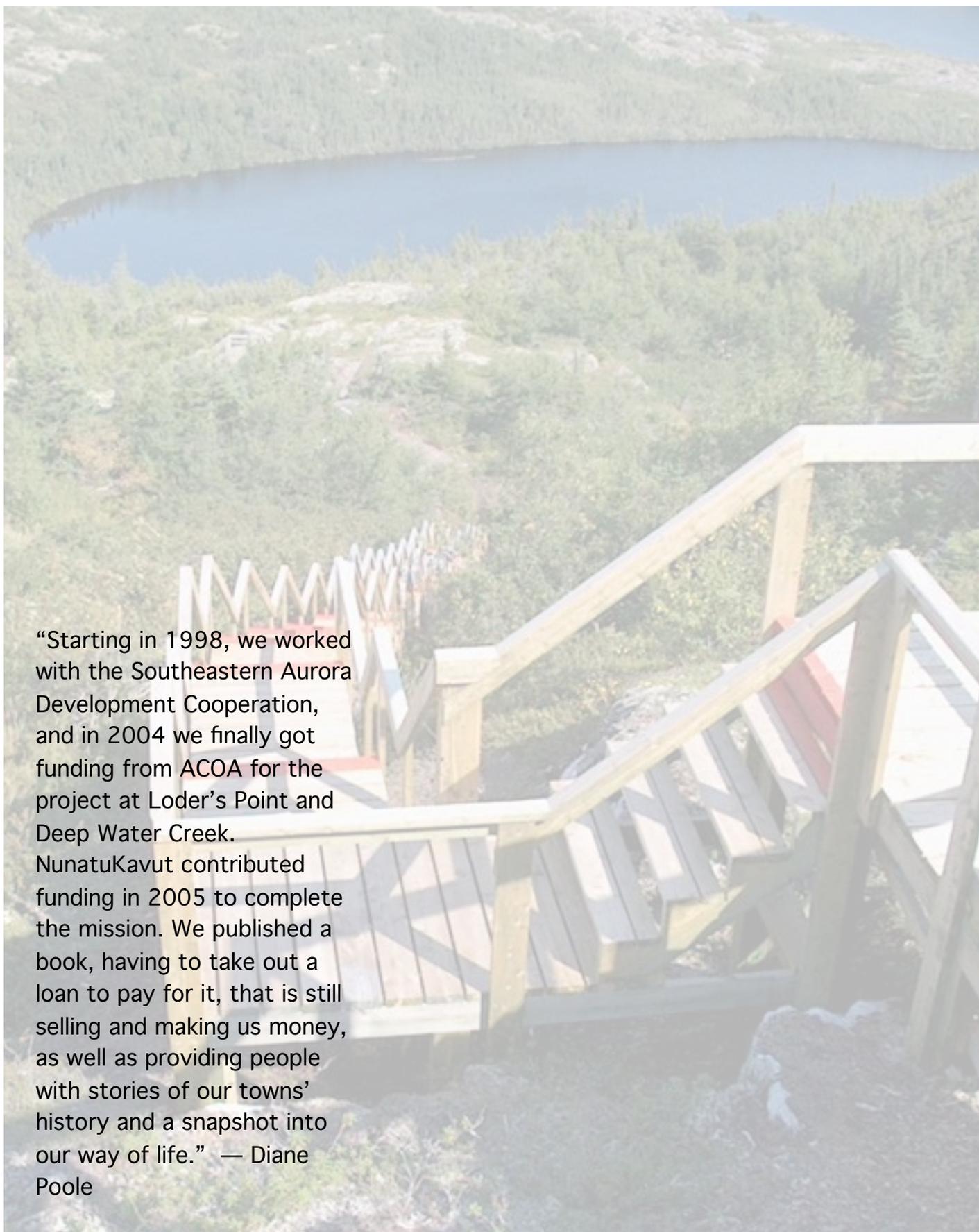
“Upon the closing of the cod fishery in 1992, the town of St. Lewis decided that if their town was to survive, they would have to adapt a new source of income. The local fisherman formed a committee of 5 men, who they believed would be the best voice for the little town. The fishermen’s committee then put in proposals to the government to have a crab processing and packing plant established in St. Lewis.

