



ANNUAL REPORT 2018-2019



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PAUKTUUTIT
INUIT WOMEN OF CANADA
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35 YEARS



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pauktuutit.ca

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President's Message



Tungasuritsi. It is my pleasure to present Pauktuutit's Annual Report. This was a year of growth and we are thankful for the many opportunities we have been presented with. Next year will be our 35th year of incorporation and it is incredible to see Pauktuutit's expansion from relatively modest beginnings to an active, respected and vital organization. I am proud to serve as president of Pauktuutit and build upon our history as the leading advocate for Inuit women.

This past year has been full of changes at Pauktuutit. Through enhanced funding to support the implementation of our Memorandum of Understanding (MOU) with Indigenous and Northern Affairs Canada (INAC) we have been able to increase our capacity as an organization. This MOU was signed in 2017 and we have seen Pauktuutit grow since then. This has been a welcome change, as we previously faced serious funding cutbacks and a lack of recognition of the interests of Inuit women by the previous government. Four working groups came about from our MOU with INAC, based on the following themes: health and well-being; violence and abuse prevention; poverty reduction; and development of an Inuit-specific gender-based analysis.

We continue to be appreciative of this increased capacity, as it has allowed us to further our work for Inuit women, girls, and families.

In the past year we have had opportunities to better define our roles and responsibilities in relation to government and partner organizations, such as Inuit Tapiriit Kanatami (ITK) and my role with the ITK Board of Directors. Our mandate as an Inuit women's organization is to foster greater awareness of the needs of Inuit women, advocate for equality and social improvements, and encourage Inuit women's full participation in the community, regional and national life of Canada. When Inuit women are unified to bring positive change, all Inuit benefit.

Through this enhanced capacity, Pauktuutit has also been able to add two new departments: Policy and Research and Communications. This has meant greater international and national engagement for Pauktuutit and furthered our ability to represent Inuit women on these scales. This past year our profile has grown, and our Board of Directors has travelled more frequently to participate at various consultation sessions and engagements.

If readers would like to learn more about our work in this area in greater detail, this information can be found in our *Suliqpita* newsletter. This newsletter was started this year as an activity of our new Communications department. It was created to publicly provide updates on what we have been developing. Through this department, we hope to better communicate with Inuit across Inuit Nunangat and urban centres, and to better educate the public and other stakeholders around both the realities of Inuit women and children, and also around our strength and resiliency.

As always, thank you to my fellow Board members and the staff at Pauktuutit for their continued hard work and dedication to this organization and to the advancement of the rights and well-being of Inuit women.

A handwritten signature in black ink, reading "Rebecca Kudloo".

Rebecca Kudloo
President and Board member for Kivalliq

Our Mandate and Objectives

Pauktuutit is the national non-profit organization representing all Inuit women in Canada. Our 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.

Our activities are guided by the objectives below.

- Promoting the rights of Inuit women and children
- Providing the Inuit women of Canada a united voice
- Working towards 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
- Encouraging Inuit women to take their rightful place in society
- Promoting equity for the views of Inuit women in all levels of Canadian governmental and non-governmental structures
- Motivating Inuit women to realize their potential as individuals and as a group
- Promoting self-confidence and self-reliance among Inuit women
- Providing resources to ensure that our children are raised with Inuit values, heritage, culture and language
- Encouraging the involvement of Inuit women in all levels of Canadian society
- Facilitating collaboration between Inuit women and other Indigenous Peoples.

Board of Directors

EXECUTIVE

Rebecca Kudloo – President, Kivalliq

Anne Curley – Vice-President, North Baffin

Charlotte Wolfrey – Secretary-Treasurer, Nunatsiavut

DIRECTORS

Leena Metuq – Nunavik, Hudson Coast

Hovak Johnston – Yellowknife

Billie Jo Barnes – Urban

Alyssa Carpenter – Youth

Christine Porter – Kitikmeot

Pasha Arngaq – Nunavik, Ungava Coast

Anita Pokiak – Western Arctic

Parniga Akeeagok – Iqaluit

Martha Flaherty – Urban

Laura Churchill – Youth



Programs

During our Annual General Meeting the Board of Directors and delegates provide direction on priorities and activities for the upcoming fiscal year. Our priority areas within the Programs Department are organized under three areas: Social and Economic Development, Violence and Abuse Prevention and Health Policy and Programs. Each department conducts work in a wide range of activities described below that address the priorities and needs of Inuit women and their families. Visit our website at pauktuutit.ca for more details and updates.

