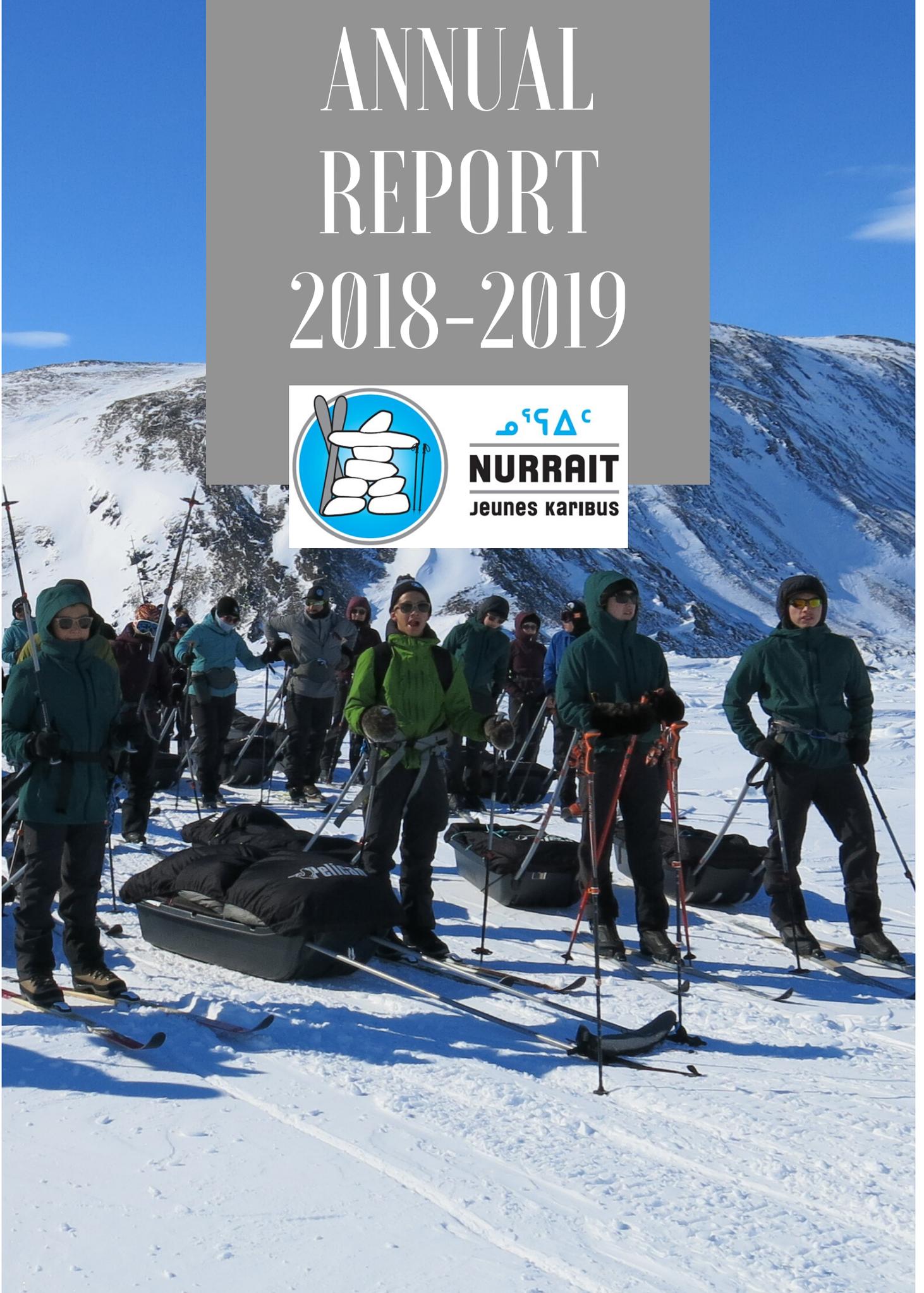


ANNUAL REPORT 2018-2019



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NURRAIT
Jeunes Karibus



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Valérie Raymond

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BOARD OF DIRECTORS

We, the Board of Directors, have always fought hard for our mission of empowering Nunavimmiut youth. However, conscious of the difficulties of running a non-profit organization, we did not expect the level of success that we enjoyed in our first five years. Indeed, the past few years and especially 2018-2019, were quite exceptional in terms of accomplishments and outreach throughout the entire region.

It is truly an honor for us to oversee this organization and ensure it continues to flourish for years to come. We are amazed by the dedication of our staff who work so tirelessly so that the youth of Nunavik can find their path in a structured, safe, and positive environment. Thank you!

We also want to acknowledge all the 'behind-the-scenes collaborators' who are willing to embark on the Nurrayt adventure. Amongst them, our deepest thanks to all of our team leaders, local guides, and volunteers. Thank you!