With the future of our town’s survival at stake, the people came together to help fight and make this happen, and with many meetings and letters later, they finally got the news that St. Lewis will have a fully operational crab processing plant,. This plant helped sustain the communities residents plus outside residents of other towns for some 20 years until it closed its doors in 2012 for the last time.” — John Chubbs



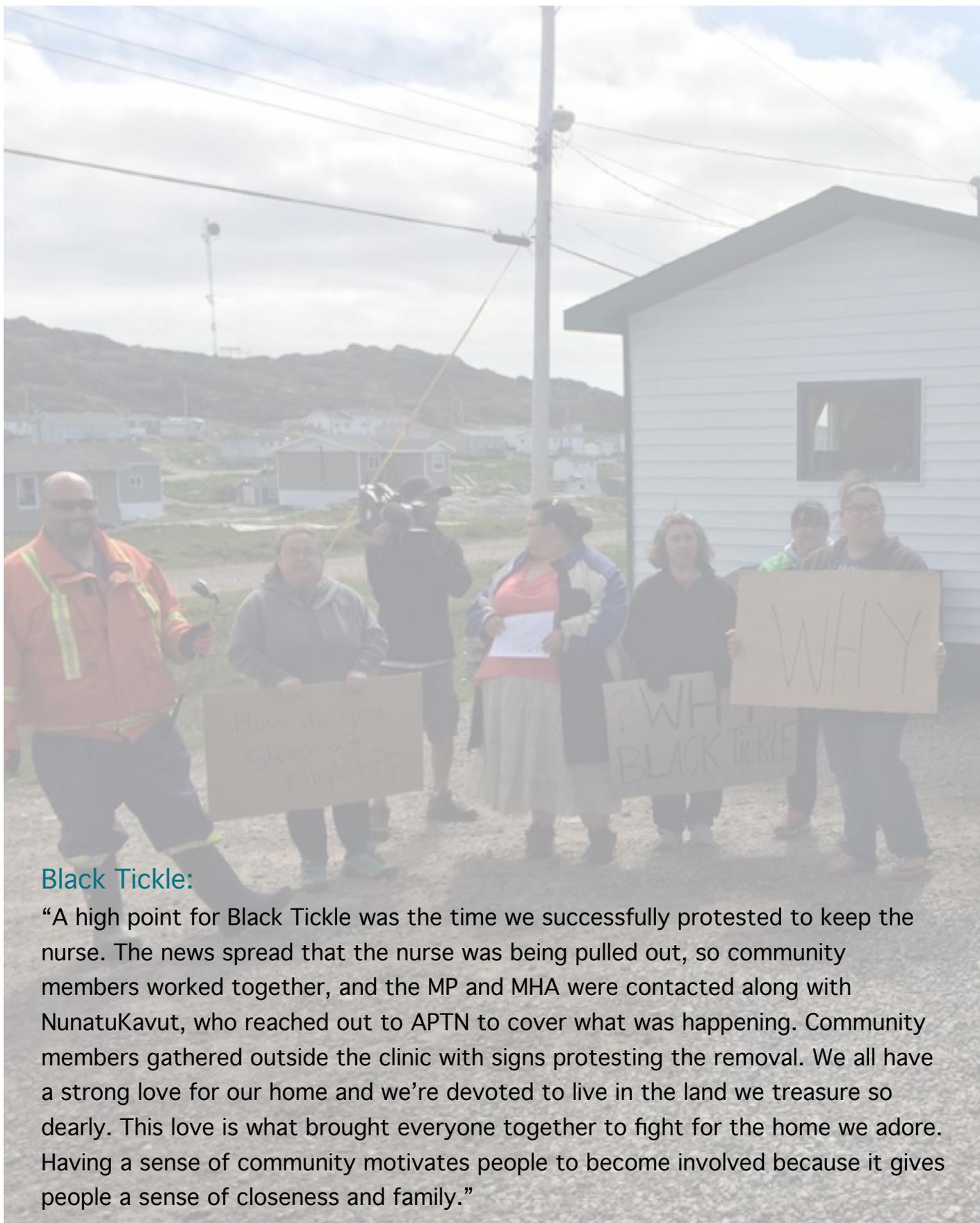
“Another success in our town was the St Lewis Heritage Society and its work to add attractions to capture the beauty and restore a part of history in our town. This was a work of love and passion and has given St Lewis a spot on the map in the southeast as the place to visit, to see icebergs, watch whales and photograph the many wonders of our picturesque community.

