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2015–2016
Annual Report



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PAUKTUUTIT
INUIT WOMEN OF CANADA
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Rebecca
Kudloo

President's Report

It is an honour to present Pauktuutit's Annual Report for 2015-2016. This past year has been an eventful one. One of the most important challenges facing the organization has been the increasing difficulty of gaining government support for much needed programs for Inuit women. While there has been a steady decline in the amount of funding Pauktuutit has received from the federal government over the past number of years, the situation over this past fiscal year has been particularly challenging. We have been consistently pressuring the federal government to honour its commitment to a renewed and reconciliation-based relationship with First Nations, Inuit and Métis people. We also interpret a renewed relationship with Inuit women as one that is rooted in the federal government's commitment to gender equality. That commitment must apply equally to all women in Canada. We have not yet had the success we had been so optimistic about after the last federal election.

Over the past year, our staff level was reduced to its lowest level in over 20 years due to a lack of funding. This is one of the most difficult decisions an organization can make. The funding for several projects and proposals was simply stopped or not approved. Without adequate funding, a lot of our most important work was unable to continue. Projects in health, violence and sexual abuse prevention and social and economic development were all impacted by ongoing reductions to our funding.

Perhaps the biggest single issue that the organization focused on during the year was the national inquiry into missing and murdered

indigenous women and girls (MMIWG). I first met with Minister Bennett, Minister Wilson-Raybould and Minister Hajdu in early December 2016, along with the other national indigenous organizations. We had great hope for change, but were and continue to be very mindful of how painful this process will be, and of the need for Inuit family members and communities to have appropriate support before, during and long after they may tell their stories to the inquiry.

Pauktuutit received funds to hold a consultation meeting with the families of murdered and missing Inuit women in conjunction with our Annual General Meeting in February 2016. During that very emotional and powerful meeting, the families provided clear recommendations about the scope, mandate, priorities and process of the inquiry. This list of recommendations included the following:

- Ensure that the inquiry meet with families in the smaller communities;
- Provide options for families to travel to regional centres to provide testimony and statements if that is their preference;
- Ensure culturally relevant counselling and healing supports for families and communities before, during and after the inquiry;
- Make both appropriate translation in regional dialects and relevant community-based counselling available at all hearings; and
- Confirm a minimum of one Inuk representative on the commission overseeing the inquiry.

This inquiry represents an important step toward the reconciliation of Canada and indigenous peoples. Most importantly, it presents a critical opportunity for the voices of Inuit families to be heard and for their experiences to be acknowledged. The government has provided few updates as to the structure and process of the inquiry. However, I appreciate that the Trudeau administration brings a fresh approach and I remain hopeful it lives up to its ambitious promises.

I have never been as proud of Inuit women, as well as of my fellow Board members and the staff of Pauktuutit, as I have been this past year. I want to express my sincere thanks and appreciation to the other members of the Executive Committee who worked tirelessly with me, and demonstrated great strength, courage and integrity as we endured very challenging times. It speaks volumes that such stress and pressure was handled with little complaining, anger and frustration. Quiet determination and hard work have consistently been the reaction to the gradual decline in funding, throughout the ongoing effort to work with a past government that has

shown little interest in our circumstances and wellbeing as citizens of Canada. Resourcefulness and confidence – these are the fundamental characteristics of Inuit women and ones that I have seen in practice every day within the organization.

The election in October brought in a new government with a strong majority and a promising mandate. While it is too early to provide an adequate assessment of the new government, they are promising to improve relations with the indigenous peoples of Canada and have laid out certain policies that at first glance would seem to address many of our concerns at Pauktuutit. However, this government is young, and Pauktuutit has been around for a very long time. We have a long collective memory and are not easily swayed by promises made in the heat of a political campaign. I remain optimistic but will be looking for measures of real progress from this government, one that repairs the damage of the past while building a solid future for a new and healthier relationship with Inuit women.



Pauktuutit's Mandate

Pauktuutit is the national non-profit organization representing all Inuit women in Canada. Its mandate is to foster a greater awareness of the needs of Inuit women, and to encourage their participation in community, regional and national concerns in relation to social, cultural and economic development.