Social and Economic Development

This department is focused on supporting the economic self-sufficiency and social development of Inuit women. The 2018-19 year saw an expanded focus on women and work through the enhancement of business resources for Inuit women, both in the North and urban areas, and Inuit women's safety in the resource extraction industry. Pauktuutit is proud to support Inuit women's social and economic independence, especially as job opportunities in Inuit Nunangat are often limited.

Kajusiliqta: Moving Forward – Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry – funded by Women and Gender Equality (formerly Status of Women Canada)

This project seeks to reduce the difficulties encountered by Inuit women in the resource extraction industry by addressing and reducing the institutional

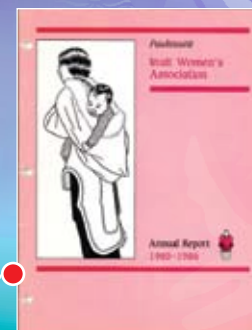
35 YEARS

1985



1984-1985
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1986



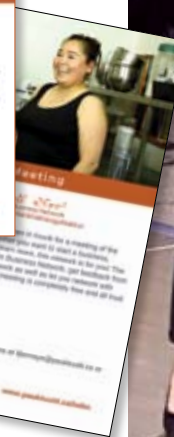
1985-1986
Annual Report

barriers that have contributed to workplace sexual harassment and violence. Working in the resource extraction industry is an important opportunity for socio-economic and community development for Inuit women, yet this is negatively impacted by the violence experienced in the workplace. Through working directly with partners, such as the resource extraction industry and regional governments, more effective policies and practices in the workplace will be developed with the goal of cultivating safe and secure environments.

Following the establishment of the advisory committee, a literature review was completed through a gendered lens to assess existing industry policies and procedures, current legislation and relevant human rights codes to gain a more complete understanding of the issue. Surveys were also developed in conjunction with the advisory committee in order to better understand the issue of workplace sexual harassment and violence in the resource extraction industry. In the summer of 2019, Pauktuutit will travel to all regions of Inuit Nunangat to give out these surveys to Inuit women who have, or are currently, working at extraction sites.

Mentorship for Inuit Women (2015-2018) – funded by Women and Gender Equality (formerly Status of Women Canada)

In May of 2018 we completed this three-year project, with the aim of connecting women in earlier stages of business development with women offering significant business experience. Matches between mentors and mentees were made according to shared business interests, objectives and expertise. The final project resources include a training program to guide Inuit women through their

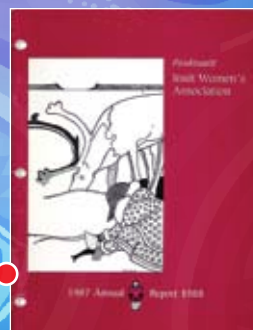


1987



1986-1987
Annual Report

1988



1987-1988
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1989



1988-1989
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mentoring relationships. Within this program, participants can find PowerPoints that illustrate how to start a mentorship group, how to conduct meetings, and how to set goals, along with resources that are helpful when starting or expanding a business.

Connecting Urban Inuit Women with the Inuit Women in Business Network – funded by Indigenous and Northern Affairs Canada

The Inuit Women in Business Network (IWBN) was first established in 2011 and has since grown rapidly. From its launch in Iqaluit, it now extends across Inuit Nunangat and urban centres. To highlight the further inclusion of urban Inuit women, new promotional videos were launched featuring urban Inuit businesswomen, the Network, resources, and the many opportunities provided to members. Additionally, following feedback from members, a new set of resources was developed on the use of Facebook and Etsy for small business, including a detailed guide (available in both English and Inuktitut) and a series of eight how-to videos.

Violence and Abuse Prevention

Violence and abuse prevention has been one of Pauktuutit's priorities since its beginnings in 1984. Though violence and abuse are often hidden problems, Pauktuutit aims to bring

this issue out into the open, with the ultimate goal of breaking intergenerational cycles of abuse and to improve the safety and well-being of women, children and families. Through this work, we believe there is hope for healing.

