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HEALING THROUGH CULTURE



Annual Report
2022-2023

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 RECOVERY
CENTRE
isuarsivik






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A Word from the Board of Directors



 One of the many words that come to mind when describing this past year is "pride."

We are extremely proud of our family of 65 employees that we have assembled as of this date to deliver holistic and culturally sensitive healing programs for Nunavimmiut to enhance their inner strength, well-being and especially their pride in their culture.

Our pride extends to all the effort and the countless hours that made our dream come true. A real and tangible recovery journey for all Nunavimmiut has never been more accessible than now. With our new Centre, hundreds of families and individuals, will be able to begin or continue their healing journey.

This year has been filled with novelty, from our new team and Executive Director to our new program and Centre. While these developments have been incredibly exciting, they raised a fair share of challenges. Nevertheless, we are proud to say that the Isuarsivik family has experienced the real sense of one of our dearest values, "*ikajurtigiinniq*," which means working harder for a common cause.

Even though we fulfilled our long-time dream to build a unique facility that Nunavimmiut genuinely need and deserve for their recovery, it doesn't feel like the end of our journey; instead, it is the first of many steps toward a brighter future for our people who need help.

We d



For some people, it's only a building of concrete, steel, and glass, but for others, our Centre is the foundation on which we deliver our programs and services. Thanks to this large and convenient building, our guests can now attend the new collective recovery program alone or accompanied by family members or anyone they consider important to their healing journey, like their children, partner, siblings, grandparents, foster or extended family.

We are now embarking on a challenging yet incredibly rewarding path that encompasses us all. Every stride we take forward will create a ripple effect throughout Nunavik, and this, to us, exemplifies the true beauty of Isuarsivik.



Recipient of the
Lieutenant - Governor's
of Quebec First Peoples
and Inuit Medal

Dave Forrest
President


Mary Aitchison
Vice-president, Elder

id it!



A Word from the Executive Director



 I've been keeping abreast of Isuarsivik's growth and projects. Still, my interest rose when I learnt about a new substance use healing program rooted in keeping families together. That is when I decided to join Isuarsivik with the ambition to lead Isuarsivik with culture and provide strong support to our land-based healing model, a part of the new collective recovery program. I spend a lot of time on the land, an essential part of my upbringing. And I know that's the case for many of us.

Since joining Isuarsivik in January 2023, I've been deeply motivated and inspired by Dave and Mary's approach to recovery for my *Inuuqatik*. Both, along with the other Board members, are committed to governing a not-for-profit with passion and dedication, so I want to take this opportunity to thank them for their hard work and entrusting me with the role of executive director within the organization.

My onboarding at Isuarsivik was a very special time for me, as it took place at the same time as over 25 other new employees. But it wasn't only for us. The onboarding also welcomed the previous employees to the new Centre – yet another milestone we were able to share. Isuarsivik's family is very talented, resilient, and passionate. I feel privileged and humbled to work daily with a great team, and it fills me with gratitude to think that we are contributing to Isuarsivik's growth and expansion in the years ahead. The coming months of 2023 will be moments of celebration with the Regional Open House and the National Grand Opening, and I will be proud to be representing Isuarsivik during these events.

We will soon deliver the second pilot cycle of our new 8-week Collective Recovery Program and give ourselves the time, the resources, and the space to fine-tune it. We also look forward to expanding our services across all communities because our people need support locally and in their day-to-day lives. That's where our continued care services can leave significant mark on their healing journey. Together, we are committed to making a positive impact on all Nunavimmiut.

Long life to healing through culture,

A handwritten signature in black ink, reading "Etua Snowball".

Etua Snowball
Executive Director

**" I personally spend
a lot of time on the
land, and this is an
important part
of my upbringing."**

– Etua Snowball



Isuarsivik, the Recovery Centre of Nunavik



Isuarsivik is not only the in-house recovery Centre in Nunavik but also the only substance use recovery centre in Quebec established by and for Inuit that offers culturally adapted and specific addiction services for Nunavimmiut.

From our 8-week In-house Collective Recovery Program to our Continued Care Services and through consultation, counselling, support groups, and community services, we help Nunavimmiut with various backgrounds and life experiences to recover from past traumas and overcome difficulties associated with substance use.