Pauktuutit's Objectives

Pauktuutit undertakes activities intended to:

- Promote the rights of Inuit women and children;
- Provide the Inuit women of Canada with a united voice;
- Work toward better social, economic and political conditions for Inuit women;
- Work for the betterment of individual, family and community health conditions through advocacy and program action;
- Encourage Inuit women to take their rightful place in society;
- Promote equity for the views of Inuit women at all levels of Canadian governmental and non-governmental structures;
- Motivate Inuit women to realize their potential as individuals and as a group;
- Promote self-confidence and self-reliance among Inuit women;
- Provide resources to ensure that our children are raised with Inuit values, heritage, culture and language;
- Encourage the involvement of Inuit women in all levels of Canadian society; and
- Facilitate collaboration between Inuit women and other Indigenous peoples.

Pauktuutit Board of Directors 2015-2016

Executive Members

- Rebecca Kudloo – President, Kivalliq
- Brenda Norris – Vice-President, Yellowknife
- Meeka Otway – Secretary-Treasurer, Urban (Edmonton)

Directors

- Vacant, South Baffin
- Vacant, North Baffin
- Christine Porter, Kitikmeot
- Caroline Oweetaluktuk, Nunavik, Hudson Coast
- Pasha Arngak, Nunavik, Ungava Coast
- Agnes Kuptana, Western Arctic
- Dawn Michelin, Nunatsiavut
- Anna Marie Cartwright, Montréal (urban)
- Becky Michelin, Youth (Happy Valley – Goose Bay)
- Sarah Igviksaq, Youth (Whale Cove)
- Rhoda Ungalaq, Iqaluit

Project Reports

Every year Pauktuutit undertakes many projects on behalf of Inuit women. These projects are selected through directions provided to the organization, based on decisions made by its Board of Directors and outcomes of its Annual General Meeting. While the list of needs for Inuit women and their families is long, resources are limited both in terms of available funding and staff resources within Pauktuutit. The following section reviews the projects Pauktuutit was involved in during the 2015-2016 fiscal year.

VIOLENCE AND ABUSE PREVENTION

Enhancing the Safety and Security of Inuit Women and Girls Phase II

Believe-Ask-Connect

Family violence remains a critical issue in many Inuit communities and has been a priority for Pauktuutit since its inception in 1984. Funded by Aboriginal Affairs and Northern Development Canada, the Enhancing the Safety and Security of Inuit Women and Girls project (Phase II), known as *Believe-Ask-Connect*, was intended to raise public awareness regarding family violence in Inuit communities to enhance the safety and security of Inuit women and girls. Key elements of the project involve continuing to build partnerships

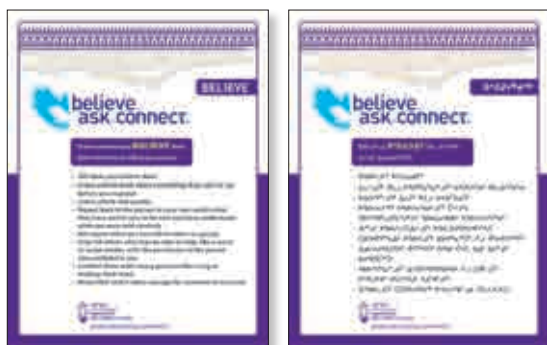
across Inuit Nunangat and developing new resources to enhance our ongoing violence prevention and awareness work.

Over the past year, research was conducted regarding action/strategic plans that have been developed across the country with a view on developing an Inuit-specific strategic plan on family violence. Activities included the review of a wide range of family violence resources in addition to interviewing key informants with specific expertise on family violence initiatives from across Inuit Nunangat. Priorities identified through this research process included housing, shelters, emergency evacuation plans, child safety/child sexual abuse, past sexual abuse, education/training programming, increased prevention/intervention/aftercare, enhanced funding to support existing centres, development and support for more victim services, offender counselling and supports, services for men, support for mental health and for children who witness abuse.

An advisory committee overseeing the project provided important direction and feedback on the research process and the information gained. The strategic plan for Inuit violence prevention and healing was finalized in March 2016 and is available on our website.