Last but not least, we are privileged to receive great financial support from regional partners, namely Makivik Corporation, Kativik Regional Government, Nunavik Regional Board of Health and Social Services, Kativik Ilisarniliriniq as well as the Quebec Government and newly Bombardier Recreational Products. We are also grateful for all in-kind donations or significant discounts we receive on various articles of technical equipment, most notably from Black Diamond and La Vie Dehors.

Hats off to everyone, and let's see what the sixth year has in store for us.

The Board of Directors



ONE YOUTH AT A TIME



Nunavik is full of tremendous teenagers, each with individual strengths. Thousands of young souls in the process of constructing their identity. Thousands of youth shaken by life's challenges, navigating them one experience at a time. As an organization, we wish to offer those youth an opportunity to shine and realize the awesomeness that lies within them. Let's be honest, Nunavik's teenagers are phenomenal! Although our organization has expanded, we maintain the same focus. We ensure that all of our decisions have the well-being of Nunavik's youth. We aim high. We want to be present for teenagers all over the region, and we want to offer programs throughout the year. We want to offer them an opportunity to be out on their marvelous ancestral land, together, active, connected and supported. We want them to be recognized for all they are worth. We want to take them as they are and to accompany them. We want them to be involved in the organization, to give us direction so that we can better meet their needs. This year, 220 youth energized us, one smile at a time. 220 youth allowed themselves to be teenagers, to take in fresh air and to reach for their goals. Let's make 2019-2020 another memorable year, let's continue to strive for the best, one youth at a time.

A handwritten signature in black ink, appearing to read 'Valérie Raymond'.

Valérie Raymond, CEO

ABOUT THE ORGANIZATION

In its fifth edition, **Nurrait | Jeunes Karibus** reached a turning point. We strove to strengthen both the *Nurrait* Program as well as the organization itself. The 2018-2019 edition was also an innovative one.

As an organization we stepped outside of our comfort zone to better serve the youth of Nunavik. Offering programs all over the region and throughout the year had long been a dream for **Nurrait | Jeunes Karibus**.

Reaching more than two hundred youth in thirteen communities with the *Nurrait* Program, offering a part-time job to six young leaders and guiding contracts to five more through the *Tuttuit* Program, and involving eight participants in a Summer Program pilot project is a success we are proud of.

MISSION AND VISION

Promote social development among Nunavik youth through intervention-based outdoor programming.

Once again this year, all of our decisions were made with our mission in mind. Are we serving Ulayu, Elijah, Elisapie, and Lucasie by doing this? Nunavimmiut youth remains at the core of all of our actions.

Our organization is rooted in our vision that **through a connexion to nature, self, and the other, Nunavik youth will achieve their full potential.**

Join us in discovering how we put this into action for the 2018-2019 edition.



OUTDOOR INTERVENTION

During the winter of 2019, **Nurrait | Jeunes Karibus** became one of the five organizations certified by Aventure Écotourisme Québec in the province in the field of outdoor intervention.

Nurrait | Jeunes Karibus has both accreditations from Aventure Écotourisme Québec.

The "Aventure Écotourisme Québec Quality Safety Certified" seal is a gauge of quality and safety for users and recognizes the organization as professionals in the field.

The "Aventure Écotourisme Québec Ecotourism Certified" seal means our organisation respects ecotourism norms in our activities.

Safety of participants is a priority throughout our programs at **Nurrait | Jeunes Karibus** and the respect of the land on which those activities happen is just as fundamental to us.

Nurrait | Jeunes Karibus is proud to be so rigorous and to be an accredited member of Aventure Écotourisme Québec.



2018-2019 NURRAIT PROGRAM

13

NUMBER OF PARTICIPATING COMMUNITIES

Initially, all **14** communities offered the Nurrayt Program. Unfortunately, one had to withdraw in the fall.

NUMBER OF ACTIVITIES IN THE REGION

Between **26** and **62** activities were offered in each of the participating communities for an overall average of **39** activities offered per village.

502

201

NUMBER OF PARTICIPANTS IN THE REGION

An average of **7** participants took part in each activity offered throughout the region. Of those **201** participants, **70** completed the annual expedition.

5

NUMBER OF ARCTIC GUIDE PROGRAM PARTICIPANTS

A new partnership with the Arctic Guide Program was concluded allowing **five** students from the program to experience guiding one of our **ski expeditions** and our **kayak expedition**.