Pilimmaksarniq: Engaging Men and Boys in Reducing Violence Against Women and Girls, Phase II – funded by Women and Gender Equality (formerly Status of Women Canada)

2019 is the second year of a three-year Pilimmaksarniq project focused on one key initiative – a role model campaign. This campaign seeks to encourage men, women and youth to speak out about gender-based violence and promote *Inuit Qaujimajatuqangit* (IQ)¹ informed approaches to live free from violence. Prior to the launch of the campaign, partnerships were established in each of the four regions, including:

- Nunavut Tunngavik Inc.;
- Qikiqtani Inuit Association;
- Nunatsiavut Government;
- Inuvialuit Regional Corporation;
- Qarjuut Youth Council; and
- Nunavik Regional Board of Health and Social Services.

1. Inuit Qaujimajatuqangit (IQ) are Inuit social values.

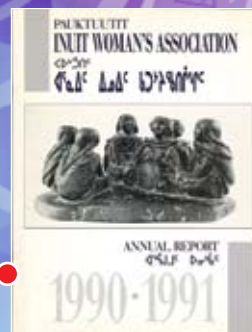
35 YEARS

1990



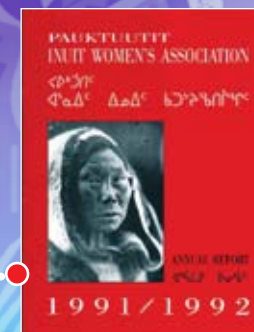
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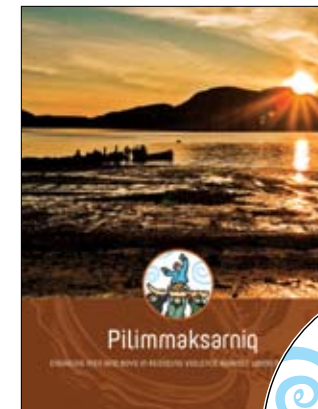
1991-1992
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The campaign began with a nomination phase in which nomination forms and posters were launched in English and Inuktitut (North Baffin and Nunavik dialects), with distribution through Pauktuutit's social media Inuktitut channels, schools, and regional partners on-the-ground. Community members were encouraged to nominate peers who are inspiring because of the respect they show to others and their efforts to create healthy relationships. Nominations will be accepted from late March until this report ends March 31, 2019. From those nominated, each of the four regions will select two to three nominees to send to the national committee. From there, the national committee will choose the final role models. The next step is to finalize the creation of a photo/video campaign to encourage others to live free of violence.

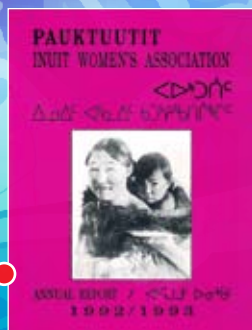
Believe-Ask-Connect (V) – funded by Indigenous Services Canada

The fifth year of the successful *Believe-Ask-Connect* project saw the development of *Sivummuatsiarniq: An Urban Resource Guide for Inuit Women*. This project is comprised of two parts. One is a guide for Inuit women moving south, with information either on or about services in Ottawa, Montreal, Winnipeg, Toronto, Edmonton and St. John's. It also includes helpful strategies for getting to know one's new community and staying safe, while also increasing awareness about women's rights. The other resource is for *qallunaat* (non-Inuit) service providers to increase their cultural competency when working with Inuit.

This resource guide (in English and Inuktitut) for Inuit women moving south will be distributed in partnership with airlines, at the beginning of summer 2019 onward. The resource for service providers will also be launched in summer 2019, with materials being sent directly to relevant organizations.



1993


1992-1993
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1994


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Violence Against Women and Shelter Service Needs Across Inuit Nunangat, Shelter Needs Assessment, Phase II – funded by Indigenous and Northern Affairs Canada

This year also saw the completion of Pauktuutit's study on gendered violence and shelter needs across Inuit Nunangat. This research carried out a needs assessment of shelter services for women and began to map out the related hard costs of violence. In conducting this research, several women's focus groups were held across Inuit Nunangat, in addition to face-to-face and telephone interviews with relevant service providers and shelters in Ottawa, Montreal, Kuujuaq, Iqaluit, Cape Dorset and Clyde River.