Beginning as a way to preserve our heritage, the project has provided St Lewis with the only built infrastructure in the area that meets the needs of the travelling public. Walking trails, cozy nooks and look outs deliver the ideal spot to rest, take a photo or enjoy the wild ocean views and its many surprises.” — Diane Poole



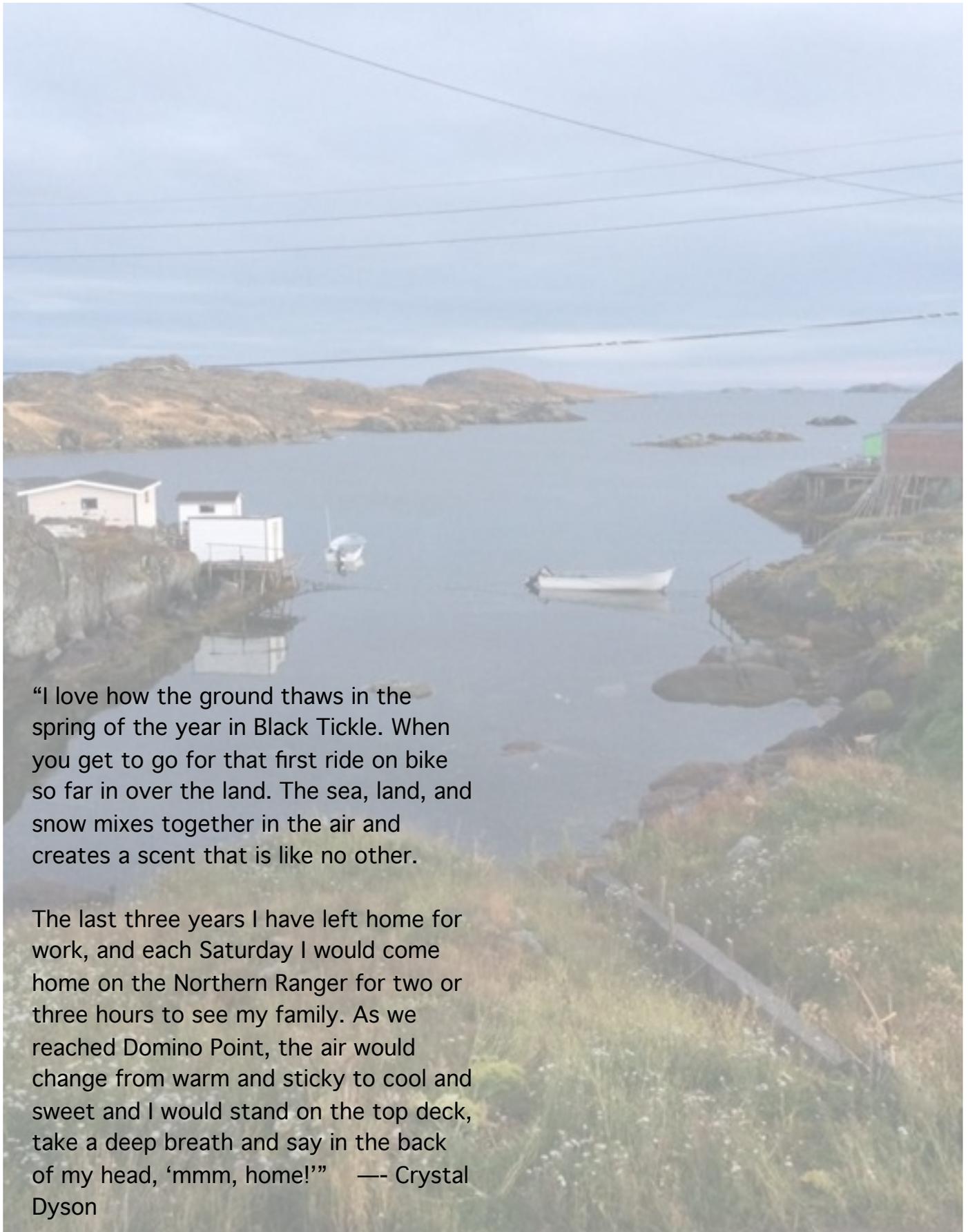
“Starting in 1998, we worked with the Southeastern Aurora Development Cooperation, and in 2004 we finally got funding from ACOA for the project at Loder’s Point and Deep Water Creek.

