



Community Wellness Plan

Kugluktuk



Prepared by: Kugluktuk Community
Wellness Working Group as Part of
the Nunavut Community Wellness Project.



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Kugluktuk Community Wellness Plan

The Nunavut Community Wellness Project was a tripartite project led by Nunavut Tunngavik Inc. in partnership with Government of Nunavut, Department of Health and Social Services and Health Canada.

Community Wellness Planning Committee of **Kugluktuk** is happy to share photos of their land and community in this publication.

July, 2011

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1. INTRODUCTION

The Nunavut Community Wellness Project (NCWP) is a partnership between Nunavut Tunngavik Incorporated (NTI), the Government of Nunavut's Department of Health and Social Services (HSS), and Health Canada's Northern Region (HC). Its stated goal is to increase the participation of Inuit in the development and delivery of health programs and services in Nunavut, which responds in part to the requirement outlined in Article 32 of the Nunavut Land Claims Agreement (NLCA). The NCWP results from recommendations made for a Community Wellness Strategy (CWS) as outlined in the Health Integration Initiative (HII) report¹, *Piliriqatigiinnngniq – Working Together for the Common Good*.²

The six communities chosen for the project are Clyde River, Igloolik, Kugaaruk, Kugluktuk, Arviat and Coral Harbour.

The original **goals and objectives** of the project are:

- To develop and implement integrated community wellness plans in six communities in Nunavut, in order to leverage existing capacity, increase human resource capacity, create economies of scale and broaden access to services in those communities;
- Use best practices from this project that could be developed into community wellness planning templates to facilitate similar wellness planning initiatives in other Nunavut communities; and
- Contribute towards the ability of individual Nunavut communities to identify and address their own health issues, needs, options and priorities, in order to improve the health and wellbeing of their people.

The following Community Plan is a result of extensive work undertaken by the community of Kugluktuk from March 2009 – October 2010.

2. COMMUNITY WELLNESS WORKING GROUP

The initial community contact for the NCWP in Kugluktuk was the Community Health Representative (CHR) Rosie Kagak. She organized three additional community representatives³ to work with her and attend the NCWP workshop held in Iqaluit. Upon their return to the community, these representatives³ began to inform the community of the wellness project. A number of community members were recruited to form the Kugluktuk Wellness Committee (KWC). Members comprising the KWC represented a variety of stakeholders in community wellness in Kugluktuk.

1. HII was a federal initiative related to the Aboriginal Health Transition Fund (AHTF) active between 2003 and 2006 through HC/First Nations and Inuit Health Branch (FNIHB). It was designed to explore, develop, and analyze models of integration for the improved delivery of health care services and programs to First Nations and Inuit people.

2. Nunavut Tunngavik Incorporated. *Piliriqatigiinnngniq – Working Together for the Common Good*. 2006

3. Bonnie Almon, the Director of Wellness, Ida Hakanak (CPNP), and Angela Johnston, a community resident.



Once the KWC was formed, a coordinator was hired and the Kugluktuk Wellness Working Group (KWWG) was established to support the KWC.¹ The KWWG coordinated and successfully completed a thorough community consultation process that formed the key elements of the community wellness plan.

Once the community consultation process was completed, the coordinator, Angela Johnston, left the position to be replaced in March 2010 by Lauren Kadlun-Jones who filled the position for a short period until Myste Anderson stepped in to the position of coordinator.

At this time, the KWC and the KWWG had been inactive for a considerable period. The new coordinator was given the job of revitalizing and/or recruiting new members for the KWC and the KWWG and to facilitate the planning process in order to be ready for the October 2010 community presentations in Iqaluit.

Previous committee members were notified about the developments and new interested individuals and representatives from organizations were briefed about the project. In September 2010, the project support team members from NTI² came to the community and attended a successful meeting with three previous and fifteen new KWC members in attendance. Eight people offered to join the KWWG and met three days later to begin the wellness planning process based on the community consultations collected by the initial committee and working group.

2.1 PURPOSE OF THE WORKING GROUP

The NCWP working groups undertook the following tasks over the life of the pilot project. In Kugluktuk's case, these tasks were divided into two phases as outlined below:

INITIAL PHASE

- Establish a community wellness working group with membership from community leaders in health, social services, education, recreation, justice and community administration;
- Hire and supervise a coordinator reporting to the working group to manage the planning process; and
- Inform the community about the project, and consult with community members to develop a list of concerns, needs, and assets.

PHASE TWO

- Re-establish the Kugluktuk Wellness Group;
- Write a community wellness plan;
- Present a community wellness plans to GN/NTI/HC; and
- Ongoing communication and work with support team members from the New Economy Development Group/UQSIQ Communications (NEDG/UQSIQ).

2.2 DESCRIPTION AND MEMBERSHIP OF THE GROUP

See Appendix I for further information including contact information for:

- Working group members;
- Committee members;
- Wellness support network: new or previous members who had not attended a meeting during Phase Two but who were interested in being kept informed through email;
- Potential members: people who have been identified as potential wellness supporters but who had not yet been contacted; and
- Former committee members.