National Family Violence Prevention Awareness Campaign

Through this project, Pauktuutit also developed three new bilingual posters intended to help people *Believe-Ask-Connect* with someone who may be experiencing violence and abuse. They were based on advice from the project's advisory committee, an online survey that received more than 100 responses, and the discussions and priorities of a national inquiry pre-consultation meeting that was held in February 2016. The posters contain suggestions for how to have a conversation about these issues and





offers questions that can be asked to help such as “What would you like to do now?” or “Do you want to go to find help together?” We can all play a role in ending violence against women. We hope you will find these messages of hope, help and resilience to be of interest and use.

Next Steps

Beyond completing the above activities, the Violence and Abuse Prevention team will be producing video and audio recordings with positive messaging concerning family violence. It is anticipated that eight public service announcements will be produced in English and Inuktitut, and will be made available on Pauktuutit’s website and YouTube channel.

is to improve the health and health literacy of Inuit cancer patients, families and caregivers. The project will enable Pauktuutit to extend the reach of cancer information and cancer awareness among Inuit, with the final goal of encouraging prevention and screening to reduce the incidence of cancer and related mortality, and improving the lives of Inuit living with cancer. Project activities focus on creating culturally appropriate materials and products for health professionals, patients and caregivers.

At the end of the previous fiscal year, a partnership agreement was signed CCS to extend the cancer project with funding from Jaguar Land Rover Canada for five years. The project extension allows for further dissemination of the cancer glossary and other crucial Inuit-specific health literacy resources to help improve awareness and understanding of cancer among Inuit communities and ultimately improving health outcomes.

A website has been developed to enable public access to the information. Research has been conducted to collect information on what resources already exist for Inuit, what resources are being used, and where gaps exist. New cancer resources will be developed over the next few years of the remaining project period.

HEALTH POLICY AND PROGRAMS

Pauktuutit has always been on the forefront of developing Inuit-specific resources and programs for Inuit women. Although funding difficulties over the past few years has greatly reduced the positive impact Pauktuutit has been able to have in this area, several strong and beneficial projects have been developed and implemented.

Inuusinni Aqqusaaqtara – My Journey: The Inuit Cancer Patients’ Project

Working in partnership with the Canadian Cancer Society (CCS) with funding generously provided by Jaguar Land Rover Canada, the goal of this project



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Community Readiness Model (CRM) for HIV/AIDS Prevention, Education and Screening with Inuit Communities

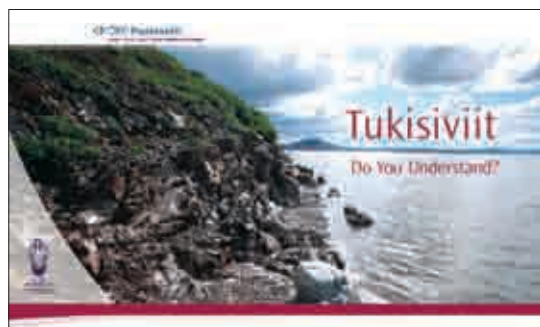
Pauktuutit's Department of Health Policy and Programs has a very long and successful history of developing unique, effective and successful resources to increase awareness of HIV/AIDS and to help improve health outcomes in Inuit communities.

The Community Readiness Model (CRM) project involved partnering with Dalhousie University to explore a resource that would help Inuit communities identify how ready they are to deal with HIV issues, infections and to critically assess their level of readiness.

The project work has proceeded as planned, with several meetings being held with the project advisory committees and the experts who helped develop the model. Feedback was sought from a variety of sources with the results being incorporated into the draft Inuit-specific model. It is anticipated that the model will be pre-tested through a series of interviews with participants from across Inuit Nunangat.

Tukisiviit – Do You Understand? Let's Talk About Sexual Health and Hepatitis C

With funding provided by the Public Health Agency of Canada (PHAC), Pauktuutit continued its work on



increasing the information available to Inuit on health topics such as hepatitis C, HIV, and other sexually transmitted and blood-borne infections. Pauktuutit has previously developed many resources on these topics and has recently completed a series of focus groups in the four Inuit land claims regions, to deepen its understanding of these important health issues. The objective of the hepatitis C component of the project is to enhance the capacity of service providers to support those living with or at-risk of contracting the hepatitis C virus (HCV) to prevent HCV and other infections. The project uses plain language information and resources, emerging research findings and skill-building tools.