"As filled days went by, slowly, one after the other, we witnessed youth gain confidence, take on risks, forge links and help one another"

Geneviève Langevin
Team Leader Aupaluk

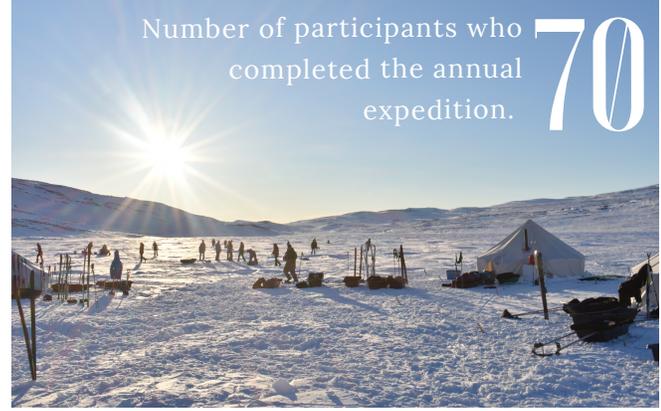
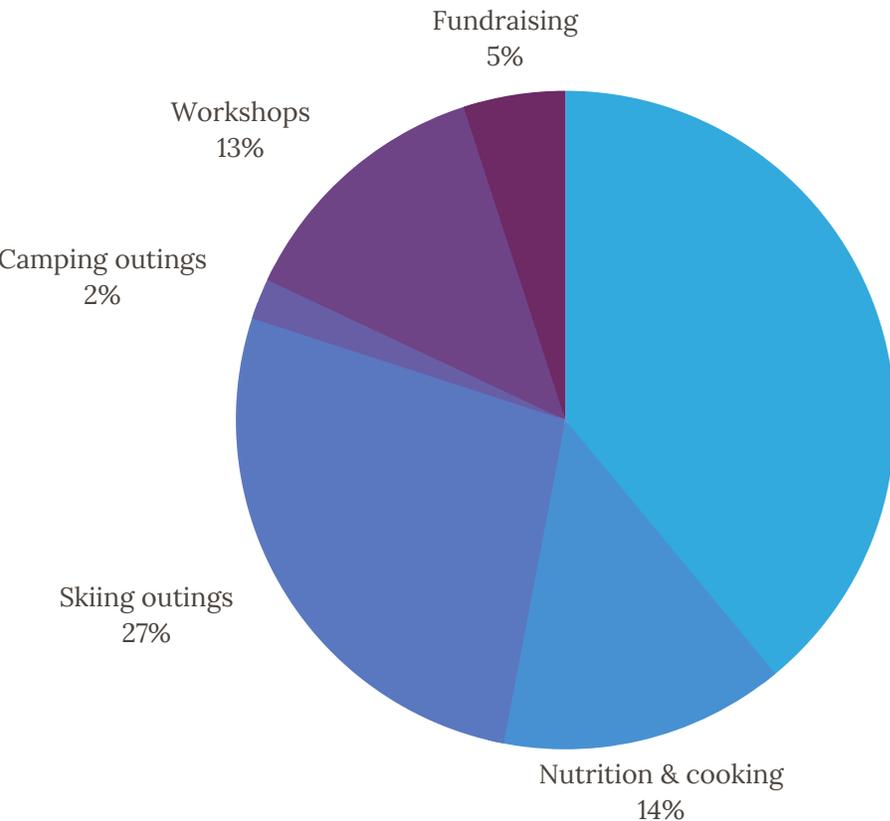
NURRAIT PROGRAM OVERVIEW

Nurrait Program is a ten-month long program including weekly activities, weekend camping outings and a week-long ski expedition.



TYPE OF ACTIVITIES

Throughout the program, participants take part in a series of activities. The majority of them involve physical activity.

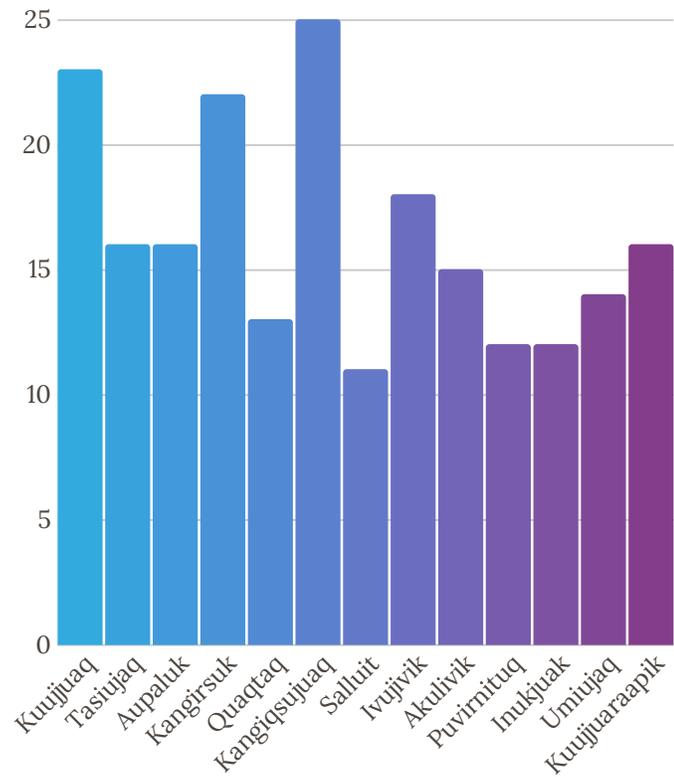


Number of participants who completed the annual expedition.