NunatuKavut contributed funding in 2005 to complete the mission. We published a book, having to take out a loan to pay for it, that is still selling and making us money, as well as providing people with stories of our towns’ history and a snapshot into our way of life.” — Diane Poole



Black Tickle:

“A high point for Black Tickle was the time we successfully protested to keep the nurse. The news spread that the nurse was being pulled out, so community members worked together, and the MP and MHA were contacted along with NunatuKavut, who reached out to APTN to cover what was happening. Community members gathered outside the clinic with signs protesting the removal. We all have a strong love for our home and we’re devoted to live in the land we treasure so dearly. This love is what brought everyone together to fight for the home we adore. Having a sense of community motivates people to become involved because it gives people a sense of closeness and family.”



“I love how the ground thaws in the spring of the year in Black Tickle. When you get to go for that first ride on bike so far in over the land. The sea, land, and snow mixes together in the air and creates a scent that is like no other.

The last three years I have left home for work, and each Saturday I would come home on the Northern Ranger for two or three hours to see my family. As we reached Domino Point, the air would change from warm and sticky to cool and sweet and I would stand on the top deck, take a deep breath and say in the back of my head, ‘mmm, home!’” — Crystal Dyson

2.3 COMMUNITY ASSETS

What is community asset mapping?

Asset-based Community Development builds upon what community members identify as valuable - the assets of the community. These assets can be any number of things, including buildings, resources, people's skills, knowledge, or relationships.

In order to create stronger communities, we need to identify the strengths and the assets currently in our communities, so that we can build on them and figure out how to make more connections between them.

We used seven categories of possible assets in order to help us to brainstorm. These categories are:

Financial: The incomes, savings, credit, and loans that facilitate investment into other assets

Built: The permanent physical installations and facilities, including transportation networks, communications systems, utilities, education and health facilities, and public and commercial buildings

Social: Interactions among groups and individuals, and the norms and trust in these

relationships that create cooperation and mutual support

Human: People's skills and knowledge that help them earn a living and contribute to the community, including interpersonal skills, leadership, education, and experience

Natural: Landscape, renewable, and non-renewable resources



Cultural: Worldviews and cultural understandings about how we see and understand our place in the world

Political: Ability of a community to influence the distribution and use of resources, to influence policy, and to hold political representatives to account.

Community Assets of Norman Bay:

Financial:

Two commercial fishing enterprises
Nearby stable and long term jobs
Opportunity to travel to work by boat while living in Norman Bay
Recreation committee applies for grants trough JCP, NCC, Gov, and students
Home care
Fundraising
Hydro plant that employs two people
School that employs and scholastics book orders
Money from Winter Trails
Canada Post employment
Grenfell employment (Lay Dispenser)
Avon
Sawmill (Production of lumber)
Wood fuel

Built:

Community hall Renovations
School
Good housing
Community wharf
Road around the community
Groomer shed
Slipway
Ferry that services the community
Community shed(fisherman's)
Winter trails
Hydro house and trailer
Internet (Xplornet)
Shaw Direct, Bell EXpressvu
Preserving historical items

Social:

Sewing circle
Christmas gathering
Spring school BBQ
Community clean-up
Graduation, wedding birthday celebrations
Visiting people
IODE
Rec. committee
Berry picking. , trouting, ice fishing
Skidoo outings
Boil-ups
bonfires
Working as a group on community hall
Safe



Human:

Traditional crafts (socks, slippers, mitts, and quilts)
3 or 4 mechanics
Carpentry
Hunting/trapping
Fishing
First aid
Lay dispenser
Mail carrier
Heavy equipment Operators
Truckers
Welder
Fund raising Grant applications
Trail groomer
Musicians
Storytellers(traditional teachers)
Care-giver(traditional Medical care and remedies)
Cooking/baking Traditional
Food Preservation(bottling)
Boat builders
Used to have hens, sheep, geese, goats,
Makes own tools/gear(boats, nets, traps, stages)