Over the past fiscal year, hepatitis C campaigns and workshops took place in all the Inuit land claims regions and included participants from a wide variety of community stakeholders and interest groups. In addition, sexual health, HIV/AIDS and hepatitis C focus groups also occurred across all regions. The information from these groups will be analyzed and included in a report that will be shared once completed.

Aboriginal AIDS Awareness Week – December 1-5, 2015

Pauktuutit has been a leader in promoting the awareness of HIV/AIDS in Inuit communities. This important work continued over the past year with several events and meetings. Working in cooperation with the Canadian Aboriginal AIDS Network (CAAN), Pauktuutit attended the Aboriginal AIDS Awareness Week Parliament Breakfast. This year's event was entitled "Closing the Gap: Gender and HIV in Aboriginal Communities in Canada" and took place on Parliament Hill. The event was well attended by MPs and members of the public in addition to a diverse group of interested stakeholders.



Pauktuutit also worked with CAAN to launch the Aboriginal AIDS Awareness Week in Calgary. The event builds connections between national Aboriginal organizations and other stakeholders to help focus on improving the coordination of efforts of minimizing the impact of HIV/AIDS.

The two organizations also partnered on organizing the Inuit awareness-raising event and HIV/AIDS fair held in Inuvik in December 2015. The local partner in Inuvik was the Inuvialuit Regional Corporation. The event was part of the Aboriginal AIDS Awareness Week.

Canadian Inuit HIV/AIDS Network (CIHAN)

Pauktuutit established CIHAN in the mid-1990s to guide its work in HIV/AIDS programming for Inuit. CIHAN is a standing advisory group to Pauktuutit on sexual health including HIV/AIDS and is comprised of representatives from the Inuit regions. CIHAN is an important source of feedback and guidance, in addition to being an excellent means of collecting, and distributing, information about HIV/AIDS programs and resources in the Inuit regions.

Partnerships

The Department of Health Policy and Programs sits on a number of committees including Inuit Tapiriit Kanatami's (ITK) National Inuit Committee on Health Issues (NICOH). Pauktuutit strives to ensure that the interests and perspectives of Inuit women are brought to the table during any NICOH discussions and meetings.

Other bodies Pauktuutit participates in and works closely include:

- National Inuit Committee on Health
- National Inuit Public Health Task Group
- International Indigenous Working Group on HIV & AIDS
- Canadian National Aboriginal Working Group on AIDS
- Society of Obstetricians and Gynecologists of Canada's Aboriginal Health Initiative Committee
- Public Health Agency of Canada
- Canadian Society for International Health
- Canadian Cancer Action Network
- Canadian AIDS Treatment Information Exchange (CATIE)



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 The Canadian Inuit HIV/AIDS Network

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SOCIO-ECONOMIC DEVELOPMENT

Engaging Inuit Women in Economic Participation

With funding from Aboriginal Affairs and Northern Development Canada (AANDC)'s Urban Aboriginal Strategy (UAS), Pauktuutit has worked on developing a strategy to support Inuit women in their efforts to take a greater role in the Canadian economy. Project activities have focused primarily on holding a series of engagement sessions in each Inuit region to discuss barriers that Inuit face when attempting to get involved in economic development activities. Four sessions were held to gather input directly from Inuit women in each region. In addition, a survey was developed to enable more women to provide their thoughts and experiences. The information gained from these activities will be analyzed and used as the foundation of the national strategy.

In addition, Pauktuutit also began a study considering the status of internet access in Inuit Nunangat and the potential to use this powerful tool to support online training for Inuit women.

The engagements sessions focused on building partnerships with key stakeholders including local Inuit organizations, governments, local service providers, and others involved directly in economic development. All sessions were well attended and stakeholders expressed strong support for building partnerships focused upon assisting Inuit women in economic development.

As has become common practice with many Pauktuutit projects, an advisory committee comprised of regional representatives helps provide direction and oversight to the project.



Pauktuutit also worked with ITK and Tungasuvvingat Inuit (TI) to ensure each organization's UAS projects were complementary and that the lessons learned from each was shared by all. Pauktuutit staff and Board members attended various ITK and TI engagement sessions to both listen to the discussions and to share information on Pauktuutit's activities. For example, Pauktuutit staff attended ITK's some of engagement sessions to ensure there was gender-based input into their deliberations.