70

NUMBER OF PARTICIPANTS PER COMMUNITY

Each community had between 12 to 25 participants taking part in the program with an average of 7 per activity.



Sports & training
39%



2018-2019 NURRAIT PROGRAM

3631

NUMBER OF HOURS SPENT WITH PARTICIPANTS

An average of **279** hours were spent with participants in each community. Each activity lasted an average of **2.8** hours.

307

NUMBER OF HOURS VOLUNTEERED BY TEAM LEADERS

Each team leader volunteered an average of **307** hours of their time to prepare activities and to be with participants. This number does not include administrative follow up.

30

NUMBER OF GUIDES HIRED LOCALLY

Over **30** local guides were hired throughout the program to keep participants safe and to share with them.

TEAM LEADERS SUPPORT

As an organization we value the commitment of our Team Leaders volunteering their time for Nunavimmiut youth.

Aware that they are also full time teacher, we want to support them and to provide them with resources to ease the burden of their involvement. With that in mind, a social worker, Henri-Bastien Gendreau, was hired to foster the inclusion of a greater number of at-risk youth in our programs. In addition to this, Jessica Olivier, became devoted to the coordination of *Nurrait* Program.



ADVANCED WILDERNESS FIRST AID TRAINING

Safety is a major priority, so we continue to offer an advanced wilderness first aid training to all of our team leaders.



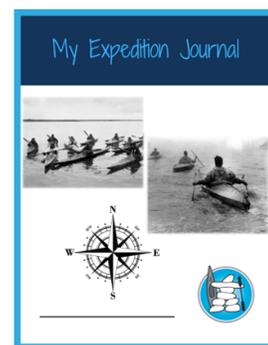
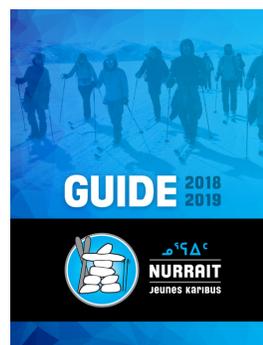
PROGRAM CURRICULUM, FIELD VISITS, AND TOOLS

In addition to these trainings, **monthly follow-ups** were offered to Team Leaders as well as **field visits** and a **detailed guide** including the program's curriculum and all required resources for its running. **Intervention tools** were also introduced to increase the inclusion of at-risk youth in our programs.



TEAM LEADERS TRAINING

For the first time this year, a team leaders training was organized to ensure all volunteers were **adequately equipped** to offer the program in their community, to encourage them to **network** amongst themselves and with the coordination team, and to **experience** first hand the benefits of intervention-based outdoor programming and to spread the **spirit** of Nurrait | Jeunes Karibus.



2018-2019 TUTTUIT PROGRAM

PROGRAM OVERVIEW

Tuttuit Program was piloted this year as a new professional program for participants over 16 years old who have demonstrated leadership and a desire to further their commitment to the organization.

5

NUMBER OF ASSISTANT TEAM LEADERS

Throughout the region, 5 young leaders were hired as assistant team leaders in their community.

Kuujjuaq | Karina Gordon-Dorais | Involved since 2015

Tasiujaq | Tuniq Berthe | Involved since 2015

Kangirsuk | Monika Takolik | Involved since 2015

Inukjuak | Joshua Nathan Kettler | Involved since 2015

Umiujaq | Sam Tooktoo | Involved since 2016

NUMBER OF ASSISTANT GUIDES

In addition to our assistant team leaders, we also hired six former participants of our Nurrait Program who guided participants by snowmobile during our annual ski expeditions.

6

"The Tuttuit Program gave me opportunities like the Advanced Wilderness First Aid training and taking on a leadership role in my team"

Karina Gordon-Dorais
Assistant Team Leader

"I had more roles on the team and I felt more connected to the team while taking care of the participants."

Joshua Nathan Kettler
Assistant Team Leader



SUMMER PROGRAM OVERVIEW

Summer Program is a month-long program including day activities, a hunting and fishing camping weekend, a kayak expedition, and individual counselling.

GOALS OF THE PROGRAM

Long term

To promote **self-determination** among Nunavik youth.

Middle term

To contribute to the development of greater **self-awareness**.

Short term

To promote individual and environmental **strengths**;
To foster **empowerment**;
To encourage the development of tools for **healthy emotional management**.

"I loved being out on the land"

- Siasi Sequaluk, Summer Program participant



PARTICIPANTS PROFILE

Youth aged between 14 and 19 years old faced with school attendance challenges and/or psychosocial vulnerabilities.



75%

Program participants who mentioned *Nurrait* Program as a motivation for them to go to school.

2018-2019 SUMMER PROGRAM

ADVENTURE THERAPY

A place where...