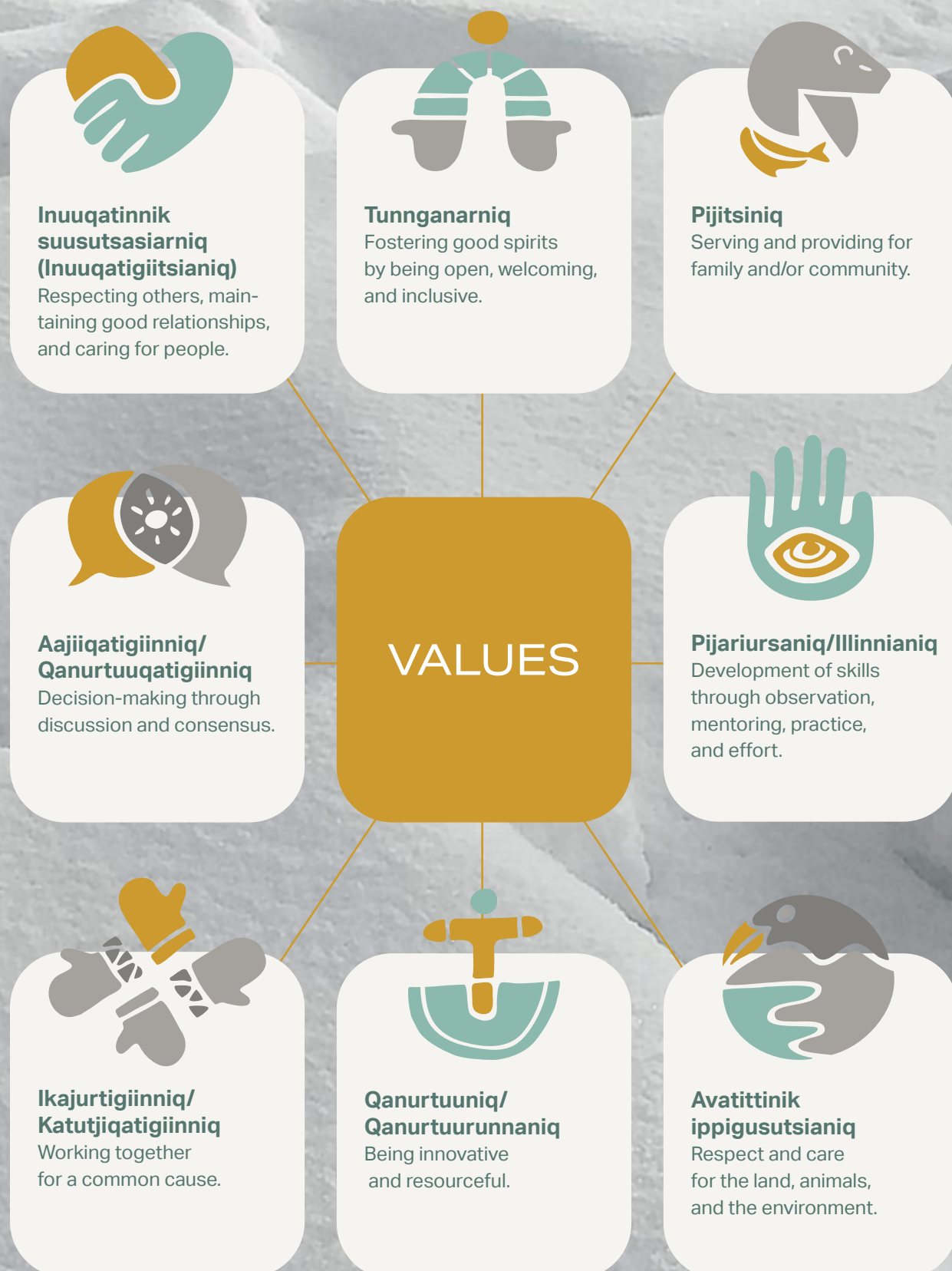
Over the years, Isuarsivik has gained excellent knowledge in healing through culture, with a care model that blends traditional Inuit values and the best of modern practices in addiction and trauma.

VISION

Loving, resilient, and confident Inuit living in safe and healthy communities.

MISSION

To deliver holistic and culturally sensitive healing programs for Nunavimmiut to enhance their inner strength and well-being.



A Year in Review



- The healing cycle starts with 9 women

- 8 women complete the 6-week healing program

- Mattiusi Iyaituk and Benjamin Isaac start the work on the *Qullialuk* carving

APRIL

MAY

JUNE

JULY

AUGUST

SEPTEMBER

2022

- Her Excellency the Right Honourable Mary May Simon visits the new Centre and meets with the staff at the qarmak
- BOD and managers retreat on program development

- The *Ilaugitsi* recruitment campaign begins
- The healing cycle starts with 9 men

- The Annual General Meeting (Kuujuuaq) is held at the Katittavik Town Hall
- 8 men complete the healing program



2023



- Mattiusi Iyaituk and Benjamin Isaac finalize the work on the *qullialuk*
- The healing cycle starts with 9 women

- The new Centre's construction is finally complete
- Start of moving and furniture assembly

- Pingngupaa Challenge
- All staff join various training and learning opportunities about trauma-informed care and the new Centre's operations
- Completion of the two fourplexes for staff

OCTOBER

NOVEMBER

DECEMBER

JANUARY

FEBRUARY

MARCH

- **6 women complete the healing program**

- George Kauki and Alison Mesher attend the United for Life Summit in Cambridge Bay

- Celebrations to mark the closing of the old Centre
- More than 25 new employees are being onboarded
- New Executive Director Etua Snowball, is hired
- Quebec's Minister Responsible for Relations with the First Nations and the Inuit, Ian Lafrenière, visits the new Centre

- Uutturautik Board and staff retreat to experience the new recovery program at the new centre



2022-2023 in Numbers

6-week Healing Program

3 cycles

27 guests



3
graduation
ceremonies

22
graduates

216 hours on
the land

Continued Care Services

61 incarcerated
clients

16
women

45
men



Individual Program Waiting List

273 individual
applicants

59% from
Ungava

39% from
Hudson

2% from outside
of the region



Family Applicants Program Waiting List

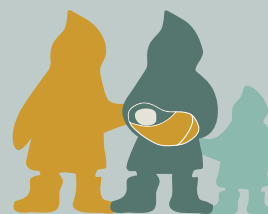
100
adults and
dependents

55%
from Ungava

38%
from Hudson

7%

from outside
of the region



"I believe this program helped me a lot and I believe it changed my life a lot. Looking forward to being a better person throughout my life. Thanks a lot; this will mean a lot to me."

– 2022 Guest



Our Entire Isuarsivik Family

CONTINUED CARE SERVICES

Sara Jackson

Continued Care Manager

Annapik Eetook

Continued Care Counsellor
(Kangirsuk)

Paul Robertson

Continued Care
Coordinator

Emily Nicole Emudluk

Continued Care Counsellor

Dolly Mesher

Continued Care Counsellor

Elisapi Tulugak

Continued Care Counsellor
(Puvirnituq)

Joshua Escobar

Continued Care
Counsellor (Intake)