1. Angela Johnston, Rosie Kagak, and Jenny Rand, the Regional Community Health Development Coordinator were the members of the working group.

2. Dal Brodhead and Nicole Camphaug

MEMBERS INCLUDE:

Former Group	KWC.....	11 members
	KWWG.....	3
New Group	KWC.....	18
	KWWG.....	8
	Wellness Support Network	15
	Potential Members	9

Positions/Organizations represented by the KWWG include:

- Community Justice Outreach Worker- hamlet/GN;
- Program Manager – Ilavut Centre (local men’s correctional facility);
- Community Economic Development Officer – hamlet;
- Chairperson – Youth Council;
- RCMP;
- Regional Public Health Nutritionist – GN;
- Recreation Coordinators – hamlet;
- Town Council/Wellness Chairperson – hamlet;
- Manager of Social Programs – GN;
- Volunteer: Community/Women; and
- Coordinator: Kugluktuk Community Wellness Planning Project.

The intention of the KWWG is to approach the individuals listed as potential members in the table above to inform them of the project and see if and how they would like to be involved.

2.3 GOVERNANCE DOCUMENTS

INITIAL PHASE

In the initial phase of the project, the KWWG used an informal governance model, as described in the following presentation notes for the August 20th meeting:

“We have a working group. In this group we have a Chair (Rosie Kagak), Coordinator (Angela Johnston), Jenny Rand (secretary) taking the minutes, and we would like to have 13 committee members, which will have at least 2 Elders, 2 Youth, The Mayor, SAO, and a mixture of men and women. The Mayor and SAO are invited to attend but they don’t have to be here, we will share minutes and report to them. Rosie, Jenny and Angela are the working group and we communicate with the committee to gear us on the right track and guide us on discussion making and give us the go ahead on the planning.”

This group met once a month and designated work that needed to be done to other members in the committee as needed. A consensus approach was used and all members worked together to ensure that the project progressed as planned. The coordinator prepared the agenda with help from the secretary. Meetings lasted between one and two hours as needed.

PHASE TWO

Overview

In the second phase of the wellness project, the KWWG defined a governance structure to help guide their work. It is hoped that together with the Nunavut Public Health Strategy, the wellness planning process and new governance structures emerging from these pilots will form the basis for ongoing and future health development programming for all Nunavut communities. Below is the governance structure developed by the KWWG during the second phase of the project.

Community Wellness Planning Support Network

- Aim for all community stakeholders being represented;
- Membership open to anyone in the community;
- Provide big picture ideas for wellness programming;
- Review proposals to provide feedback and support; and
- Review outcomes to provide feedback and support.

Wellness Planning Working Group

- Welcome new members to ensure representation of the whole community;
- Hold regular meetings;
- Oversees that the Wellness initiatives/projects are implemented and monitored and all funding reports are done; and
- Use consensus decision-making process. All voices are equal.

Wellness Planning Working Group Coordinator

- Prepare agenda;
- Provide meeting notifications;
- Take minutes;
- Writing reports, proposals and letters as required;
- Circulate communications as directed by the Wellness Working Group; and
- Forward Wellness Working Group Minutes and reports to the SAO, Kugluktuk Hamlet Wellness Committee Chair, and to the Director of Wellness.

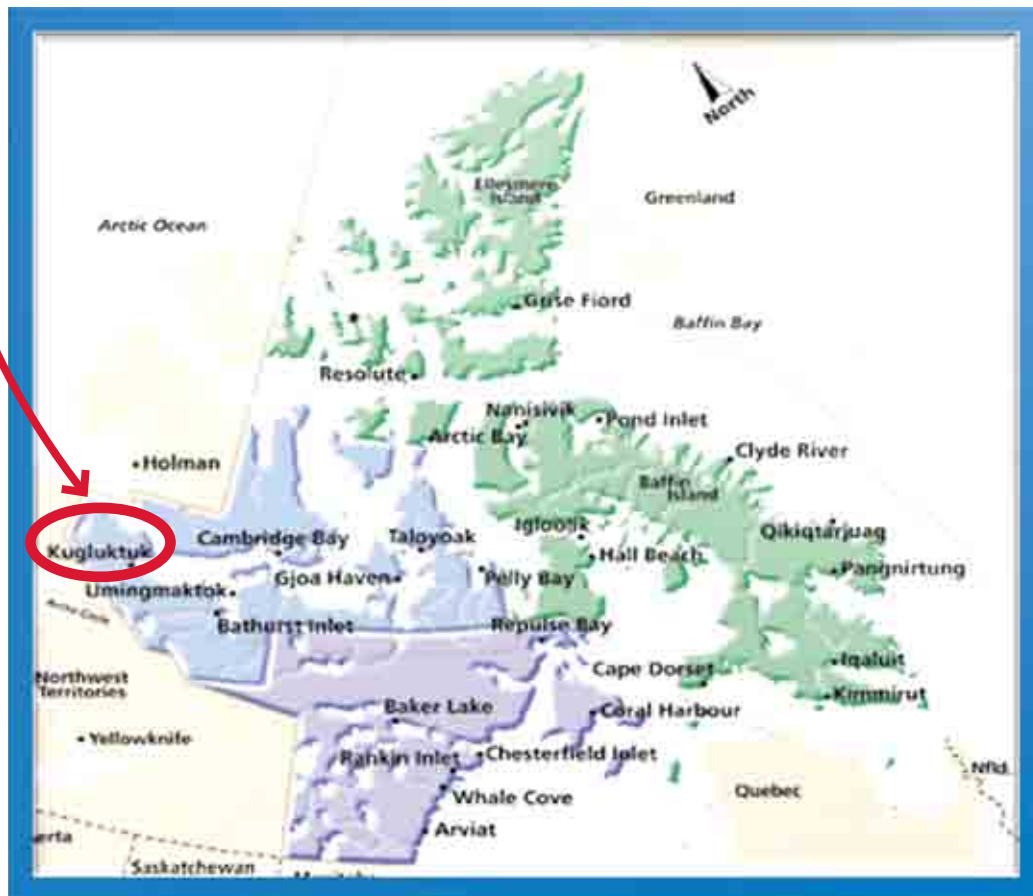
Project Lead(s)