Next steps include drafting all the findings and feedback from the engagement sessions into a strategy to support the greater participation of Inuit women in the economy. The strategy will include clear goals and recommendations and be used to guide future economic development projects.

Mentorship for Inuit Women

Funded by Status of Women Canada, Pauktuutit began a three-year project to develop, test and disseminate a mentorship program for Inuit women interested in starting their own business. The first year of the project will focus on establishing an advisory committee and conducting a needs assessment to examine regional differences and similarities in terms of the challenges and barriers facing Inuit women. An important element of the needs assessment will be the interviewing Inuit businesswomen,





those women interested in starting their own business, and economic development officers in the communities. As well, another needs assessment will be conducted on the need for mentorship within industry and to examine how a mentorship model could be adapted for Inuit in the workplace. It is anticipated that the draft mentorship model be completed by end of the fiscal year.

An advisory committee has been established to help oversee the project. With their input and guidance, a research plan and interview list for the needs assessment study have been completed.

Pauktuutit intends to pilot the mentorship model in each Inuit region in the fiscal year 2016-2017.

Building Inuit Women's Financial Stability

Funded by AANDC, this project addresses the barriers many Inuit women face regarding limited money management skills. The intent of the project is to equip women with stronger financial literacy skills and to help them become stronger financially and increase their independence. The project focuses upon developing a financial literacy resource that reflects the realities, culture and

priorities of Inuit women. A workbook will be developed that will emphasize basic financial knowledge such as credit cards, opening bank accounts, good and bad debt, debt management etc. The material will be presented in plain language, and will contain exercises and resources to support the learning experience. In addition, a two-day workshop and delivery guide will be developed that can be delivered in its entirety or some distinct lessons. All finished products will be posted on an interactive website and be shared with regional partners.

To the end of the year, a consultant was hired to provide specialized skills and knowledge to the project and to support Pauktuutit staff. Existing materials from the Inuit Women in Business Network will also be included in the resources. Efforts have also been made to strengthen and extend partnerships with stakeholders to obtain information on best practices and to draw on the experiences of other agencies active in this area.

In the new fiscal year, it is anticipated that all materials and resources will be completed and funding will be sought for delivery of a pilot workshop model and delivery guide.

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Opportunities for Inuit Businesswomen in Major Projects

Inuit women are particularly underrepresented in the labour force in many key sectors of the economy. In particular, the mining sector has a very low level of participation by Inuit women. Pauktuutit successfully secured funding this year to follow up on an earlier study that had researched potential business opportunities for Inuit women in the mining sector. This year's project focused on conducting a supply

chain analysis of the two operating mines in Nunavut – Mary River iron-ore mine and the Meadowbank gold mine. The objective of the study is to identify the many business opportunities in mining that may be of interest to Inuit women. The focus of the work

is not to identify direct contract work with mining companies that may be available, but rather to explore the broader opportunities at hand, including the potential to supply goods and services to those companies already contracted to work with the mining companies. The intent is to use this information to help further develop a guide for Inuit businesswomen on how to capitalize on the opportunities that exist in the sector.

During the year, a consultant was hired to conduct the study. Research tasks included a series of interviews and a literature review. It is anticipated the final report will be completed by the end of the fiscal year and made available on the Pauktuutit Website. Additional work will entail the drafting of a guidebook, translation of the project report and the guidebook, development of a website, and dissemination of the resources to interested stakeholders across Inuit Nunangat.



Annual General Meeting

Pauktuutit's 32nd Annual General Meeting (AGM) was held on February 8, 2016, in Ottawa. The meeting was held in conjunction with a four-day national Inuit consultation meeting on the national MMIWG inquiry. Holding the two meetings close together allowed more participants to attend the AGM and enabled the Board members to attend the MMIWG consultation in person.

Although the AGM was more concise than usual, the delegates focused on reviewing and approving the business of the organization, undertaking elections of members to the Board, and providing direction to the organization for the next fiscal year through the review and passing resolutions. Thanks to the ongoing resourcefulness and dedication of Pauktuutit staff and Board members, the 32nd AGM was added to the long list of successful AGMs held by the organization since its inception.