HUMAN RESOURCES

Abiola Boldon

Human Resources
Manager

Lally Partridge

Human Resources
Generalist

EXECUTIVE

Etua Snowball

Executive Director

Vacant

Director of Program

Renaud Paquette

Communication Officer

Vacant

Executive Assistant

INUIT VALUES AND PRACTICES

Myna Ishulutak

Inuit Values and Practices
Manager

Alison Mesher

Inuit Values and
Practices Coordinator - Youth
Services

George Kauki

Inuit Values and Practices
Coordinator - Land

Sarah May

Inuit Values and Practices
Coordinator - Culture

Jana Petagumskum

Cultural and Traditional
Counsellor

Anita Louisa Annanack

Youth Counsellor

Charleen Watt

Art Specialist

Louisa Partridge

Early Childhood Educator

Melodie Veilleux

Early Childhood Educator

Nyomi Gordon

Early Childhood Educator

Sophie Hart

Tutor

Thomas Gordon

Land Guide

Sarah Grist

Cultural and Traditional
Counsellor

Sheldon Whitley

Land Guide

Vacant

Teacher

FINANCES

Souleye Ndiaye

Finance Manager

Deepak Gill

Accounting Clerk

RECOVERY

Krista Holts

Recovery Program
Manager

Ashley Silversides

Recovery Counsellor

Alexie Morin-Holland

Recovery Counsellor

Catherine Leblanc Oweetaluktuk

Recovery Counsellor
Trainee

Benjamin Arreak

Elder Advisor

Alanah Heffez

Recovery Counsellor -
Youth

Emily Angnatuk

Interpreter

Simon Vermette

Recovery Counsellor

Nathifa Fayola Regis

Recovery Counsellor

Yaa Fosuah-Mensah

Nurse

Attendants

Yaa Fosuah-Mensah

Alek Airo

Danny Angnatuk

Johnny Angnatuk

Michael Petagumskum

Pierre Martin

Aani Forrest

Naomie Koneak

Yuliusi Saunders

THE BOARD OF DIRECTORS

David Forrest

President

Mary Aitchison

Vice-President

Steven Kelly

Director Representing
the Inuulitsivik Health
Centre

Sean McDonald

Treasurer

Iola Metuq

Director Representing
the population at large
(Elders)

Dr. Charlotte Perret

Director Representing
the Ungava Tulattavik
Health Centre

Pamela Stevenson

Director Representing
the population at large
(Youth)

Aliva Tookalook

Director Representing
the population at large
(Hudson)

Shirley White-Dupuis

Director Representing
the Northern Village of
Kuujuaq

ADMINISTRATION

Manumi Gordon

Administration Manager

Emmanuel

Delwaide-Bégin

Coordinator—
Administration Services

Lucy Johannes

Coordinator—
Food Services

Eric Lemire

Security Guard

Raymond Koneak

Security Guard

Jake Sandy Annanack

Maintenance Worker

Kyle Deschamps

Janitor

Marc-Andre Thériault

Information technology
services specialist

Mary Annanack

Office Assistant

Pasha Partridge

Driver

Penina Cooper

Cook

Siquaq Johannes

Assistant Cook


Minnie Cooper

Assistant Cook

Hannah Tooktoo

Office Assistant

Our New Centre

 The construction of the new Centre resumed in April 2022 with a very busy schedule leading to the completion of the building in December. This milestone marks the culmination of an ambitious construction journey spanning over four years, starting with the road and the first fourplex.

Furniture and appliances were delivered with the last sealift of 2022 and moved in and installed in January 2023. Interior signage for all common areas and managers' offices should be finalized in the summer of 2023. Drawings and plans for the terrace, playground and safety fence on the cliff side are finished, and construction work should be completed by fall 2023 or later in 2024.

The recovery facility in numbers:

3  community areas

1  daycare

3 counselling rooms

2 living rooms

2  double beds

1  classroom

18 twin beds

12 bedrooms

1  cafeteria

6  cribs

2 separate lodging aisles

6 suites



More housing units for employees

In 2019, Isuarsivik built the first fourplex in Kuujjuaq to offer modern and comfortable housing spaces for the staff and their loved ones. This year, Isuarsivik completed the construction of two additional fourplexes in February 2023. The three fourplexes of 1- to 2-bedroom units will be able to host up to 12 employees. All units are equipped with appliances such as a fridge, a stove, a freezer, a washer, a dryer, and basic furniture. In December 2022, we also purchased a house with two additional units in Nuuvuk Bay to house more of our staff and their families.

Goodbye old Centre

Built in 1942 and after more than 27 years of services for the well-being of Inuit, one of the oldest buildings in Kuujjuaq is no longer hosting Nunavimmiut in their healing journey. The last healing cycle in the building took place in Fall 2022, and everyone was unanimous: it was time for Isuarsivik to move to another facility.

To mark the end of this milestone, Isuarsivik's family invited Kuujjuamiut to join a modest and respectful gathering on January 13, 2023, to honour the building that has long been a true symbol of recovery in Nunavik.

We fondly remember the countless success stories and personal transformations that have taken place within its walls. The tireless efforts of our dedicated staff have shaped the lives of many, leaving a valuable mark on the community.

While we move forward into the future, we cherish the legacy of the building that has been repurposed as a temporary location for storage and to host cultural activities with the guests, such as tools making and carving workshops.

Transition plan: getting ready for the relocation phase

Since 2021, Isuarsivik has been undertaking a significant transition process and has completed the first two phases of the Transition Plan: planning and capacity building. This year was one of great importance where the focus changed from "planning" to "doing". It encompassed the final preparation prior to the relocation, the actual move into the new premises, and the initial settling in. For months, Isuarsivik ensured facility and equipment, operations, and people readiness to move into the new facility. The program departments were also mandated to finalize the new program and activities while adjusting and developing protocols, procedures, and house rules for the guests to ensure their safety and comfortable stay. Meanwhile, the support and administration departments updated the Human Resources policies as well as administrative policies and procedures on time to onboard the entire team.

Goodbye!



A well-coordinated moving and onboarding

Guided by the leadership of the Coordinator of Administration, Emmanuel Delwaide-Begin, and supported by the Relocation Committee members, the moving process took place during a short period, starting mid-December 2022 and early January 2023, ensuring a smooth and efficient transition to the new facility. The setting-up and moving to the new four-plexes for staff housing also took place in February.

On the first day at the new Centre, all staff were gifted with a desk full of surprises, including a greeting card, a bag, a cup, an anorak, a hoodie, a cap, a hat, a help resource card, and a notebook. The Communication team also planned a scavenger hunt to help everyone get acquainted with the new building. Upon completing the scavenger hunt, each employee received a nice water bottle.