- Organize, direct and lead the project efforts;
- Provide feedback on initiative/project progress and issues to the Wellness Planning Working Group; and
- Manage project costs and expenditures.

3. COMMUNITY OVERVIEW

Kugluktuk or Qurluktuk (Inuinnaqtun) translates as “the place of moving water”. Older people know it by its more common name of “Coppermine” which was changed in 1996. Kugluktuk is a hamlet located at the mouth of the Coppermine River as it enters into the Arctic Ocean. Southerners may be familiar with the community through the history of Bloody Falls documented by the explorer Samuel Hearne. The Falls are a traditional and popular fishing place in the summer. It is less than an hour by boat from the community and is now a Territorial Park frequented by tourists and adventurers who travel the Coppermine River by canoe from various locations north of Yellowknife in the Northwest Territories.

Kugluktuk is in Nunavut’s Kitikmeot region on the Coronation Gulf, directly north of Yellowknife. Kugluktuk is the western-most community in Nunavut. Please see map below.



The traditional language of the area is Inuinnaqtun and is written using the Latin alphabet rather than the syllabics of the Inuktitut writing system. The population is currently close to 1400 people.

Kugluktuk has a limited number of businesses: two grocery/general retail stores (the Northern and the Co-op) and a locally-owned hardware store. The community is also served by two trade contractors and an intermittent taxi service. There are hopes that a restaurant will be established one day.

The community has a number of well known residents including Colin Adjun, a talented and accomplished fiddler. He, and now his son, provides wonderful music to jig and square dance to during the community's springtime “Natiq Frolics”, Christmas Games, and other special occasions. On the facing page is a photo taken during the 2010 Frolics, and shows Elders and others wearing traditional clothing.



Kugluktuk is a friendly town filled with young people who love ‘playing out’ and ‘walking’ and older people who enjoy spending time on the land at their cabins. Berries are abundant in the late summer and country foods are enjoyed throughout the year. Most people love *tuktu* and fish, some hunt *umingmak* and *natiq*, and every spring there is an exodus to “look for ducks”. Eggs are gathered during spring break-up. Fewer families participate in egg gathering but the ones who do are “pros” and always bring back plenty to share with neighbours, friends, Elders and family. The Inuit spirit of sharing food is alive and well in Kugluktuk.

4. CREATING AWARENESS IN THE COMMUNITY

4.1 DESCRIPTION OF COMMUNITY-BASED AWARENESS ACTIVITIES

During the initial phase of the project many strategies were implemented to raise community awareness. It is estimated that over half of the community is aware of the NCWP project in Kugluktuk. This estimate was confirmed by the new coordinator when she began talking about the project and recruiting new group members.

Kugluktukmiut were informed of the project through posters, pamphlets, announcements (translated) during radio bingo, focus groups, and community gatherings. The purpose of these activities was to: 1) inform the community of the wellness project; and 2) gather information about community concerns and dreams. The method used for information gathering was an “Umbrella Template” created by the initial working group (Appendix II).