Inuit Woman of the Year

Among the highlights of the AGM was the selection of the Inuit Woman of the Year. Every year, Inuit women across Canada are asked to nominate an Inuit woman who they think has made an exceptional contribution to their communities and to helping Inuit women improve their lives. Past winners have excelled at community counselling, worked with youth to learn traditional skills, been involved in raising awareness about climate change, and provided leadership across a wide range of areas.

This year's winner was Elizabeth Anavilok, an Inuk woman who has been very active in promoting healthy living and has a long history of volunteering

for many events and organizations in the Kitikmeot region. Elizabeth is also one of three Gjoa Haven residents who received a Queen's Diamond Jubilee Medal in 2013, in appreciation of her dedication to community service.

Pauktuutit congratulates Elizabeth on her award and hopes she will continue her many useful activities in the Kitikmeot.

2015-2016 Board Election

The AGM also saw the election of new members to Pauktuutit's 14-member Board of Directors. Board members serve staggered two-year terms requiring the election of some members at every AGM. This staggered term structure provides for greater stability for the organization, as it means that there are always a good number of members on the Board who have experience and are aware of the various issues and projects the organization is involved in. It also provides for a great learning environment for new Board members.

This year the following members were acclaimed:

- Kitikmeot – Annie Buchan
- North Baffin - Anne Curley
- Iqaluit – Rhoda Ungalak
- Ungava Bay – Pasha Arngak
- Hudson Coast – Caroline Oweetaluktuk
- Youth – Becky Micheline

Anita Pokiak was elected as the new Board member for the Inuvialuit region. The seat for South Baffin was vacant.

2015-2016 Resolutions

Every year, delegates gather to review the activities of the organization and to provide direction for the upcoming fiscal year. This direction is provided primarily through the development and passing of resolutions. Prior to and during the AGM, delegates discuss ideas on what steps the organization can take over the next year to help address key issues and priorities of Inuit women. These ideas are discussed both within the AGM and after-hours. Potential resolutions are then drafted for review, discussion and approval on the AGM floor. Most resolutions that make it to the floor of the AGM for discussion and review are approved, while those found to be not suited to the organization's mandate or to the interests of Inuit women are generally filtered out. It is not unusual to have a potential resolution voted down or have wording revised after discussion by delegates.

The 2015-2016 resolutions passed at the AGM are noted below:

- Resolution - 2016-AGM-01 – Inuit Family Violence
- Resolution - 2016-AGM-02 – Mentorship in Non-traditional occupations
- Resolution - 2016-AGM-03 – Child Care
- Resolution - 2016-AGM 04 – Mental Health – Older Inuit Adults in the Context of HIV/AIDS, Aging and Co-infection
- Resolution - 2016-AGM 05 – Lifesavers Campaign – HIV/AIDS Awareness Campaign
- Resolution - 2016-AGM 06 – Reinstatement of Health Projects Funding

For further information on the resolutions, please contact Pauktuutit at <http://pauktuutit.ca/about-us>.