Following the move, Isuarsivik had planned a thorough onboarding, orientation, and training schedule for all staff from mid-January to the end of March 2023. The team embarked on a comprehensive onboarding process, nurturing a cohesive and supportive team culture. Several presentations and workshops helped staff members to be more efficient in their day-to-day work. Various themes were covered:

- Human Resources policies
- Operational policies
- Isuarsivik history and values
- Blanket exercise
- Decolonization
- Emergency response plan
- Simulation of evacuation
- Infection prevention
- Diversity and Inclusion workshop
- Ethics, standards of practice, and safety in the program

The Administration Department dedicated the first quarter of 2023 to making final adjustments and optimizing the new facility, ensuring that everything was in place for the first guests' arrival in April.

The end of the onboarding process was marked by the *Utturautik Retreat* for staff, alongside Board members. The retreat was dedicated to ensuring a coherent vision of the expanded team and revising the new program.



A record year for training

The fiscal year 2022–2023 was rich in training opportunities for the Isuarsivik team. In the fall of 2022, a few trainings were organized between two recovery cycles, mainly to provide leadership skills and resources to the managers and coordinators and prepare for supporting their growing teams in 2023. Furthermore, three Inuit employees are registered in a post-secondary Counselling training program offered in the region and are pursuing their studies as of today.

The burst of training occurred from January to March 2023, with various learning opportunities for all departments.

~4 Days of
teambuilding

~12 Various
trainings

+190 Hours of learning
opportunities

TRAINING NAME	FACILITATORS	PARTICIPANTS
Motivational Interview Training	Rachel Green	Recovery and Continued Care Departments
True Shared Leadership Training	Farès Chmait	All Managers and Coordinator in attendance at the BOD retreat
Conference on Suicide Prevention	Nunavik Regional Board of Health and Social Services	Recovery and Continued Care Departments
Nova Profile Training	Genevieve Decaire	All Managers and Coordinators
Young Hunters Training	Aqqiumavik	Inuit Values and Practices team
Inunnguiniq training	Aqqiumavik	Inuit Values and Practices team
Aajiqatigiiniq training	Aqqiumavik	Inuit Values and Practices team

**"I got my self-esteem
back. I have more
confidence in myself.
I believe Isuarsivik
will make a difference
in the future of
Nunavimmiut"**

– 2022 Guest





"Ilaugitsi!"

one of the most successful recruitment campaigns in Nunavik!

Aware of the labour shortage and serious recruitment challenges Nunavik is facing, Isuarsivik innovated with a one-of-a-kind recruitment campaign to promote 27 new positions.

With the strong input and support of its team, Isuarsivik launched a 360—campaign named "Ilaugitsi!" which included radio, print and video advertisements on a variety of communication channels, with the addition of several public relations initiatives. After 6 months of content creation, the campaign was unveiled to the public in July 2022 with the ambition to fill all jobs by early 2023. The campaign's first two months (July and August) were dedicated to building momentum around positive, meaningful, and inspiring messages to position Isuarsivik as the place to work in Nunavik. The third month of the campaign led to an entire month (September) of an application blitz, when interested candidates were able to apply for the open positions

The entire campaign was aligned around four messages proving that Isuarsivik is the "perfect place to work in Nunavik":

- Help your people;
- Invest in your personal growth;
- Feel valued;
- Enjoy flexible working conditions.

"Ilaugitsi!" was rolled out using a range of promotional tools:

- 5 video clips for social media
- 5 radio clips for Nunavik radio
- 1 custom-made billboard in all 14 airports and co-ops
- 1 truck banner at the Kuujuaq airport
- 1 advertisement in Quebecor transit shelters in Montreal and Sherbrooke
- 1 newsletter

ilaugitsi.ca / 1-844-964-JOIN / ilaugitsi@isuarsivik.ca

- 1 email signature
- 1 flyer mailed to all Nunavik residents
- 4 short clips of 30 seconds on Spotify
- 2 advertisements for magazines (She is Wise, Air Inuit, Up Here, Spirituality & Health) and newspaper (Nunatsiq News, Le Devoir)
- 2 virtual presentations for students at the Université de Sherbrooke and the Université de Montréal's substance use programs
- Postings on employment portals (Perspective Nunavik, YES Nunavik)
- And more!



The campaign officially ended on September 30, 2022, with over 150 candidates applying for various positions. As of March 2023, we had received 265 applications, so 265 people — of which 42% were JBNQA beneficiaries — who were interested in working at Isuarsivik.



In the fall, the Human Resources team developed a comprehensive selection process that included 2 interviews, the creation of an interview committee, among other things. By following this process, the HR team was able to fill most of the 27 open positions.

Upon signing their contract, each new employee received by mail a thoughtful Onboarding box before Christmas that included a *Bannock pre-mixed ingredients kit*, a greeting card, a postcard, a pen, a lanyard and a hand sanitizer gel. This initiative was created to maintain enthusiasm between the moment new employees signed their contract to the moment they started working, which represented 30 to 60 days.



“Isuarsivik has really made me look back and turn my life around on the positive side. I didn’t think it would, but step by step, one day at a time, the program really made things possible. Nothing’s impossible if you put your mind to it.

– 2022 Guest



Our New Program



To complement our state-of-the-art Centre, we have developed a groundbreaking recovery program—the first of its kind, created by and for the Inuit community. This program results from extensive consultations and focus groups involving key stakeholders in Nunavik. It emerged through a collaboration between our Recovery Department and Inuit Values and Practices Department. Departing from the traditional approach of *Alcoholic Anonymous*, Isuarsivik chose a culture-centric and harm reduction approach for their new program.

Notably, we have introduced the Family program, making Isuarsivik the sole recovery centre in Quebec to provide this and a pioneer in North America.

This new recovery program and the growth of our activities forced Isuarsivik to rethink how we present and promote our services.

Isuarsivik now provides **In-house Services** and **Continued Care Services** to all JBNQA beneficiaries and their loved ones.