Community consultations took place primarily in one of two ways:

Umbrella Template

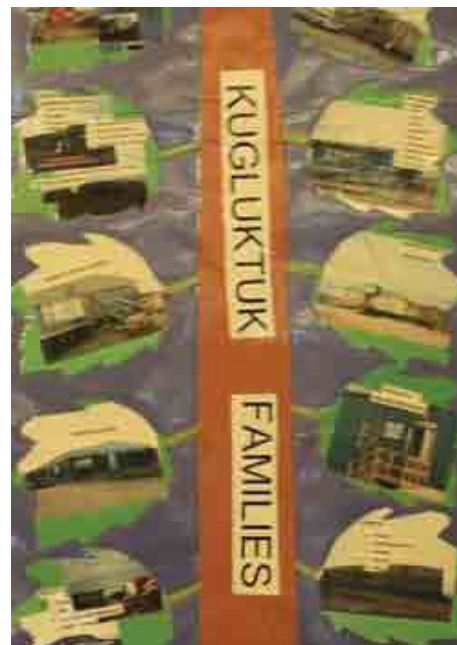
This tool proved to be a very effective method for gathering information. The umbrellas were titled “Create a Vision for Community Wellness” and had headings for issues, priorities, dreams, “Kugluktuk 10 years from now”, what community members wanted to see increased, and what they wanted to see decrease. “Umbrellas” were left at strategic locations throughout the town for people to fill in at their leisure.

Focus Groups: ‘Tea Talks’

Key community groups were contacted and meetings were set up by the KWWG. KWWG members met with various organizations and presented information about the project. Blank umbrellas were left with the group and picked up at a later date.

Organizations Visited

- Jimmy Hikok Ilihakvik (Elementary School);
- Kugluktuk High School;
- Hamlet council;
- Community Government Services;
- Health and Social Services;
- RCMP;
- Kitikmeot School Operations;
- CLEY (Dept. of Culture, Language, Elders & Youth);
- Elders at Brighter Futures;
- Kitikmeot Inuit Association;
- Ilavut (men's correctional facility);
- Health center;
- Housing Board;
- Hamlet staff; and
- CPNP (Community/Canada Prenatal Nutrition Program).



All information gathered in the umbrellas was transferred into a single document which was later used by the KWC in Phase Two.

Community Response & Support

Kugluktukmiut were receptive to the idea of wellness planning and community response was generally quite positive. One KWWG member noted that “people were excited about the project”. The initial consultation phase resulted in over ninety completed umbrellas. Another KWWG member’s experience was similar. In the course of revitalizing the project, all of the thirty people contacted by the third coordinator expressed interest in being included at some level of the planning process. Many of these people came forward and joined the KWC. From this group, a motivated working group was formed whose intention was to keep the process moving forward towards community outreach and wellness planning implementation.



5. RESOURCES IN OUR COMMUNITY

5.1 COMMUNITY MAP AND DESCRIPTION

During the project training workshop in Iqaluit in August 2009, the Kugluktuk working group came up with the idea to use a 'tree' upon which to link community assets as the branches. The focus and trunk of the tree was entitled "Kugluktuk Families". The group brainstormed and came up with many community assets.

Upon arrival home from the workshop, two KWWG members took pictures of all the resources in the community. From this they created a laminated poster with the photographs as the braches and Kugluktuk Families as the trunk (See Appendix III for a photograph of this asset tree that was on display during our April 2010 community feast and meeting).

Below is a photograph taken on the little trail from the Wellness Centre to the Elders complex (right) and the Health Centre (left). The waterfront is visible in the background while the foreground is full of wildflowers that grow throughout the summer.



The community is mostly flat next to the water with a gradual rise up a small incline to centre town. The newest subdivision sits atop of the hill overlooking town and the ocean. Hills and cliffs line the river bank. Gullies form along the river where water runs off in the spring. Most of the public buildings are located centrally or close to the water. The waterfront is always lined with boats in the summer, ready to take people out hunting, fishing, and camping.

5.2 COMMUNITY ASSETS AND DESCRIPTION

Appendix IV¹ contains a list of community assets compiled by the initial working group and then added to and elaborated upon during Phase Two to reveal their relationship to the goals.

To realize the community's Vision, the initial goals are to create community awareness and partner with others organizations (community assets). Action on these goals will require that KWC seek partners by presenting the project to all community organizations; this is why these two areas have been condensed into one list as presented in Appendix IV.

1. Appendix IV is the list that was compiled for Planning Report item 7.1 "Connecting Assets to Wellness Vision".

Examples of community resources: local sewings by Rita Topilak (left), and carver Jimmy Carpenter.



Below, a photo of Bloody Falls, Kugluktuk's Territorial Park and traditional fishing grounds. This spot is frequented in the summer when it is accessible by boat, Honda and on foot (about a six-hour hike).



6. COMMUNITY VISION FOR WELLNESS

6.1 PROCESS FOR IDENTIFYING VISION

Initial Phase

When the first wellness committee met to discuss a vision for the community, they focussed on families. Their vision was to have "Kugluktuk families living a healthier lifestyle". The discussion was linked to the asset mapping exercise and the vision was to have Kugluktuk Families in the center of the tree. A KWWG member shared the earlier group's discussions around vision: "Families are what holds the community together... Without families we would not have the services... It is best when we work together and support each other... The community assets support the families, and family involvement sustains the community assets."