Funders 2015-2016

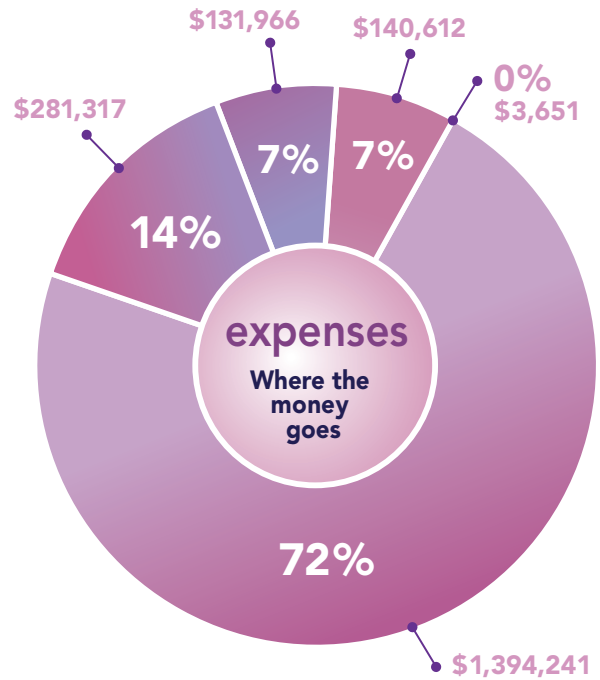
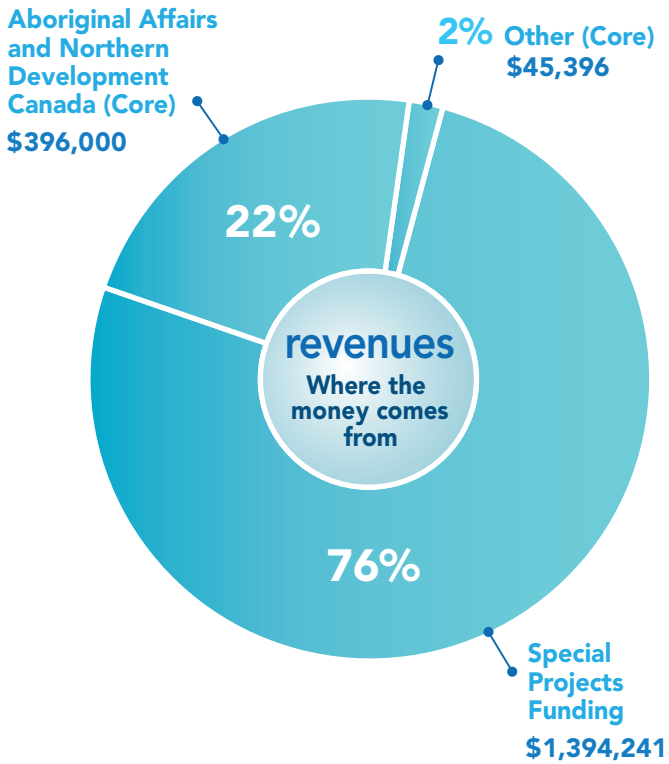
Pauktuutit relies on external funding sources to run the organization and to implement projects. Over the past several years, funding from the federal government for both core operations and project funding have been drastically reduced — a development that has forced Pauktuutit to refocus its efforts on priorities, reducing costs, and searching for non-governmental funding sources. While the drastic funding reduction from federal government sources has greatly impeded the efforts of Pauktuutit to improve the lives of Inuit families, there have been a number of notable successes in securing funding partnerships from the non-governmental sector.

The list below provides the names of the various funding sources that have helped Pauktuutit fulfill its mandate over the past year. Inuit women and their families have benefited directly from this funding, and Pauktuutit's Board of Directors wishes to thank these agencies for their support on behalf of Inuit women.

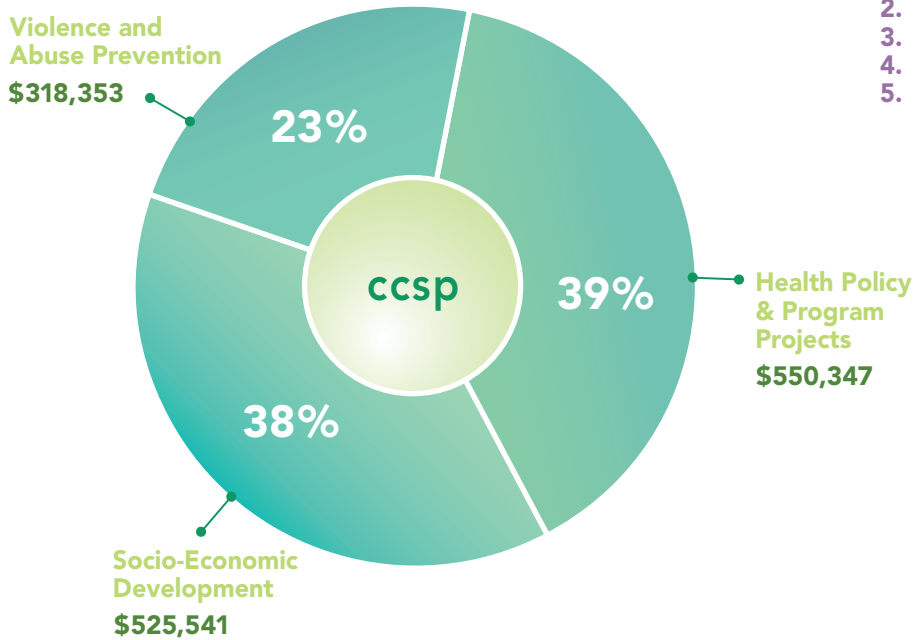
- Aboriginal Affairs and Northern Development Canada
- Canadian Cancer Society, generously supported by Jaguar Land Rover Canada
- Dalhousie University
- Public Health Agency of Canada
- Status of Women Canada