Participants can feel listened to and supported

Participants can express themselves and their feelings

Participants learn new ways to communicate and express their feelings

Participants are away from violence and substance abuse

Participants have the power to choose, learn and experience new things

Participants are in contact with nature and their culture

Participants feel free to be themselves

NUMBER OF PARTICIPANTS

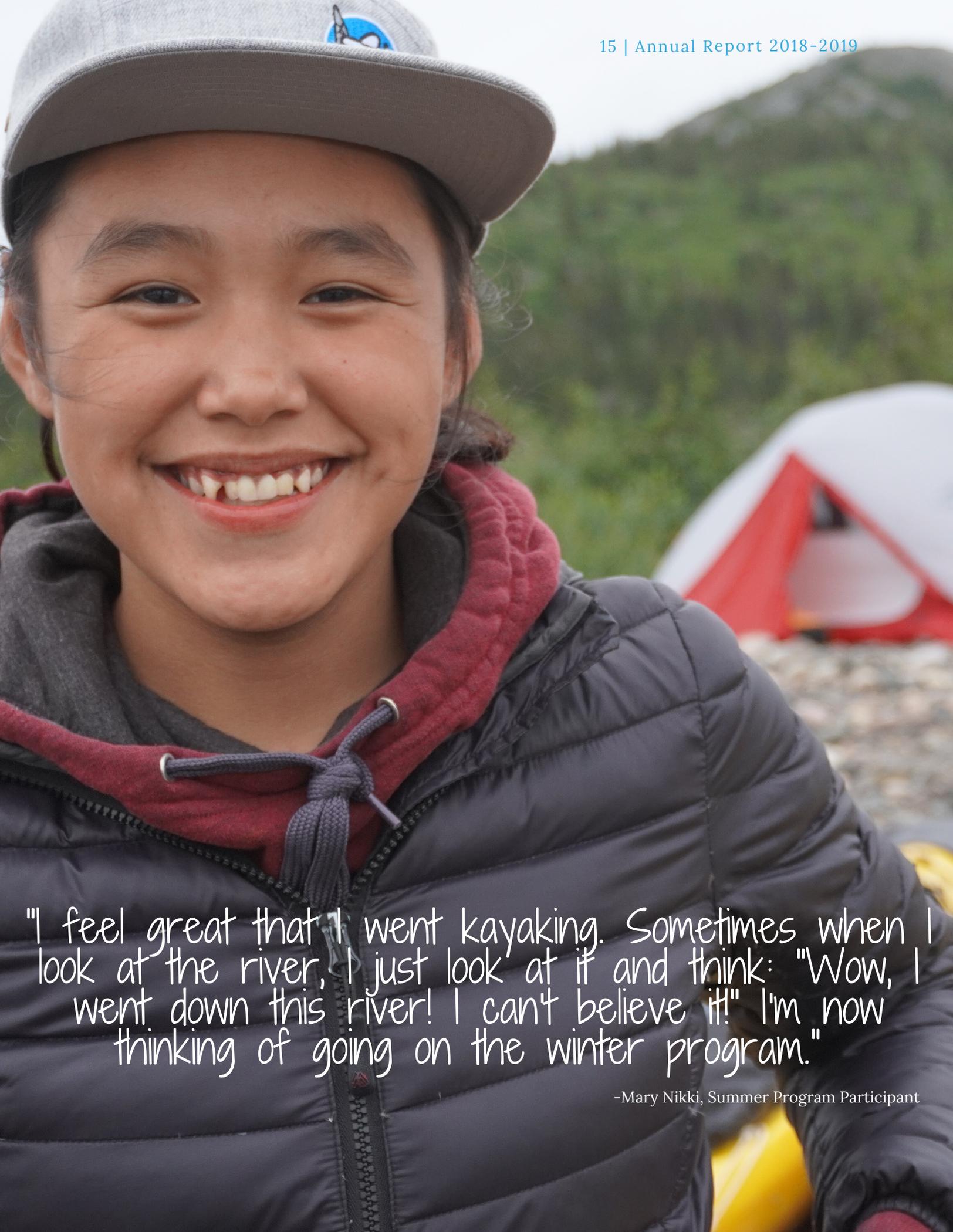
As a pilot-program the Summer Program was offered to eight youth from Kuujjuaq. **Seven** participants out of **eight** completed the program entirely.

8

4

NUMBER OF STUDENTS TRAINED AS KAYAK GUIDES

In collaboration with the Arctic Guide Program, Nurrayit | Jeunes Karibus offered a **level II** kayak guide training to 4 students.



"I feel great that I went kayaking. Sometimes when I look at the river, I just look at it and think: "Wow, I went down this river! I can't believe it!" I'm now thinking of going on the winter program."