Phase Two

During the project revitalization meeting held in September 2010 with the NTI Project support team representatives, the KWWG discussed the issues and dreams identified during the consultation process. From this discussion it was clear that a focus on families was front and center. There was some talk about which organization would have the lead responsibility for achieving the vision when a group Elder reminded the members that “It takes a community to raise a child”. Almost everyone at the table reiterated this idea in their own way from their own perspective and area of expertise.

The idea to adopt this motto as a vision was presented to the KWWG at a meeting a few days later. After some discussion and clarification that it was not solely the community’s responsibility to raise the child but the family’s as well, the motto was unanimously accepted as the vision for the wellness planning group.

6.2 PICTURE OF COMMUNITY VISION

It Takes a Community to Raise a Child



“Up We Go” by Nori Peter

Depiction of Inuit Game: Blanket Toss

7. ISSUES IDENTIFICATION

7.1 PROCESS FOR IDENTIFYING WELLNESS ISSUES

Wellness Feast and Meeting

Part of the process for identifying community priorities was facilitated by the second coordinator¹ who arranged a community feast and meeting in April 2010 for the purpose of:

- Sharing with the community what had happened to date with the project;
- Celebrating the project’s accomplishments; and
- Identifying key wellness issues and priorities.

1. Lauren Kadlun-Jones

Two project support team members attended the meeting in addition to the coordinator. Attendance at the feast was not as high as anticipated and approximately thirty people stayed for the meeting afterward. Two KWWG members made a presentation and asked for community input. Participants came forward and wrote their ideas on poster paper on the walls.

Community Consultations Compiled

A wide variety of issues were identified by the community using the umbrella information gathering tool. While the KWC was on pause due to coordinator turnover, Nicole Camphaug, from the NTI support team, took all of the notes from the umbrellas, the information gathered during the Kugluktuk community consultations (including the input gathered at the feast), and compiled a list of everything the community had requested. Close to 100 items were noted.

Priorities Addressed

The compiled list of issues was reviewed and three dominant headings became apparent: Recreation, Mental Health/Counselling, and Economic Development. The coordinator created a table with these headings, noting some general areas for consideration, and lists of things that the community wanted less of. This work was done in preparation for the facilitation of group discussions around priorities during the September project revitalization meeting. The table was given to all meeting participants for the purpose of sharing information in order to identify priorities. Please see table below.

KUGLUKTUK COMMUNITY WELLNESS PLANNING PROJECT SEPT. 21ST 2010

Kugluktuk community consultations revealed three dominant areas of need. These needs are outlined below.

Cultural Relevancy: This was a theme found throughout Kugluktuk consultations; it is recommended that this theme and the involvement of Elders be considered in all areas of development.

Professional Development: High turnover in employment is endemic in Kugluktuk. Prior to creating services and programs, it is necessary to recruit and professionally develop/support the town's human resources – those people interested in lifelong service in wellness. This will help sustain the momentum created by the project.



RECREATION	MENTAL HEALTH / COUNSELLING	ECONOMIC DEVELOPMENT
Hunting/fishing/trapping workshops	Inuit counselling	Bannock and soup sales
Communal hunting/camping gear (machines, sleds, etc.)	Counselling for residential school victims	Employment for beneficiaries, salaries, mgmt, admin, teaching
Coaching clinics	Alcohol and drug workshops	Restaurant/coffee shop
Summer camps	Group home	Bank
More involvement in games/dances	Boot camp	Cheaper gas prices
Volunteers	Volunteers active in community	Volunteers
Hunting: info from Elders	Community wellness workshops	Road connections: NU & South
More recreation facilities	Parenting workshops	Docks
Butchering facility	Shelters with counselling	Affordable food/baby stuff
Make more friends	Make more friends	Make more friends
Complete road to Bloody Falls	Family planning	More graduates getting jobs
Swimming pool	Support for young parents	Ski-doo / Honda shop
Kids stay in school/incentives	Kids stay in school/incentives	Kids stay in school/incentives
More activities	Elders as teachers	Better prices
Arcade	Traditional healing/counselling	More people working
Soccer field	Help for single parents	Country foods for sale
Swimming pool	Courts working with Elders	Cleaner town
Proud youth	Nice place to live	Nice place to live
Better youth centre		
Elder recreation centre		
How to survive on land/elders		
Activities for all ages		
Hunters for Elders		
Access road to 4mile bay		
Nice place to live		

When developing a community wellness strategy, consideration should be given to address the community's requests to have less of the following concerns:

REDUCE

Crime	Addictions	Depression	Other
Break and Enters	Gambling	Poverty	Garbage
Theft	Drugs	Bullying	Kids staying out late
Drug Dealing	Alcohol	Abuse	High prices
DUI	Smoking	Suicides	Elders abuse
Bootlegging	Tempers	Neglect	Machines at night
Violence	Sugar	Violence	Bored people

Priorities Identified: September 21st Project Revitalization Meeting

A member of the project support team, Dal, chaired the meeting while the coordinator took minutes. Dal spoke about the overall project to bring new members up to date. During her time to present, the coordinator brought the group's attention to the list of needs that she and Nicole had compiled (each member had a copy). This was followed by a good discussion about the content of the list with group members speaking about the concerns noted during community consultations as well as adding their own perspective to the content.