Financial Report



consolidated categories of special projects



1. Administration salaries/rent/office exp/equip rental
2. Policy & Program Development
3. Board Meetings/AGM
4. Amortization of Capital Assets
5. Special Projects

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Abuse Prevention Projects

Enhancing the Safety and Security of Inuit Women and Girls	\$	114,347
Pre-Inquiry on Murdered & Missing Indigenous Women		204,006
2 ABUSE PROJECTS		\$ 318,353

Health Policy and Program Projects

Adapting the Community Readiness Model for HIV/AIDS Prevention with Canadian Inuit Communities (CHIR Research Grant)	\$	60,814
Inuit Cancer Project		144,970
<i>Tukisiviit</i> Hepatitis C – Gaining the Tools to Make Informed Decisions		192,002
<i>Tukisiviit</i> – Inuit Sexual Health		152,561
4 HEALTH POLICY & PROGRAM DEVELOPMENT PROJECTS		\$ 550,347

Socio-Economic Development Projects

Opportunities for Inuit Women	\$	100,680
Engaging Inuit Women in Economic Participation		239,013
Building Inuit Women’s Financial Stability		90,744
First Nations, Inuit & Metis Summer Work Experience Program		4,636
Mentorship for Inuit Women		90,468
7 SOCIO-ECONOMIC PROJECTS		\$ 525,541

10 TOTAL \$ 1,394,241

Consolidated Categories of Special Projects

1. Violence and Abuse Prevention	\$	318,353
2. Health Policy & Program Projects	\$	550,347
3. Socio-Economic Development	\$	525,541
		\$1,394,241

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Consolidated Financial Position

As of March 31, 2016, with comparative figures for 2015

ASSETS	2016	2015
Cash and other working capital	\$ 1,095,932	\$ 583,818
Capital & Other Assets	24,836	35,500
Total Assets	\$ 1,120,768	\$ 619,318
LIABILITIES AND NET ASSETS		
Accounts Payable and Accrued Liabilities	\$ 629,771	\$ 455,055
Deferred Revenue	309,312	69,269
	939,083	524,324
Leasehold Inducements	17,483	19,922
Net Assets:		
Unrestricted	145,394	52,613
Invested in capital assets	18,808	22,459
	164,202	75,072
Total Liabilities and Net Assets	\$ 1,120,768	\$ 619,318

Consolidated Statement of Operations – Core Funding

Year ended March 31, 2016, with comparative figures for 2015

REVENUES	2016	2015
Core Funding	\$ 396,000	\$ 396,000
Core Funding – deferred	\$ 29,669	\$ —
Other	45,396	12,999
Total Revenue	471,065	408,999
EXPENSES		
Administration	281,317	358,316
Policy & Program Development	131,966	82,376
Board Meetings/AGM	140,612	27,149
Amortization of Capital Assets	3,651	4,677
Total Expenses	557,546	472,518
Deficiency of Revenue over Expenses – Core Funding	(86,481)	(63,519)
Project Recoveries	175,611	79,825
Excess (Deficiency) of Revenue over Expenses	\$ 89,130	\$ (16,306)

Consolidated Statement of Operations – Special Project Funds

As of March 31, 2016, with comparative figures for 2015

REVENUES	2016	2015
Deferred Revenue, Beginning of Year	\$ —	\$ 145,566
Contributions	1,763,540	767,004
Less: Payable to funding agencies	(89,672)	(37,541)
Deferred Revenue, End of Year	(279,627)	—
Total Revenue	1,394,241	875,029
EXPENSES		
Consolidated expenses	1,394,241	875,029
Total Expenses	1,394,241	875,029
Excess (Deficiency) of Revenue over Expenses	\$ —	\$ —