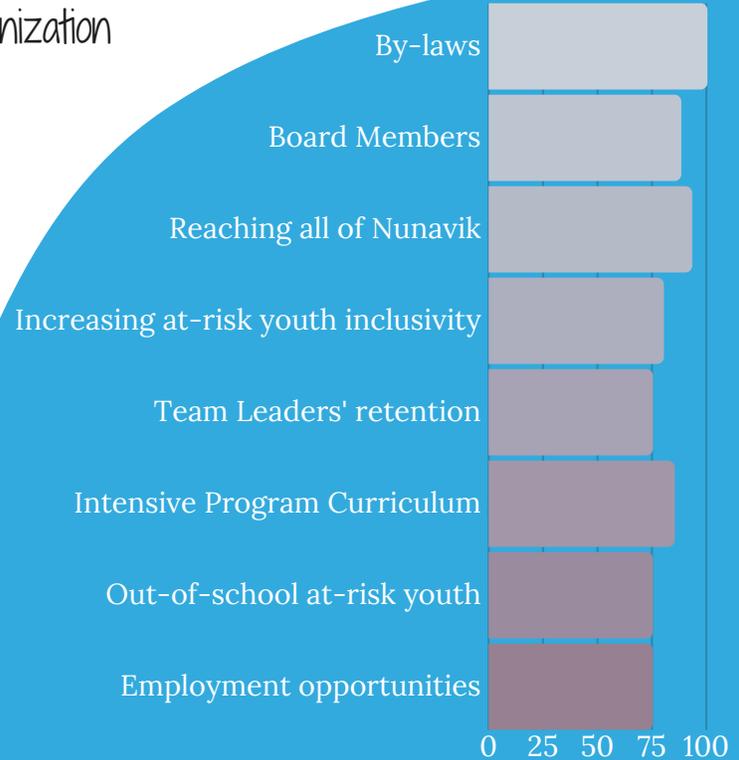
-Mary Nikki, Summer Program Participant

REACHING OUR 2018-2019 STRATEGIC PLAN GOALS

In 2018, we elaborated our 2019-2022 strategic plan. After one year out of three, join us in celebrating our successes and get familiar with our intermediate objectives to reach our goals for 2022.

To ensure the sustainability of the organization we...

- ✓ Transformed 3 part-time jobs into full-time employment.
- ✓ Solidified our board of directors by electing three new administrators
- ✓ Elaborated our priorities for our communication plan, launched our new image and increased our presence on social media.
- ✓ Developed a partnership with post-secondary education programs to increase community involvement in our organization
- ✓ Structured our board of directors by writing our by-laws
- ✓ Obtained 3% of our funding from corporate funding for the first time.