Natural:

Beautiful landscape, scenery, natural beauty
Peaceful
Wood (fuel and lumber)
Fishery (trout,cod,salmon)
Seals
Ducks
Adventure
Berries
Rabbit,
porcupine, birds,etc
Traditional medicines (juniper, cod liver oil)

Greens

Dogberries

Trails

Wildlife

On the water

Fresh clean air

No pollution or contamination

Cultural:

Ability and desire to live off the land
Knowledge of natural resources
Sawmill build own boats and furniture
Knowledge of how to create something from start to finish
Independence,self-sufficiency
Community collaboration, sharing, cooperation
Traditional remedies
Water
Working with seasons
Story telling
Preservation of history, pictures, books, bibles, other items
Safe
Positivity

Political:

Spokesperson
Transportation committee
Rec committee
School council
Apply for Funding Agencies To support projects
Facebook, Phone for community
Announcement
Radio in the past
NunatuKavut connections
Outside Contacts Seeking info and advice

Community Assets of St. Lewis

Financial:

Credit Union
Mary's Harbour
ATM in local store
Access to online / telephone banking
Annual Municipal operating grant
3 grocery stores: fully equipped / general stores and 1 gas station and Bakery (all locally owned)
Paulo Ventures Financial Services and General Contracting (employees' 2-8 people)
G & S Equipment
Some student funding from NCC
Local fundraising for health, graduation, and senior's home in Mary's Hr.
Home Care
Avon
Epicure
Tupperware
Mary Kay
Local Crafters
Shrimp Company (offloading crab)
Pools Automotive
Curls B & B
Local Welder
Peggy's Beauty
Salon

Built:

Clinic
Airport
1 radio tower
1 coast guard tower
Heritage building (interpretation center, swimming hole, boardwalk, etc.)
Greenhouse / gardening
School (K-12)
Post office
Hydro plant
Bed & breakfast
Town office
Fire hall
Search minerals building (fox den)
Fishery building
Plant building
Slipway
Harbour authority / dock
Poole's automotive
Family Resource Centre
Groomer shed
3 cemeteries
Fisherman stages and wharves
Pump house / lift station
Community wharves
Fuel tanks
Bell Aliant building
Church
Smoke house (fire training facility)
Karen's place (meeting/ conference space)

**Social:**

School
Library
Kids eat smart program
Play for fun after school program
Unplugged after school program
Family Resource Center
Recreation Committee (meet & great socials, bingo, kid's fun days, 50+ club)
Volunteer fire brigade
ACW
Rangers (SN & JR)
Smelting Committee (Church)
Student council
Special events committee (health & travel)
Community clean up
Canada day celebrations

Human:

Knowledge / expertise: food prep, cooking, mechanical, carpentry, boat building, gardening, local culture and history)
Teacher retention
Natural / traditional medicines (knowledge)
Hunting, trapping, fishing
Musicians / fiddles / accordion
Adaptability (change with seasons)
Navigating the land
Home care

Natural:

Berries

Fish (Salmon, cod, capelin, herring, crab, shrimp, scallops, etc.)

Landscape (beautiful majestic scenery, with beautiful ocean views.)

Wildlife

Salmon stream

Icebergs

Whales

Seals

Gannets

Sturgeons

Different species of birds

Sharks

Changing weather

Different insects

Cultural:

Crafts (seal mitts, boots, boat-building, jewelry, quilting, rug hooking, snowshoe making, fishhook making, wood burning, and wood crafts)

Traditional activities

School engaged in NCC education program

Annual heritage fair in school

Quiet / calm / slow paced community

Pride in homes (most built their own homes and sheds.)