The final report, *Study of Gender-based Violence and Shelter Service Needs across Inuit Nunangat*, provides an in-depth look at the state of shelter services across the North, and identified the key determinants of violence such as lack of access to safe, affordable housing, and the barriers that prevent more effective action. The study also offered insight on what change can look like and highlighted key prevention and healing initiatives created and led by Inuit across Inuit Nunangat. Included in the report are also 14 recommendations for addressing service gaps and promoting healing strategies.

1996

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1997



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1997-1998
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Access to Justice for Family Violence in Nunavut: A Research Project and Awareness Campaign – funded by the Law Foundation of Ontario

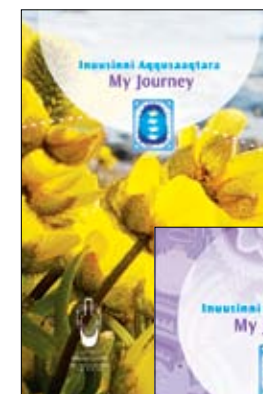
Pauktuutit has been working to advance research that will help shed light on the needs and realities of Inuit women's access to justice. With this in mind, we have established a partnership with the Law Society of Nunavut to conduct research regarding the barriers Inuit women face in accessing justice, and specifically, how the *Family Abuse Intervention Act* (FAIA) is implemented and its progress in achieving its objective of meeting the needs of survivors of intimate partner violence. The end goal of this research is to create a comprehensive public awareness campaign guided by IQ, aiming to inform Nunavummiut of their rights and better understand the signs of intimate partner violence and how to address it. Research will begin in communities in the summer of 2019 and the project will be carried out over two years.

Health Policy and Programs

Achieving the same health status as other Canadians continues to be a significant challenge for many Inuit, particularly in accessing quality and appropriate health care. Pauktuutit is committed to both bettering relationships between health care providers and Inuit and developing culturally safe and plain language resources for Inuit accessing health care. Some of the activities the department undertook in 2018-19 are illustrated below.

Inuit Cancer Project – funded by the Canadian Cancer Society and Jaguar Land Rover Canada

Our work on Inuit-specific cancer resources continued to grow this year. In April of 2018 Pauktuutit met with the Inuit Cancer Project Advisory Committee in Iqaluit to discuss the future of the project and regional launches of the *Inuusinni Aqqusaagtara – My Journey* cancer resources. In addition



1999



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2000



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2001



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to this meeting, we also began work on further developing resources for this project to address gaps in awareness and reach, including an Inuit-specific sharing circle guide, media materials to raise awareness of existing resources, and e-learning modules. The e-learning modules will complement existing cancer resources and be divided into two parts: one targeted for Inuit cancer patients and their families, and the other for health care providers working with Inuit patients. They will be launched in 2019.

The project was also showcased at various conferences, both nationally and internationally. In August 2018 it was presented in Copenhagen, Denmark for the 17th International Congress on Circumpolar Health, along with Pauktuutit's *Naturally Curious* sexual health project, and at the Canadian Association of Nurses in Oncology Conference in Charlottetown, Prince Edward Island in October 2018.

Community Readiness Model for HIV/AIDS Prevention, Education and Screening with Inuit Communities – funded by the Canadian Institutes of Health Research

Pauktuutit has been working with Dalhousie University to explore a community-based research project using the Community Readiness Model (CRM), originally developed at Colorado State

University. The original model identified that “communities are at many different stages of readiness for implementing programs, and this readiness is a major factor in determining whether a local program can be effectively implemented and supported by the community.”² Pauktuutit's purpose is to work in partnership to develop an Inuit adapted (and translated) CRM. The adapted CRM will help three Inuit communities (Clyde River, Arviat and Kugluktuk) identify how ready they are to deal with HIV infections and will ultimately be available to assess readiness in all four Inuit regions. As part of this partnership, Pauktuutit is organizing a workshop planning meeting in Ottawa for 2019 with our partners from Dalhousie and the communities of Clyde River, Kugluktuk and Arviat.