In-House Services

Our brand-new Centre allows us to offer industry-leading in-house services. Our Collective Recovery Program, now extended to eight weeks from six, gives our guests time to work on their recovery with the dedicated support of our staff. Emphasizing the connection with our guests' cultural heritage, our program incorporates multiple days a week dedicated to land-based and cultural activities.

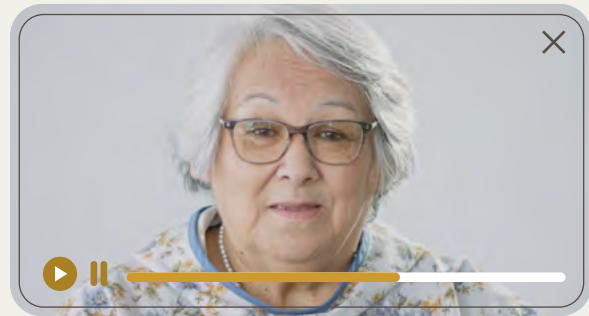
Activity Workbook

To enhance the recovery process during our 8-week Collective Recovery Program, we are proud to have created a tailor-made Activity Workbook. This essential tool is a reference for all our clinical counselling activities. Our team will continually refine it to make it even more effective for our staff and relevant to our guests' needs. Available in Inuktitut and English, the workbook was thoughtfully developed using modern clinical practices while being mindful to the culture and values of Nunavimmiut.



Portrait of Recovery

As part of our new program, we have created several tools to support our guests' recovery journey. One such tool is a video featuring heartfelt interviews with community members. Through the power of recording, guests will be able to be inspired by their fellow Inuit who have faced and overcome similar challenges to those our guests are experiencing. This collaboration between our Recovery Department, Communication Department, and Tumiit Media results in a relatable example for our guests.



Navvaataak: Our new base of operation on the Land

Last year, we acquired the *Navvaataak* cabin, which has become our primary base of operations for activities and counselling sessions conducted on the Land. Surrounded by a couple of *Tupiik*, where guests can participate in small group healing sessions led by our counselling staff, *Navvaataak* is also equipped so that our kitchen staff can prepare meals on-site, enabling whole-day Land-based experiences for our guests.

Repurposing the Old Centre & Cultural Activities

Our Inuit Values and Practices team grew from 3 staff members to 15, meaning we can now offer many more cultural activities and outings. Thanks to our in-house Art Specialist and Cultural Counsellors, we have implemented workshops where guests can engage in activities like toolmaking, jewelry crafting, sewing and wood carving that supports their healing journey.



To further support these activities, we have temporarily repurposed a section of the old building as a workshop where guests can safely create art and build things with their family members.

Over the past year, we have made significant investments to enhance the cultural activities offered to our esteemed guests.

Understanding the importance of preserving and promoting our rich cultural heritage, we have acquired top-notch equipment to provide them with unforgettable experiences during their stay at Isuarsivik. We take immense pride in offering a glimpse into the beauty and depth of Inuit traditions.

To facilitate exploration and immersion in our local environment, we have added the following equipment to our inventory:

- 2 X Can-Am ATVs.
- 2 X Expedition 900 ACE snowmobiles
- 2 X 24-foot Norwest canoes with Yamaha 70 horsepower Outboards

We have also acquired many different types of supplies, such as fishing gear and tents with stoves for on-the-land outings.

Our new Services for Youth

The Centre is the only one in Quebec to offer a complete family approach that involves individual, couple, and family counselling and group sessions. Our programming is based on the Inuit culture, language, and traditional knowledge and promotes access to nature. To counter the lack of specialized youth addiction services in the region, Isuarsivik has developed comprehensive services for youth who will accompany their families.

Developed in response to requests from past guests and insights gathered during focus groups, this youth sub-department under the Inuit Values and Practices department is led by our Coordinator of Youth Services with a team composed of Inuit at 71%. Now, our guests can bring their dependents to attend the 8-week Collective Recovery Program, and we've added couple and family counselling sessions to our program. Our new daycare and classroom ensure comprehensive support for the Youth accompanying their parent(s) or legal tutor(s), allowing school-aged children and teenagers to keep up with their studies through daily classes with our teaching staff.

One-on-one counselling services dedicated for the Youth attending the cycle has been established with age-appropriate activities and culturally sensitive materials. Isuarsivik can now accommodate up to 12 school-aged children and 13 pre-school children per cycle. In early 2023, the Youth team worked hard to procure appropriate materials and tools with the Child First Initiative grant program's support and generous in-kind donations from Annick Press, Inhabit Media, United for Literacy, and Wintergreen Learning Materials.



Continued Care Services

In addition to our 8-week Recovery Program with accommodation, Isuarsivik offers a range of external services directly in the communities, on the phone or online. These services include individual, couple, and family meetings; community support group activities; and recovery sessions. Those services are available for all the beneficiaries whether they attended our in-house recovery program or not.

Over the past year, our Continued Care Services have expanded significantly. In addition to hiring two full-time Continued Care Counsellors in Kuujuaq, we also structured our services in 4 categories:

Pre-Care

After-Care

Community Support

Detention Support

In the past year, the most significant improvement is the creation of a new service for beneficiaries that are in detention. We use our justice system understanding and expertise to support beneficiaries on-site within authorized institutions and remotely. With a culturally sensitive approach to their situations, we can provide consistent one-on-one confidential counselling sessions focused on our client's goals and assist them in their community reintegration.



Our team also attended *Salon des Ressources*, a resource fair during which Isuarsivik representatives presented our services to Inuit detainees, various legal representatives, and peers working in similar support service organizations. This opportunity occurred in the Leclerc Detention Centre for women and the St. Jerome Detention Centre for men. Previously we have presented within Laval's Federal Institution and have also been invited to present at the Amos Detention Centre later in 2023.