Passing down of skills through generations

Hospitality

Political:

Municipality

NCC

Combined Councils of Labrador

School / student council

Recreation Committee

Fire brigade

Heritage committee



Community Assets of Black Tickle

Financial:

Labrador Fisherman Union Shrimp Ltd
Groomer
Xplornet
Home Care
Summerhill Group (berry picking)
Water Treatment Plant
Dyson's Enterprises and Nanooks Variety
NCC
Canadian Rangers/JCR's
Fishery
Hydro
Paulo Ventures
School
Winter Trails
Home Care
Canada Post
Air Borealis
Lab Specialities
Fundraise

Built:

2 Churches
Nunatsiavut Marine
Recycling Depot
Fish Plant
Water Treatment Plant & Pump House x2
K-12 School
Sunshine Family Resource Center
Community Hall
Airport/Dept WST
Hydro Plant/Storage x3/Accommodations
Trailer
Labrador Grenfell Health/Accommodations
Trailer
Nunatsiavut Marine/Dept WST Freight Shed
Bell Alliant Tower
Small Crafts & Harbour Authority
Fisheries Building
Groomer Shed
3 Graveyards



Human:

Craft Group
Kids Eat Smart
Recess Program
Mechanics
IODE
Bell Satellite
Knowledge of Land Local Search & Rescue
Storytellers
History Buffs
Music
Home Care
Crafts/Artists

Natural:

Icebergs
Polar Bears
Foxes, wolves
Caribou
Seal
Whales, sharks
Various fish and various species of birds
Surrounded By Water
Various Berries
Minerals
Porcupine
Lynx
Arctic Hare
Rabbits
Local Vegetation
Various Shellfish

Cultural:

Hunters/Trappers/Fishermen
Photography
Glass Etching
Snowshoe Making
Crocheting
Knitting
Seamstresses
Artists
Bears
Berries
Storytellers
Musicians
Fisherman
Dog Teams
Family Traditions
Rangers
School
NCC

Political:

Local Service District
NCC
Student Council
Resource Center Committee
Canadian Rangers
Combined Councils of Labrador
MHA & MP

Chapter 3:

Vision for the Future

3.1 COMMUNITY VISIONS AND GOALS

Each of the three communities worked with its Sustainability Coordinator to articulate a community vision and goals.

St. Lewis Vision and Goals:

They say it takes a community to raise a child – that’s what we love most about our community. It’s our closeness, our culture, our way of life, our family. Our children get to learn about our past, our ancestry, how we came to be, the skills that has been passed down through the generations before them (e.g. hunting, fishing, wood cutting, picking berries, crafting (snowshoes, quilts, mitts, wool socks, etc.) bottling food, etc.).

Our goal is to increase infrastructure to create more sustainability to raise social, mental and physical wellness within our community to improve the lives of all our members and eventually watch our community grow in numbers.

Short Term goals:

1. Polymer clay workshop to create a craft distinct to St. Lewis and Iceberg Alley.
2. Series of community suppers to help community members become more socially and mentally active creating a more positive environment.

3. Winter carnival: St. Lewis fire brigade along with the sustainability group will be hosting a winter carnival, all proceeds will be going back to the fire brigade.
4. St. Lewis sustainability group along with the heritage committee will work together to get electricity installed in our local museum on loaders point, this will be a first of many initiative’s for the museum to make it a must see for tourist coming through.

Long Term Goals:

1. Our main initiative as a sustainability group is, us along with the local fire brigade and town council is looking to break ground on a new fire hall, we feel that this is a must in order to help our town move forward as we have nowhere to store any fire suits, our fire truck, or any equipment that our local fire brigade needs to be the best they can be.
2. Another big initiative that our sustainability group in partner with the town council is working on is to help find a way to bring water and sewer to the parts of town that don’t yet have it. We will be applying for the research money and getting a new engineer involved to hopefully come with some new innovative ideas to for us to move forward.

Black Tickle Vision and Goals:

In Black Tickle, our sense of family brings people together through even the hardest times, and we have a deep love for our traditions that have been passed down over generations. Many people here still go in the bay to cut their own wood and haul it back out, and we enjoy hunting, whether it be seal or various birds, and teaching their kids how to fish.

Our goal for this community would be to see water and sewer being put through, in the hopes that this may open up the community for opportunities especially in the tourism department. We have so much to offer and we have what it takes to not only survive but to thrive!