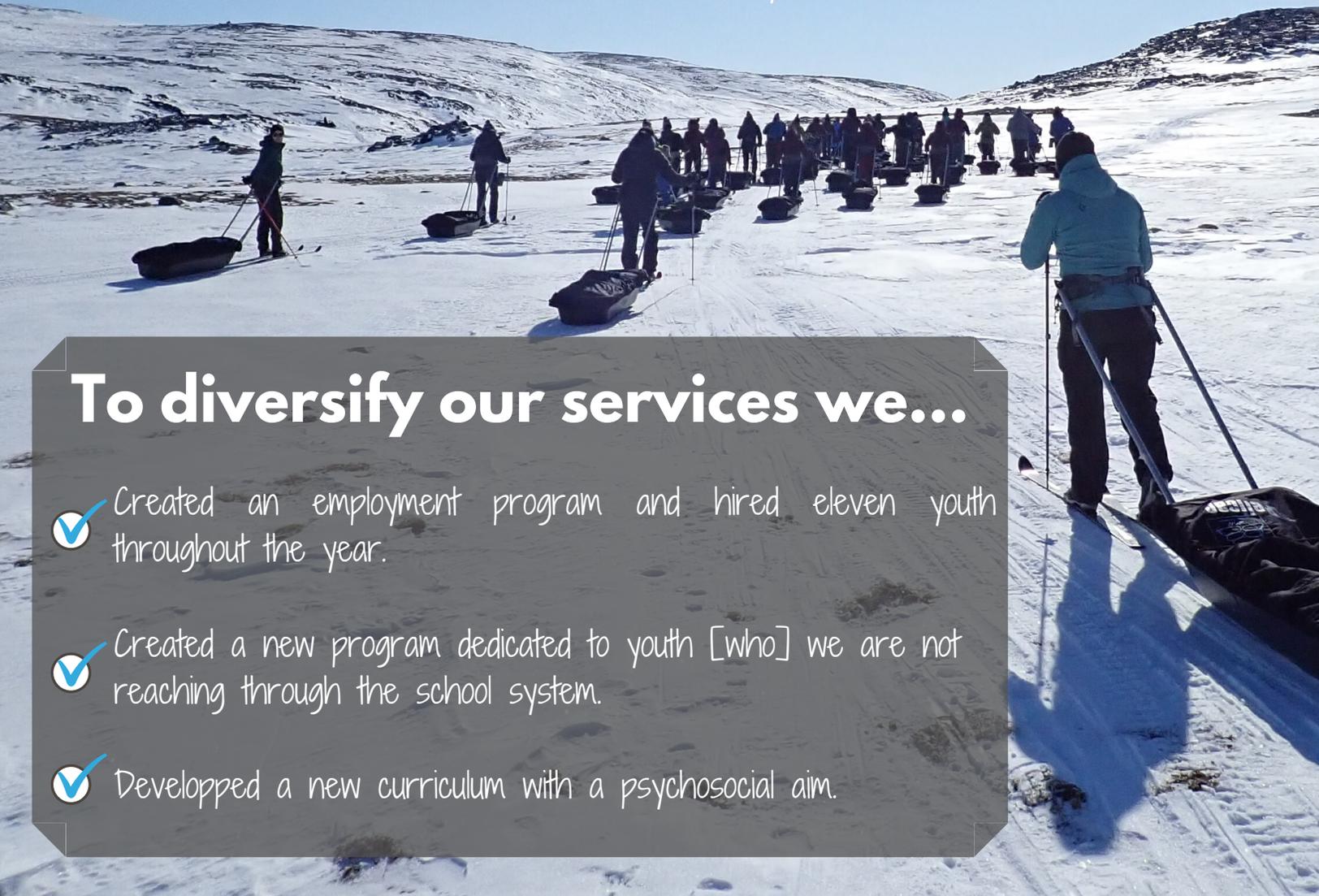


To improve our Nurrait Program we...

- ✓ Made new connections in the field of research that help us better orient our programs.
- ✓ Offered our Nurrait Program to all communities in Nunavik.
- ✓ Increased our support to team leaders by providing them with an extensive guide, field visits and a coordinator dedicated to their needs.
- ✓ Provided our team leaders with a full-time social worker and intervention tools.
- ✓ Started to formally collect data about the impacts of Nurrait Program and initiated a reflection about our success indicators.
- ✓ Raised awareness among our team leaders about inclusion of at-risk youth.
- ✓ Provided training about needs specific to youth in Nunavik.

To diversify our services we...

- ✓ Created an employment program and hired eleven youth throughout the year.
- ✓ Created a new program dedicated to youth [who] we are not reaching through the school system.
- ✓ Developed a new curriculum with a psychosocial aim.



In 2020, we wish to...

Negotiate with partners to sign long-term agreements

Develop an official network of community members to increase community involvement

Determine our five key success indicators for Nurrait Program

Increase the number of camping outings in each community with local guides

Include Tutuit participants on the coordination team

Collaborate with resources in the community to facilitate the inclusion of at-risk youth in the Nurrait Program

Double corporate funding contribution to our programs

Formalize a communication plan

Include an advisory member to the board of directors

Transform two temporary positions into permanent positions

Increase our support to team leaders through a second field visit when necessary

Equip twelve of the fourteen communities with 12 ski kits and 8 camping kits

Offer our Summer Program on both coasts

Formalize the Tutuit and Summer Program curricula

Seek advice on evaluating the Nurrait Program

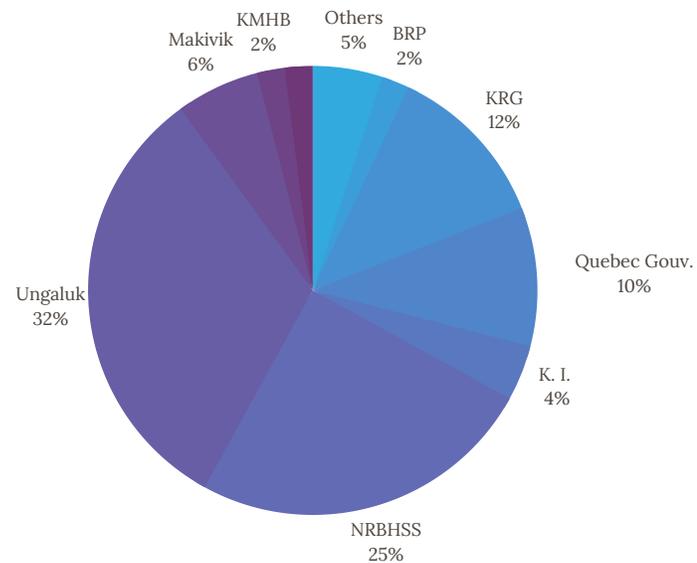
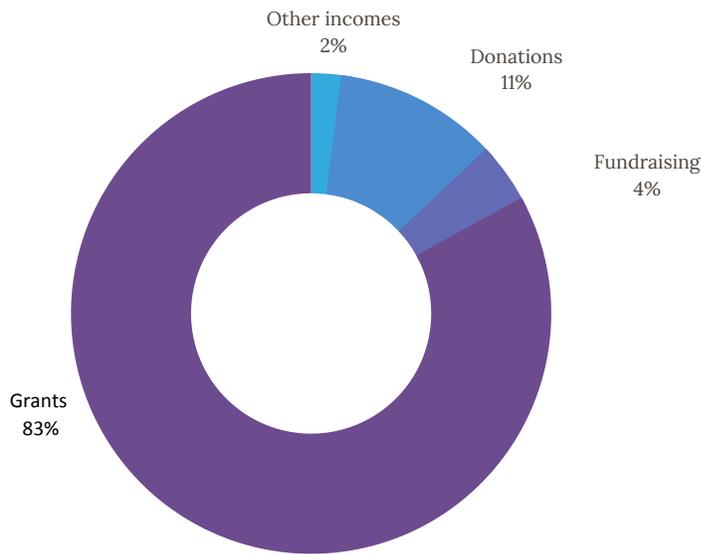
To offer an opportunity to Tutuit participants to organize and guide an expedition themselves