After a discussion that lasted over an hour, it became clear what the priorities were: education, recreation, parenting, and to a bit of a lesser extent but still important, nutrition. The strongest concern that was voiced was the concern for raising children and parental support, guidance, and education. This led to the vision statement: "It takes a community to raise a child". It was discussed how important it was to work together and not to blame others for children/families falling through the cracks which often lead to children being removed from the home. It was felt that if the community worked together and offered support in various ways, the vision would be implemented and the community would see progress through the years to come.

Recreation was the next priority area identified as needing support. The reasoning for this came from the vision statement and community concerns relating to parenting. The idea was to keep the kids as busy as possible. Tired and active children/youth do not get into as much trouble. When children have too much free time, they get bored and can often find things to do to amuse themselves that are not good choices. The idea of having sports team came up as a good preventative measure as a team can often help provide natural support to other team members regarding healthy lifestyle choices.

7.2 WELLNESS PRIORITIES

A few days after the project revitalization meeting, the KWWG met to refine our priorities and work out a draft wellness plan. During this meeting, quiet time was provided for participants to review the asset map created by the previous group. Once people had a good sense of the community supports, they broke into two groups: Recreation and Education, Parenting and Nutrition. The groups brainstormed ideas and identified actions that could be taken towards implementing the vision (See Appendix V for the meeting agenda).

The priorities below take into account ideas expressed during both meetings.



Recreation

Keep the children busy! If they are tired at the end of the day, they will have no energy left to look for trouble... and if it finds them, hopefully they will have had too much fun earlier to take part in what they know to be a wrong action.

Parenting

Parents need help and support to gain the confidence necessary to implement positive disciplinary techniques with their children. It was noted that many parents are disconnected from their children and do not know how to discipline them in productive ways. Traditional parenting techniques have not been passed down nor have Western/Southern techniques been learned. At the end of the day, it is the parents who have the greatest effect on their children's health (mental, emotional, sexual, physical, and spiritual). As a community, residents need to work together to provide the necessary supports that help parents feel confident about their lives and child-rearing practices.

Education

The hope of the community is to slowly but continually work towards educating interested groups and individuals on issues they identify as important (and based on concerns expressed during community consultations). Research has shown how programs developed in the South have little lasting effect on Northerners and that it is best to provide culturally sensitive, Inuit-based education (when available) in areas that have been requested by the front-line clients. It was also discussed how the community can provide most, if not all, of the educational support through existing resources/assets in Kugluktuk.

Nutrition

This was grouped with Education and Parenting. It was noted how nutrition could be coupled with education around budgeting, stretching social assistance money, cooking classes, how to use leftovers, etc.

Culture

This category applies to the other priority issues listed. Recent research reveals that a number of made-in-Nunavut, Inuit-created parenting resources are available based on Inuit values and traditional child rearing practices. In the area of recreation, the community wants to try to create a balance of Inuit-based and southern activities. It is hoped that both reports and services can be provided in Inuktitut and English.

7.3 COMMUNITY GOALS PRIORITIZED

The start-up goals will be to create community awareness about wellness activities in the town. This will include promotion of existing programs as well as information dissemination about the wellness group's activities and plans. It was thought that to aid effective delivery of wellness programs, it would be good to prepare the community to receive the new KWC programming. Part of this preparation will include networking and partnering with existing organizations. The goals for the next step will be to start implementing the KWC plan in Recreation and Family Support (Education, Parenting & Nutrition):

1. Create community awareness and knowledge of wellness activities (Good News Radio Show, community wellness event, a Wellness Bulletin Board);
2. Partner with other organizations for support and to facilitate plan implementation;
3. Get the community active and involved (recruit volunteers, start rec. programs); and
4. Create opportunities for education and healing with a focus on families.

8. DRAFT COMMUNITY PLAN

Due to the short time frame for writing up the plan, the KWC considers the plan a draft and retains the authority to make changes as the KWC sees fit.

8.1 CONNECTING ASSETS TO WELLNESS VISION

Please refer to Appendix IV for the Community Assets and how they relate to the goals.

Summary

Goals

1. Create awareness;
2. Gather support/partners;
3. Engage community; and
4. Provide opportunities for education and healing.

A radio show will be used to create awareness and promote the activities of other wellness groups in town and report good news about Kugluktuk activities. It is hoped that this will foster good relations with potential partners, encourage individuals and organizations to consider partnering with the KWC and act as a venue to recruit volunteers and possibly mentors. The community partner outreach work will determine to some extent with whom and how the KWC proceeds with community engagement. Along with increased community awareness and partnerships, KWC's strength as educators will be determined, in order to provide direction on how to best provide supports to families: Men/Fathers, Women/Mothers, Children, Family Planning, Parenting, and Nutrition. We hope this will lead to greater self-sufficiency and correspondingly lower reliance on outside organizations for support and funding.