Catalyst Grant on Cervical Cancer – funded by the Canadian Institutes of Health Research

This project furthers our partnership with Dalhousie University and looks at increasing understanding about cervical cancer. In April 2018, a workshop was held in Iqaluit to discuss the need for culturally competent/safe cervical cancer prevention, and treatment through the usage of IQ. This project will also look at

2. Retrieved from <http://www.readiness.nu/wp-content/uploads/2014/06/Community-readiness-research-to-practice.pdf>

35 YEARS

2002



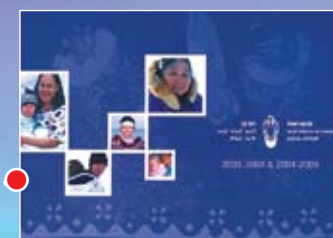
2001 - 2002
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2002 - 2003
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2003-2004 & 2004-2005



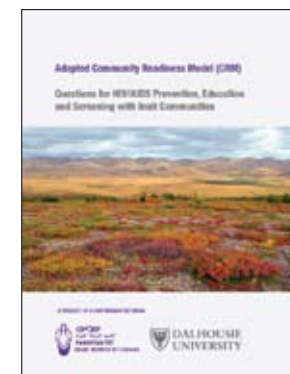
2003 - 2004 and 2004 - 2005
Annual Report

unresolved sexual abuse and trauma as a potential barrier for Inuit women who are seeking reproductive healthcare. The next phase of this project has not yet been funded.

CheckUp Project – funded by the Canadian Institutes of Health Research

Pauktuutit is continuing our partnership with Dr. Alexandra King at the University of Saskatchewan to scale up and enhance Nunavik's CheckUp Project. The CheckUp Project is a campaign launched by the Nunavik Regional Board of Health and Social Services that uses social marketing and social media to influence the social norms around screening and the normalization of testing for sexually transmitted and blood borne infections (STBBIs). Following the success of the project in Nunavik, further funding was granted to expand the project to other Inuit regions starting with the Inuvialuit Settlement Region. A face-to-face meeting of the research team was held in Montreal in January 2019 to determine the next steps for the project and to ensure the relevance and success in other Inuit regions, with the ultimate goal of changing social norms around testing to decrease the burden of STBBIs throughout Inuit Nunangat.

As the target audience for this project is youth, social media has been a large part of this campaign, primarily Facebook. On the Facebook page (@CheckUpProject), humorous memes are often featured, along with profiles of youth community members and quizzes, in order to de-stigmatize conversations around STBBIs and testing and promote safe sexual practices. Like all of Pauktuutit's work, this strategy is based on a strength-based approach through a focus on the promotion of healthy sexuality, rather than fear-based messaging.



2006

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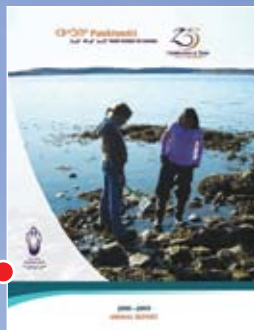


The Inuit Sexual Health Network – funded by Indigenous Services Canada, First Nations and Inuit Health Branch

As part of Pauktuutit's long-standing work on sexual health, we are pleased to have the opportunity to continue to strengthen the National Inuit Sexual Health Network. This provides a recognized voice for all Inuit in Canada to advance specific issues and priorities related to sexual health. Members of the Network include the Nunavik Regional Board of Health and Social Services, the Nunatsiavut Government, Government of Nunavut, Government of the NWT and other public health experts. The Network has created and published *Ikajurniq: An Inuit Cascade of Care Framework for Sexually Transmitted and Blood Borne Infections*. "Ikajurniq" means "the act of helping" and we hope that through this framework, we can continue to foster Inuit sexual health. Additionally, our proposal to continue enhancing the National Inuit Sexual Health Network was approved, resulting in additional funding for five years to expand the network and to continue the implementation of *Tavva: The National Inuit Sexual Health Strategy*. The next face-to-face meeting of the Network will occur alongside the HIV/STI World Congress in Vancouver, British Columbia in July 2019.