FINANCIAL OVERVIEW

For its fifth edition, **Nurrait | Jeunes Karibus** aimed high and more than doubled its annual budget in order to reach more youth all over the region and to diversify its services while insuring the retention of team leaders.

REVENUE PERCENTAGE BY CATEGORY & BY DONORS

The vast majority of **Nurrait | Jeunes Karibus**'s funding originates from public grants and donations. Nonetheless, an effort was made to diversify revenue streams.



\$831,588

Annual budget

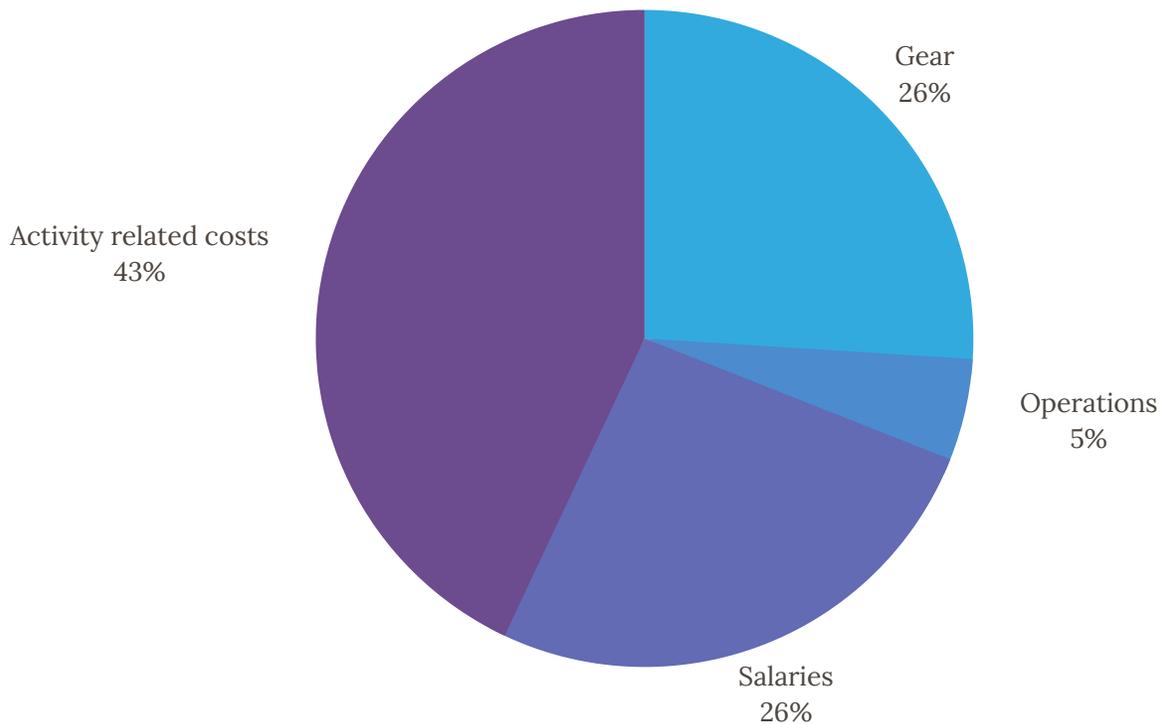
EXPENSES

For the first time, Nurrait | Jeunes Karibus hired a full-time employee and started remunerating its general manager. Gear had to be bought for the first edition of the Summer Program and two more communities were equipped with skis and winter camping gear.



EXPENSES

While offering our programs throughout the region, gear purchase continues to account for a significant portion of our expenses. However, human resources are also becoming a more important expense in order to ensure durability of our programs.



After five years of operation, Nurrat I Jeunes Karibus is convinced that Nunavimmiut youth not only enjoys, but also benefits from our programs. We aimed high, we were audacious and you were there, ready to support us. Thank you for believing in our work and for providing us with the necessary resources to make all of this happen. Nurrat I Jeunes Karibus will continue daring, follow us along the journey!





Thank you !