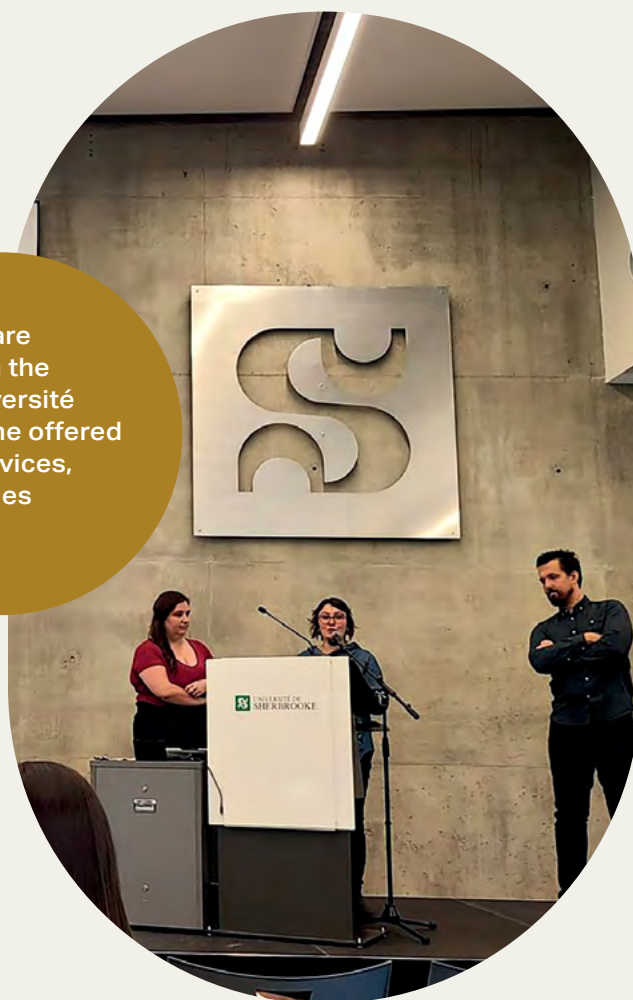
Over the last year, we consistently worked on expanding our activities to offer better support within the different communities. In November, our Continued Care Counsellor collaborated with the local entities to create a Sobriety Challenge in Puvirnituk. Two Isuarsivik team members travelled to Puvirnituk for a few days to support and facilitate different activities within the community, promoting a healthy lifestyle from a harm reduction perspective.

Our Continued Care Department also organized many activities in Puvirnituk to increase the collaboration between Isuarsivik and other local initiatives. Our Counsellor in Puvirnituk organized an on-the-land healing event, which consisted in a 5-day camping trip with several workshops on different topics such as the grieving process, intergenerational trauma, the cycle of addiction, emotional regulation, etc. We also put in place a *Welcome Back* supper for people returning to Puvirnituk after attending our In-house Recovery Program.

Offering services for people not ready or able to commit to our 8-week In-house Recovery Program is essential to Isuarsivik's mission. The support we offer affects Nunavimmiut directly in their day-to-day life.


We believe that this approach allows Nunavimmiut to start or continue their recovery journey in a way that respects their values and level of readiness and well-being. Our Continued Care Services are meant to grow and evolve alongside our guests and to help build a relationship based on trust, consistency, and reliability.

On October 26 and 27, our Continued Care Counsellor, Dolly Mesher, participated in the *Sommet sur les dépendances* at the Université de Sherbrooke Campus de Longueuil. She offered a presentation with Puvirnituk social services, and their feedback about the local realities was very much appreciated.



Administration and Support Services Highlights



 The Administration Department at Isuarsivik Regional Recovery Centre has been instrumental in ensuring the seamless operation and growth of the center over the past year. The department's dedicated efforts and strategic initiatives have significantly contributed to the center's overall success. Here are some key highlights from the past year:

Staffing and Expertise

The year marked important milestones in staffing, with the hiring of key personnel who have enhanced the department's capabilities. The addition of an Information Technology Specialist in October 2022 brought advanced technological expertise to the team. In November 2022, a Manager of Administration was onboarded, bringing essential leadership skills to the department. The hiring of a Janitor in January 2023 and Assistant Cooks in April 2023 further strengthened the center's operational capacity. Additionally, a Maintenance Worker joined the team in November 2022, ensuring the facility's upkeep.

Operational Enhancements

The Administration Department played a pivotal role in facilitating the successful transition to the new center, which was completed in January. This move was the result of a meticulous procurement and relocation process spanning from November 2022 to February 2023. Alongside this, the acquisition of new housing in November 2022 and early 2023, allowed us to provide housing to our staff.

Safety and Preparedness

Safety remained a top priority for the department, demonstrated through the implementation of an updated Emergency Response Plan. In March, the team conducted Emergency Response training and a fire drill to ensure staff readiness. The secured extended insurance coverage for the new center and on-the-land activities further fortified our commitment to safety. We also did Infection Prevention Training to uphold health and safety standards.

Technological Advancements

In the realm of technology, the department led significant advancements. The implementation of a Radio Phone System for on-call communication improved responsiveness. Efforts to modernize IT infrastructure included the initiation of the Nomadis implementation process, along with the introduction of an IT support ticketing system. A new Employee Portal was established to centralize documents, policies, forms, and vital information, streamlining accessibility for staff.


"[My stay at Isuarsivik] changed my life for the better. I see myself as wanting to quit alcohol for the rest of my life. A couple of weeks ago, I wondered how I used to drink? Why? While I had to care for a newborn, I have many regrets. I used to drink when alcohol won't ever solve my problems. Being sober is more fun than being blacked out, not knowing what I have been doing wrong."

– 2022 Guest



Pingngupaa Challenge



 The Pingngupaa Challenge, held throughout February, has proven to be a powerful platform for individuals to embark on a journey toward sobriety or to reduce their consumption of substances while contributing to the cause of recovery.

Uniting for a common cause

The Pingngupaa Challenge saw an incredible display of unity and determination as 170 participants joined forces to make a positive impact in their lives and the lives of others across Nunavik. The month-long event not only encouraged personal growth but also served as a meaningful way to contribute to the Isuarsivik Regional Recovery Centre Foundation.