2009

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2008 - 2009
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2010



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2011



2010 - 2011
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Naturally Curious – funded by the Public Health Agency of Canada

This project aims to increase communication between Inuit adults and youth about healthy sexual behavior. Plain language resources and short videos include animals native to the Arctic in order to make the materials both Inuit-specific and friendly to youth and adults. In the final phase of the project resources were developed and disseminated to eight communities across Inuit Nunangat. The project was also presented at the Indigenous Health Conference in Toronto in May 2018.



2019 AGM,
Pauktuutit
Board of
Directors
with Minister
Bennett.



2012



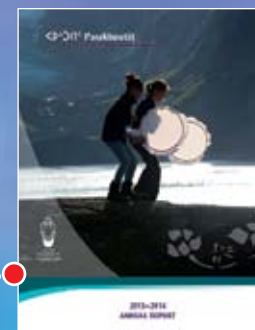
2011-2012
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2013



2012-2013
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2014



2013-2014
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Annual General Meeting

Pauktuutit's 35th Annual General Meeting (AGM) was held the week of January 13, 2019 in Ottawa. Travel and weather were difficult yet upon arrival, Board members and delegates began to progress through the comprehensive agenda. An update was provided on Pauktuutit's current projects, and delegates discussed issues including proposed amendments to federal gun control legislation, pending legislation to make cannabis legal in Canada, Inuit women's reproductive right and Pauktuutit's international engagement and opportunities. Though much work had to be done, we ended with a celebration of Inuit culture and a fashion show featuring the designs of Martha Kyak, owner and designer of InukChic, and an impressive performance by the students of Nunavut Sivuniksavut.

Throughout the course of the AGM, many informative sessions were presented by the following organizations and individuals:

- Catherine Cole, Senior Manager Policy Development, First Nations and Inuit Health Branch (FNIHB), Indigenous Services Canada;
- Natan Obed, President, Inuit Tapiriit Kanatami;
- The Honourable Carolyn Bennett, Minister, Crown-Indigenous Relations;
- Sandra Kowaak Inspire Nunavut; and
- Employment and Social Development Canada.

Election of Board Members

This year we had two positions open on our Board of Directors. We welcome two strong Inuit women who were elected to our Board this year and look forward to sharing in their knowledge and leadership. The two women elected were:

- Gerri Sharpe for Yellowknife; and
- Annie Buchan for Kitikmeot.

Inuit Woman of the Year – Audrey Qamanirq

At the Annual General Meeting, Pauktuutit honours an Inuk woman who makes strong, positive contributions to her community. This year we received many wonderful nominations, but ultimately, Audrey Qamanirq of Arctic Bay was selected as the recipient. For over 20 years, Audrey has worked to bring back traditional Inuit knowledge like sewing, hunting, and how to use traditional tools. In addition to other volunteering with community-based committees, she also works as a translator and interpreter. She has helped dozens of Inuit girls and women learn valuable sewing skills including how to make traditional clothing like kamiit, sealskin parks, and mittens. She has also run programs for young men to hunt and provide char and seal to elders. The Board of Directors called Audrey to congratulate her and a gift was sent to her home.

2015

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2014 - 2015
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2016



2015 - 2016
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2017



2016 - 2017
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Resolutions

Perhaps the most important outcomes of the AGM is to develop and pass resolutions that guide Pauktuutit in its activities for the following year. Below is a list of the resolutions that were passed.

2019-01

Strengthening Partnerships and Building Capacity

2019-02

Promoting Leadership and Engagement

2019-03

Poverty Reduction Strategy

2019-04

Enhancing Inuit Women's Economic Development

2019-05

Workplace, Safety and Anti-Harassment

2019-06

Housing and Homelessness

2019-07

Inuit-Specific Strategy to End Gender-Based Violence and Promote Gender Equality

2019-08

Inuit Youth and Violence

2019-09

Fetal Alcohol Spectrum Disorder

2019-10

Women's Reproductive Health

2019-11

Inuit and Gender Comprehensive Data

2019-12

Impact of Cannabis Legalization

2019-13

Inuit-Focused Shelters in Urban Centres

Funders

Pauktuutit needs financial support in order to continue its mission. 2018-2019 saw added funding from both government and non-government sources, allowing further growth and expansion of reach.