Short term Goals:

1. Help a local garden that was established nearly two years ago to expand. the local grocery store has already expressed interest in purchasing any produce that will be grown. The garden will be mainly maintained by students at the local school which will help teach them wonderful skills such as how to work with their hands and in groups. This program also hopes to teach the children healthier eating habits. The local grocery store has even expressed interest into purchasing any produce

that is grown. This is amazing since Black Tickle is an isolated community and getting fresh fruit and vegetables in has proven over the years to be extremely difficult. Usually by the time fruit and vegetables are able to get sent in they have already started to spoil so getting locally will mean fresher and community members will have a better idea how their produce is grown without having to worry about chemicals such as pest aside.

2. The local craft group would like to have a winter carnival. This will get the townspeople out and involved in events that will bring people together and be something fun especially for the children.
3. We would also like to have an elder come in and teach some of our youth how to cook traditional foods. I think it would be an amazing way to get our younger generation interact with the older generation to learn our cultures skills of cooking food such as seal or bird.

Long Term Goals:

1. One of those main goals would be to see that this community finally enter into the 20th century by getting running water and sewer. We feel that this would be a great asset to have in helping opening opportunities for local business and possibly new business.

Norman Bay Vision and Goals

What we love most about our community is the culture. Our way of life has encouraged us to stay and raise our children the way our ancestors did before us. We want to continue to have knowledge of the past and pass it on to our kids (e.g., quilt making, wood cutting, berry picking, egging, hunting, sewing, fishing, preserving food, and storytelling).

Our goal is to increase infrastructure and physical and mental wellness within the community to improve the lives of all community members.

Short Term Goals:

1. In our community hall, we will replace the clapboard with siding and have two new windows put in, replace two bridges and tiles for the ceiling and the floor. This is for make work project and JCP, and of course people will need to volunteer.
2. Clear a place to put down for a helicopter pad and build a heli-shelter.
3. A community garden and Greenhouse is being built for the upcoming spring.
2. Repair the road around the community, and put a top layer of gravel on it.
3. Work on the community dump because there was nothing done with it since it was put there 26 years ago. The brush needs to be cleared going over to the dump and around the community.
4. Purchase a small groomer for the community.
5. Obtain a water treatment plant.

Long Term Goals:

1. Obtain fire equipment and a small building attached to the hall to store everything in.



3.2 COMMUNITY ENGAGEMENT

What is Community Engagement?

Community engagement is a term that covers the interactions between a group of people and the community. Community engagement allows community members to actively contribute to decisions and help come up with ideas by creating an inclusive environment in which community feedback is embraced, the collective wisdom of the community members can help achieve the goals and aspirations of our community.

Community engagement is to have everyone in the community come together and interact with each other and work as a group on the decisions that are being made, what's best for the community, what works and what don't for the goals that you've set for your community, the one person is not doing it all, everyone is contributing their ideas to achieve what's best for their community.



“Knowing that you have been part of a big change and helping to bring something into the community gives you a sense of pride and belonging, to say that ‘wow we got together and look what we did as a team, look what we can accomplish together’ to be part of making decisions and knowing that your opinion matters.”

“What I love most about my community has to be the quiet and the freedom. I’ve decided to become engaged as a community leader because I feel there is so much this place has to offer. I hope that I can contribute by getting a dialogue started about future possibilities.”

Why do we become engaged in community work?

“What inspired us to get involved as community leaders is to make our community a better place for the future of our children, to fight for what our community needs and deserves and to have what every other community has. Just because we only have 19 residents doesn’t mean we don’t deserve what everyone else has access to. What we hope to contribute is our time, knowledge and skills and to help with developing ideas.”

“Given the small population, most community members are involved in the community projects. We are very lucky to have so many people interested in our community and sustaining its future.”

“Get people involved in the decision making. Have them share ideas and work towards achieving the goal.”

“Stay positive! Having a positive attitude works better than being negative. Smile because believe it or not, a smile does go a long way.”

“Have social gatherings!”

What works best to get more people involved?

“Putting together a sustainability committee has proven to be a total success. The work that would normally fall upon one had been split among the members of the committee, making it much easier to get things done. With a committee, more ideas come to light, and cooperating together makes things work.”

“The best way to get engaged with the public is to just have a normal conversation about positive things that are happening. People tend to be more responsive to the positive than the negative and it helps the conversation flow in a more comfortable way.”