8.2 STEPS TO REACH GOALS AND OBJECTIVES

Prior to beginning work on community goals, time and energy will be devoted to ensure the continuity of the KWC. This will include discussions around group structure and governance and approval of documents outlining the process of achieving consensual decisions. The KWC also recognizes that it is important for the Government of Nunavut to continue providing initiatives and support to community wellness groups. These are necessary steps in order for KWC and the community to reach the desired goals.

- 1. Create Community Awareness of Wellness Activities; and**
- 2. Partner with Organizations (Assets).**

SHORT-TERM GOALS – Until end of fiscal year March 2011

Good News Radio Show

- Work toward hosting a weekly wellness radio show;
- Develop a list of wellness topics to be broadcast and inform town; and
- Work with Kugluktuk Radio Society to secure times and announcers for a regular show.

FEEDBACK A record will be kept of the people and organizations that contributed to the show and submitted in the annual report.

- OBJECTIVES**
- Increased awareness of wellness and recreation activities; and
 - Engage the community and encourage them into listening to wellness topics.



Community Wellness Fair

- Plan for this event: make it fun with new activities;
 - Recruit partners (assets) to help make the event multi-disciplinary; and
 - Inform the town through radio show, bulletin board and posters.
- FEEDBACK
- Attendance numbers will be gauged by observing how full the recreation complex is (rec. staff will have an idea of capacity); and
 - Compile a brief summary of the event identifying partners: who did what, and how it was received (community interest/involvement). A summary with pictures will be included in the annual report.
- OBJECTIVE
- People come and in an enjoyable atmosphere get to meet, face-to-face, with the wellness providers in the community; and
 - People learn about wellness topics and the community supports available.

Community Bulletin Board

- Research funding available to purchase board (there may be enough funds left from a previous wellness activity);
- Ask for permission from the Co-op Board of Directors to put up a glass-locked bulletin board in the high traffic hallway to the post office;
- Work with partners (assets) to gather information to display; and
- Find a crew (volunteers) to take care of monthly board updates.

EVALUATION & RESULT

- The board was put up and filled with good news, community events and wellness tips – ideally add Inutsipagutit Teachings (Inuit proverbs/rules to live by);
- The board is being maintained and changed on a regular basis;
- The board will become a long-term wellness awareness effort; and
- Include information about this board in the annual report.

3. Get the Community Active and Involved

This goal was taken up by the KWWG Recreation Sub-Committee. Reference Appendix VI for objectives, short and long-term goals, actions, evaluation methods, and needed assets.

4. Create Opportunities for Education and Healing with a Focus on Families

LONG-TERM GOALS

Prevention Through Education and Healing Holistically

- Community to partner in holistic and safe ways to educate families on parenting issues, nutrition, chronic diseases and community safety;
- Community partners will have a list of Elders who can assist family members;
- Elders will be knowledgeable in traditional values and beliefs, child rearing and parenting skills to educate young parents; and
- Make available resource materials on parenting and traditional Inuit counselling methods:
 - Meeka Arnaqqa'a recently published healing workbooks (4);
 - Grade 11 Inuit childrearing curriculum;
 - Iliqsivik Society Drug and Alcohol Counsellor Training Program;
 - Nunavut Literacy Council Resources; and
 - Others as they become available (Centres of Excellence for Children).

- OBJECTIVES • Ongoing community supports;
- Workshops using Inuit Qaujimajatuqangit values and beliefs;
 - Share skills and knowledge; and
 - People gain knowledge and learn to make healthy decisions for themselves.

Cultural & Land Based Programs

- Work with existing resources in Kugluktuk, such as schools, hamlet recreation, and other community resources that can assist children, youth and families;

- OBJECTIVES • Gather information from recreation to post weekly traditional activities happening in the community – put on the Wellness Bulletin Board; and
- Initiate land-based outings for needy families and individuals.

Use existing Supports to assist Disadvantaged Children and Parents

- Both schools JHI and Kugluktuk High School, Social Services, Mental Health, Wellness Centre, Justice Worker, Probations, RCMP, Elders Centre, both Churches and Health Centre who can identify those needing assistance to provide holistic wellbeing of each individual; and
- Treat all individuals with dignity and respect and target programs and outings to serve needy families.

- OBJECTIVES • Support all resources so no one is left out;
- Work with all community resources to guide and educate each other; and
 - Utilize knowledgeable skills from all resources.

9. CONCLUSIONS

The Kugluktuk Wellness Planning Project had a great start. The KWC members are grateful for the initial team who got the ball rolling and successfully completed this important part of the wellness planning work.