The funding received has meant we can support Inuit women, their families, and communities, both in the North and the south. Pauktuutit's Board of Directors thanks the funders below for their generous support and contributions in 2018-19 and looks forward to future collaborations.

- Women and Gender Equality;
- Indigenous Services Canada;
- Indigenous and Northern Affairs Canada;
- Law Foundation of Ontario;
- Canadian Cancer Society;
- Jaguar Land Rover Canada;
- Canadian Institutes of Health Research;
- Indigenous Services Canada, First Nations and Inuit Health Branch; and
- Public Health Agency of Canada.

2018



2017 - 2018
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2019



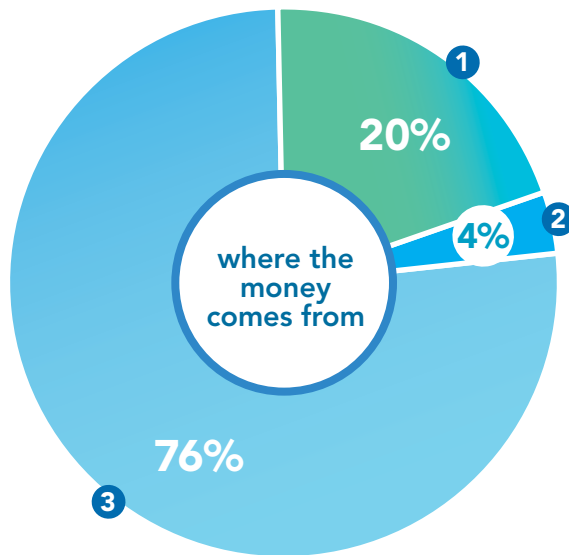
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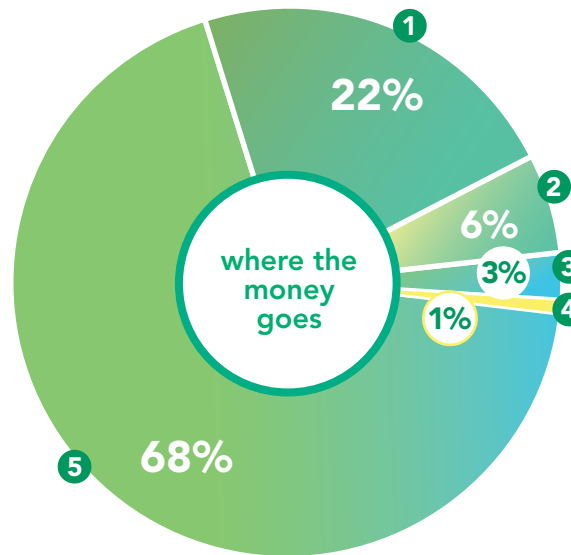
Revenues

1. Indigenous Services Canada (Core) **\$488,024**
2. Other (Core) **\$91,688**
3. Special Projects Funding **\$1,859,089**



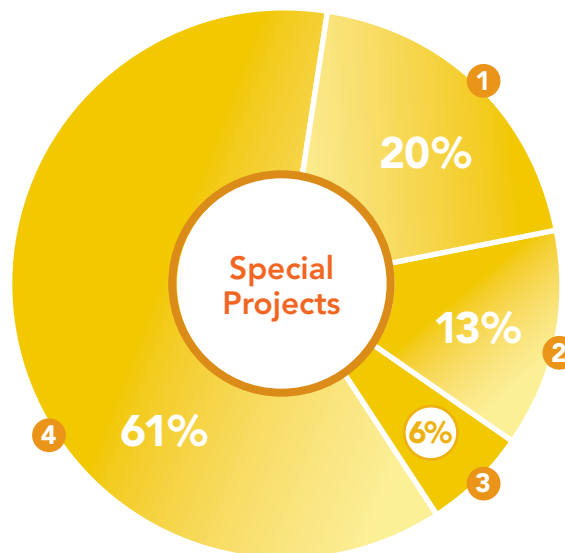
Expenses

1. Administration (salaries, rent, office exp. equip. rentals) **\$624,868**
2. Policy and Program Development **\$159,643**
3. Board Meetings/AGM **\$79,493**
4. Amortization of Capital Assets **\$15,699**
5. Special Projects **\$1,904,084**