- “Show people how working together and cooperating can mean positive changes for our town. Help them see that with a little hard work, positive things can happen!”

“Use voluntold labour! Our community population has decreased over the past few years, and there aren’t many people to do what needs to be done, so the committee and the community rely on a lot of volunteer (or voluntold!) work.”

What works best to get more people involved?

“Have a group or committee that oversees all the work from the projects and makes sure that all the work is being completed and is meeting with the standards of that project.”

“Make sure you have accountability — have someone you can count on to get the job done.”

“Use face to face interaction — it’s so much better than over the phone or through social media.”

“Have good communication with all members.”

3.3 PROPOSAL WRITING

For proposal writing, you need a brief description of your community and mandate, you need to list your goals that you want to accomplish, and what we have and what we need.

Potential Funding Sources

There are several places where you can apply for funding:

- George Roberts Community Grant
- INCIP
- ACOA
- Student Summer Programs
- Community Healthy Living Fund
- Wage Subsidy Programs
- Linkages Programs

When looking for funding, go to www.involvenl.ca

INCIP Program and Other NCC Funding

On August 21, 2017, NunatuKavut launched an Infrastructure Program where NCC will invest in NunatuKavut Community Infrastructure. A community can apply for funding, and can apply twice a year, and the deadlines are October 15 and April 15.

You can apply for up to \$130,000 for the next three years. For info you can contact Melita Paul at 709-949-0320, or email mpaul@nunatukavut.ca, or you can download the PDF form from the site at www.nunatukavut.ca.

There are several other programs to apply for as well The George Roberts Community Grant (\$2500 but NCC is hoping this will increase over the next few months) there are 4 deadlines: January 15, April 15, June 15, and Sept 15.

There are also several bursary applications you can apply for: Bernie Heard Memorial Bursary which is \$1000, and the deadline is August 11. The Raymond Turnbull Memorial Bursary is \$2000, and the deadline is also August 11. There are also scholarships you can apply for, like the HJ O'Connell Aboriginal Scholarship, which has a deadline of May 31.

Proposal Writing:

Developing a community project: when developing a community project, you and your committee must decide carefully what you want to do. Once you decide what is needed and what category it falls under, then you can start your planning.

Looking for a funding source is one of the first steps in a proposal. You can look for funding by searching the internet, or simply asking your local recreation committee, the local town clerk, or your local NunatuKavut Coordinator. One of these can point you in the right direction and even give you the help that you need in applying for and writing a proposal.

When writing a proposal keep in mind these helpful tips:

1. Start with a strong introduction: explain who you are, how your committee benefits the community & what you are going to be looking for.

2. State what you want or what you see as the problem; explain what you are looking for in detail and how not having this affects the community as a whole.
3. Propose the solution; explain how this will change the community the funding agency can do to help you achieve your outcome.
4. Include a detailed budget plan: research what you need to get the best possible outcome, write a detailed description of each along with a dollar amount that each will cost with the total amount included at the end. Microsoft excel works great for this.
5. Wrap up with a great conclusion, restate how wonderful and beneficial your project will be to the community, proofread it, edit it for mistakes checking more than once, sign in the appropriate areas, date it and send it off, making sure you keep a copy for yourself.



3.4 PROJECT MANAGEMENT:

Some tips for ensuring that the project works well after funding has been secured:

1. Nail down project details: make sure you have everything planned from beginning to end, and iron out all the fine details.
2. Identify Project and Team
Requirements: Once you have a strong plan in place, you can start implementing it by assembling an effective project team.
3. Be the Project Leader: A key role in project management is the project leader. Be sure to create a good, positive vibe to keep a positive work environment
4. Keep the communication lines open: One of the most critical steps in the project management process is to ensure that the communication

lines are open. As the project manager this will be one of your responsibilities.

5. Evaluate the Project: What lessons have you learned along your way. Review the project as a whole, what worked? Where were there project disappointments? Make informed conclusions about the project. You can use the lessons learned from each project to minimize future failures and maximize future successes.
6. Finally, complete your financial report, make sure to include all receipts for the project, by using Microsoft Excel you can create a financial spreadsheet to aid you in seeing exactly the amount of money spent on the project.