Despite our team being busy with transition to the new Centre, we proudly announce that an outstanding \$37,343.38 was collected during this edition, thanks to our participants and their supporters' passion and commitment.

The Spirit of Giving

The heartwarming response to the Pingngupaa Challenge was obvious in the 359 total donations received. We extend our sincerest gratitude to all those who generously contributed to the cause, enabling us to continue providing essential support and services to those in need. It is heartening to witness how the community came together, showing unwavering support and belief in the mission of Isuarsivik.

Championing the Cause

One of the most remarkable aspects of the Pingngupaa Challenge was the overwhelming enthusiasm from participants, with 58% of them actively engaging in the fundraising campaign. Their dedication and willingness to drive positive change in their lives and the lives of others truly exemplify the spirit of community and solidarity.

2018	2019	2020	2021	2022	2023
~\$5,000	~\$15,000	~\$44,000	~\$49,000	~\$45,000	~\$37,000
Less than 20 participants	39 participants	168 participants	267 participants	220 participants	170 participants





Gratitude to Donors and Sponsors

We extend our heartfelt gratitude to the corporate donors—Mine Raglan, BPA, Innergex, F. Fortier Wealth Management Group, MTA Architectes, Nomadis, Nunalituqait Ikajuqatigiittut, and Member of the National Assembly of Québec Denis Lamothe—for their significant contributions to the Pingngupaa Challenge. Their unwavering support has been crucial in empowering individuals to embrace positive change and seek a better path.

Additionally, we would like to acknowledge the sponsors—Tarquti, Air Inuit, Nunavik Parks, TLS Nunavik, Winifred Designs, Avataa, and Gaston Henry Furs—for providing exciting prizes for the draw, adding an extra layer of motivation and enthusiasm to the participants.

The 2022 Pingngupaa Challenge has been an incredible journey of transformation, community spirit, and compassion. The collective efforts of participants, donors, and sponsors have made a lasting impact on individuals seeking to overcome challenges and embrace a healthier lifestyle, fulfilling life. We look forward to future editions, knowing that together, we can continue fostering positive change in our communities.



Fun tools like phone wallpaper for participants to fully take part of the challenge!

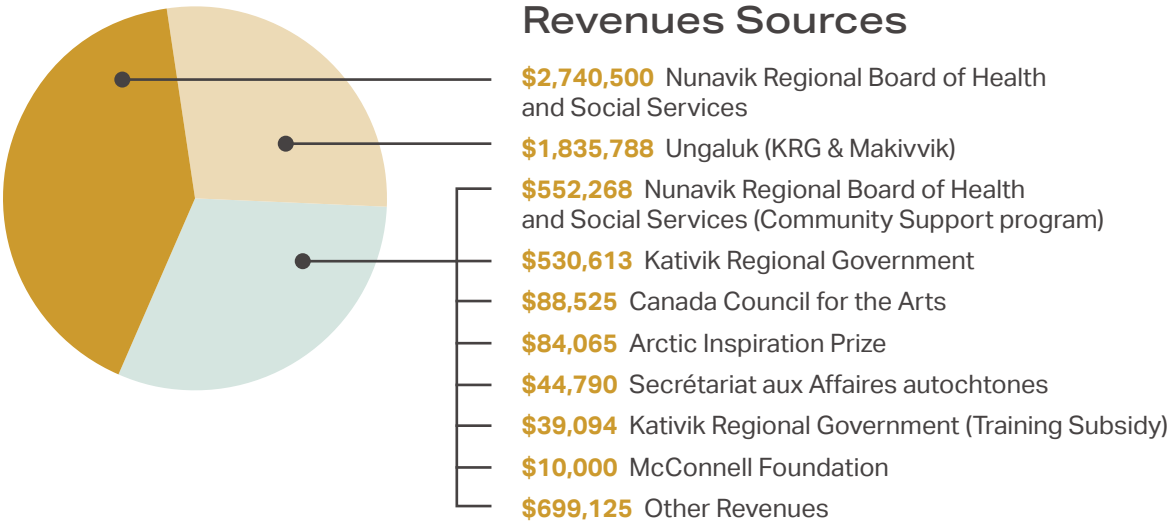
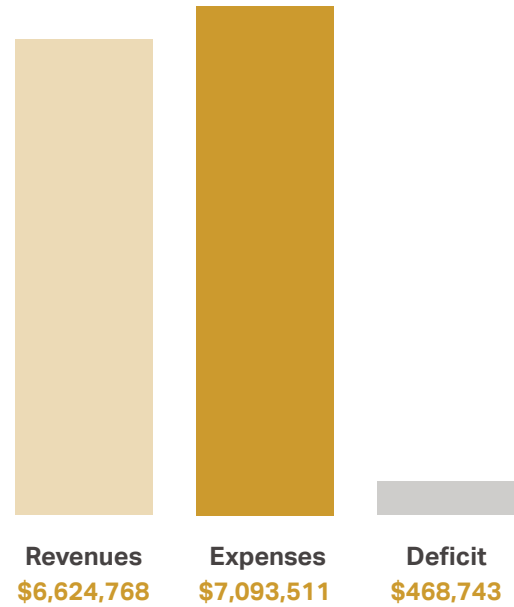
Our Financial Review

Year-end results for our 2022-2023 fiscal year came as no surprise to Isuarsivik, as the organization was prepared for a year of transition with evolving operations and a significant budget increase. Consequently, the Board of Directors has planned a reserve fund since 2019 in anticipation of the new Centre and its first year of operations (2023-2024).