Consolidated categories of special projects

1. Violence and Abuse Prevention **\$374,976**
2. Health Policy and Program Projects **\$241,689**
3. Socio-Economic Development **\$117,286**
4. Other **\$1,170,133**



Violence and Abuse Prevention Projects

Study Related to Violence Against Women	\$	91,367
Family Violence Prevention Project "Believe Ask Connect"		65,725
Engaging Men & Boys in Ending Violence Against Women and Girls		217,884

3 PROJECTS \$ 374,976

Health Projects

Cervical Cancer Prevention (CHIR Research Grant)	\$	13,595
Inuit Cancer Project		171,650
Check-Up Project		6,829
National Inuit Sexual Health Network (Tavva)		49,615

4 PROJECTS \$ 241,689

Socio-Economic Development

Connecting Urban Inuit Women with the Inuit Women in Business Network	\$	31,846
First Nations, Inuit Youth Employment Strategy		12,047
Addressing Workplace Sexual Harassment & Violence in the Resource Extraction Industry		71,372
Mentorship for Inuit Women		2,021

4 PROJECTS \$ \$ 117,286

Other

Enhanced Capacity for Engagement	\$	931,890
Rights and Recognition Framework		50,000
Child Welfare Engagement Session		132,699
Gender Based Analysis		10,456
Inuit-Crown Partnership Committee		45,088

6 PROJECTS \$ 1,170,133

TOTAL \$ 1,904,084

Consolidated Categories of Special Projects

Violence and Abuse Prevention	\$	374,976
Health Policy & Program Projects		241,689
Social and Economic Development		117,286
Other		1,170,133
	\$	1,904,084

Financial Report

Year ended March 31, 2019, with comparative figures for 2018.

Consolidated Financial Position

ASSETS	2019	2018
Cash and Other Working Capital	\$ 1,808,633	\$ 2,053,507
Capital & Other Assets	89,471	83,811
Total Assets	1,898,104	2,137,318
LIABILITIES AND NET ASSETS		
Accounts Payable and Accrued Liabilities	338,185	550,829
Deferred Revenue	1,335,369	1,318,411
	1,673,554	1,869,240
Leasehold Inducements	10,776	12,605
Net Assets:		
Unrestricted	144,442	202,083
Invested in Capital Assets	69,332	53,390
	213,774	255,473
Total Liabilities and Net Assets	\$ 1,898,104	\$ 2,137,318

Consolidated Statement of Operations – Core Funding

REVENUE	2019	2018
Core Funding	\$ 488,024	\$ 488,024
Core Enhanced Funding	85,059	1,016,949
Core Funding – Deferred	\$ –	\$ (1,016,949)
Other	91,688	26,742
Total Revenue	664,771	514,766
EXPENSES		
Administration	\$ 624,868	\$ 329,901
Policy & Program Development	159,643	134,656
Board Meetings/AGM	79,493	158,605
Amortization of Capital Assets	15,699	10,557
Total Expenses	\$ 879,703	\$ 663,719
Deficiency of Revenue over Expenses – Core Funding	(214,932)	(118,953)
Project Recoveries	218,228	200,333
Excess (Deficiency) of Revenue over Expenses	\$ 3,296	\$ 81,380

Consolidated Statement of Operations – Special Project Funds

REVENUES	2019	2018
Deferred Revenue, Beginning of Year	\$ 1,288,725	\$ 144,991
Contributions	2,019,630	1,953,295
Less: Payable to Funding Agencies	8,450	(18,513)
Less: repayment of project funding	(66,974)	–
Less: Reallocation for Core support	(85,059)	–
Deferred Revenue, End of Year	(1,305,683)	(271,776)
Total Revenue	1,859,089	1,807,997
EXPENSES		
Consolidated Expenses	1,904,084	1,807,997
Total Expenses	1,904,084	1,807,997
Excess (Deficiency) of Revenue over Expenses	\$ (44,995)	\$ –





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YEARS