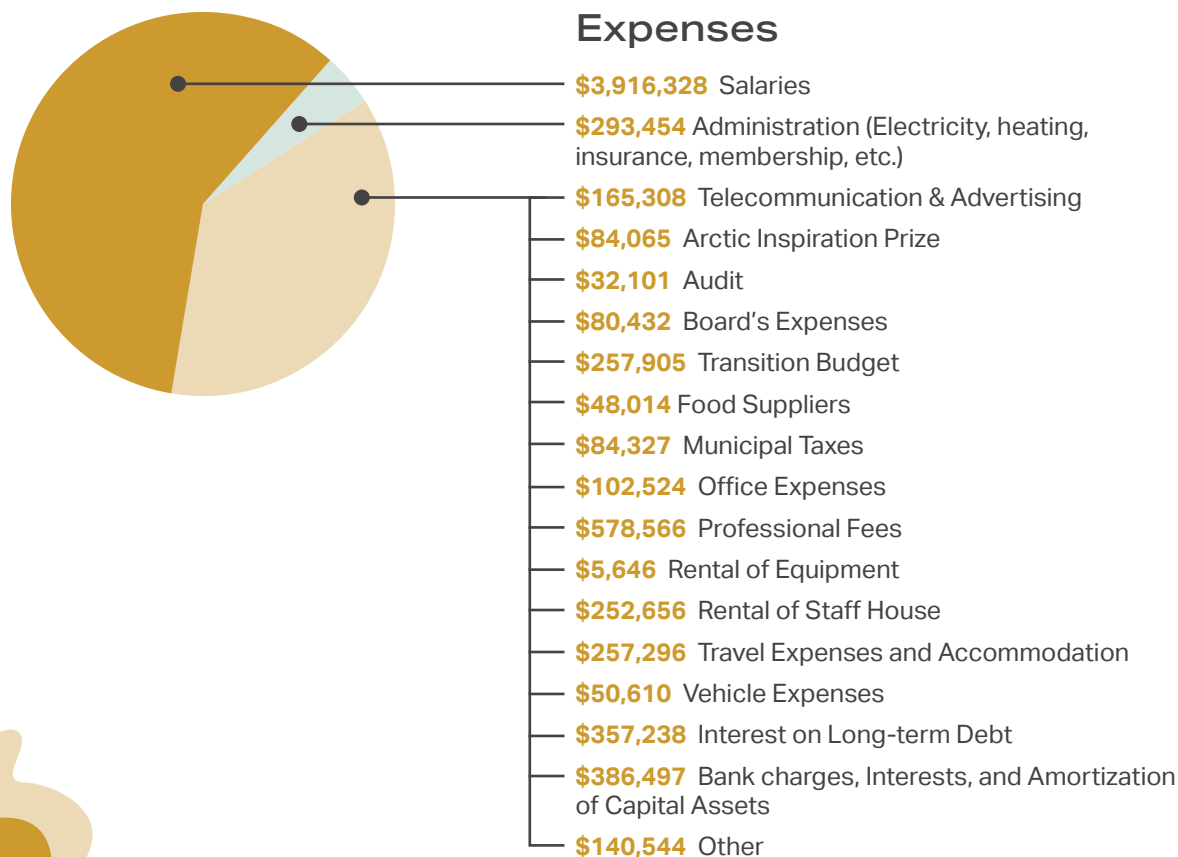
Isuarsivik has set a transition budget for the express use of the reserve fund, which includes separate costs related to bringing the new facility into operation. This budget covered procurement and installation of new material and equipment, art integration in the new facility’s design and aesthetic, IT procurement and installation, and reintegration of critical items to the construction project that had been cut.

The reserve fund has begun to be used for these one-time planned expenses, which were not included in the funding request for operations in 2022-2023. Thanks to this responsible financial planning by the Board and management, this year’s budget deficit does not adversely affect the organization’s financial health.

Overview



Expenses



In-kind Donation

We are excited to share the progress made in our administration and communication department, particularly in in-kind donations.

With the introduction of our new Centre and program, the demand for materials and equipment has grown significantly. In response, we recognized the importance of streamlining our approach to securing in-kind donations.

Between January and March, we achieved a remarkable success in obtaining in-kind donations for school and daycare materials, as well as books that our guests need. Expanding our team has allowed us

to consistently follow up on in-kind donation requests, a critical step in strengthening our partnerships and support.

We anticipate further growth in our in-kind donation efforts in the coming years. By receiving donations of goods and services and discounts on essential items, we can allocate saved funds to enhance our services to our guests, ensuring a more enriching experience for them.

In the past year, we were fortunate to receive support from generous organizations like Annick Press, Inhabit Media, United for Literacy, and Wintergreen. Their contributions have played a vital role in advancing our cause and enhancing the resources available to our guests.

Our Press Review

News Articles

Global Mail

May 10th, 2022, By Sarah Ritchie
Full Article: <https://bit.ly/3KzhXTp>



Nunatsiaq News

Dec 7th 2022, By Jeff Pelletier
Full Article: <https://bit.ly/43zjcZi>



Nunatsiaq News

Jan 23rd 2023, By Jeff Pelletier
Full Article: <https://bit.ly/475Lgqf>



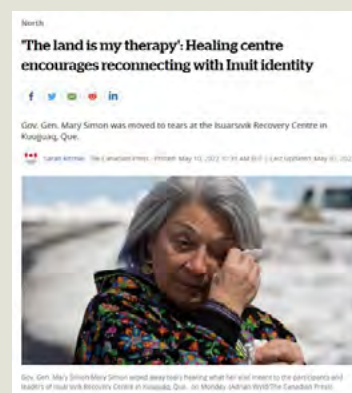
CBC News

Jan 31st 2023, By Rachel Watts
Full Article: <https://bit.ly/3rFxsT9>



CBC News


May 10th, 2022, By Sarah Ritchie
Full Article: <https://bit.ly/43FojqV>





Our Gratitude Remarks



 Substance use impacts each and every one of us in the region. Thanks to all our generous partners, Isuarsivik can put its ambitions into action and grow its services for Nunavimmiut. They are gold to us!

Financial Partners



Canada Council
for the Arts

Conseil des arts
du Canada



RÉGIE RÉGIONALE DE LA SANTÉ ET DES SERVICES SOCIAUX DU NUNAVIK

La fondation

McConnell
Foundation



LP&A
Makivvik



**Secrétariat
aux affaires
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Québec



In-kind & Pingngupaa Challenge Donors & Collaborators




















Thank you



isuarsivik.ca
1-866-964-9994



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