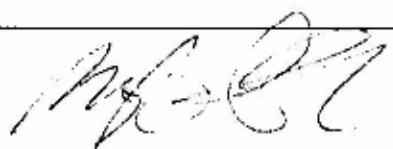
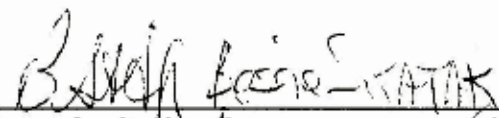
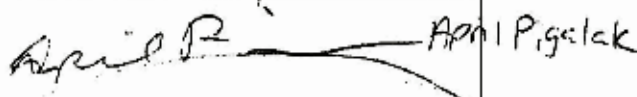
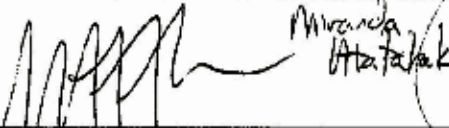
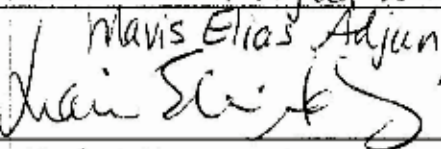
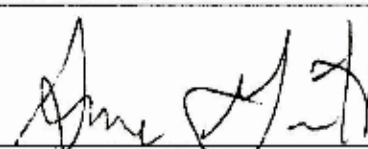
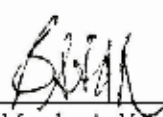
After this large body of work was completed, the KWC encountered some challenges with the loss of the coordinator. The second coordinator was able to help out, but also had to step down after a short period. The project lay dormant for a period until a new coordinator was hired at the end of August 2010 and worked diligently to form a new committee and create a wellness plan for Kugluktuk that would be ready to share in Iqaluit in mid-October.

It is difficult to say if this planning process has changed Kugluktuk; however, given that the wellness plan is being implemented, it seems that the town will change. Following through on the plan will in itself create new partnerships in wellness, and a collaborative spirit of people working together for the common good.

To facilitate plan implementation, the KWWG will discuss, improve, and adopt the draft governance policies found in this document. This process will help ensure group continuity even as membership continues to change and evolve. The coordinator is committed to the project and given the opportunity, will remain part of the KWWG. This motivated and dedicated group of individuals will hopefully continue to do the work necessary to maintain the momentum created by this planning project and keep it going. Through the implementation of this plan, the KWC will provide the community with the wellness initiatives it deserves.

10. SIGNATORIES OF KUGLUKTUK WELLNESS WORKING GROUP

The KWWG has decided to use the consensus decision-making model, a guiding principle of the Government of Nunavut; however, we understand the need for parent organizations to have direct contact, other than the coordinator, for the purposes of sharing information and accountability. To this effect we have asked two people to step forward as equal project leads.

	
Project Lead's Name <u>SVEN KERKOVILS</u> Coordinator's Name <u>Myrte Andersen</u>	
	
Project Lead's Name <u>B. Stah</u>	Member's Name <u>April Pigalak</u> Project Lead
	
Member's Name <u>Miranda Atatak</u>	Member's Name <u>Mavis Elias Adjun</u>
	
Member's Name <u>Sven Kerkovius</u>	Member's Name <u>Stephen Novak</u>
	
Member's Name <u>Anne Garrett</u>	Member's Name <u>[illegible]</u>



APPENDIX I – KUGLUKTUK WELLNESS PLANNING COMMITTEE

WORKING GROUP MEMBERS

WELLNESS PLANNING MEMBERS	ORGANIZATION / POSITION	EMAIL	PHONE 867-982-####
Bessie Sitatak: project lead	Ilavut Programs mgr	bsitatak@gov.nu.ca	w 5872
Mavis Adjun: project lead	former CHR- Inuvialuit	maviseliasadjun@gmail.com	h 4209
Sven Kerkovius: project lead	Town Council/Wellness Chair	skerkovius@hotmail.com	h 4067 w 5870
Miranda Atatahak	Youth Committee Chair	matatahak@hotmail.com	h 3819
Stephen Novak	Com. Economic Devel. Officer	cedokug@qiniq.com	w 6502
Matt Hamilton/Larry (alt.)	RCMP	matthew.hamilton@rcmp-grc.gc.ca, mat_hamilton@hotmail.com	w 0123
Anne Garrett	Regional Public Health Nutritionist	agarrett@gov.nu.ca	w 7612
April Pigalak	Recreation Coordinator	kugrec@qiniq.com	w 6515 h 3146
Anne Rose	A/Dir Social Programs	akerkovius@gov.nu.ca	w 7412 w 7675
Myste Anderson	Coordinator	consultinggraceangnahiak@gmail.com	w/h 3084

COMMITTEE MEMBERS

Don LeBlanc	SAO	saokug@qiniq.com	w 6505
Bonnie Almon	Director of Wellness	kugwell@qiniq.com	w 6519 or 6510
Rosie Kagak	Community Health Rep.	rkagak@gov.nu.ca	w 4531
Ken Mulgrew	Ilavut Acting Director	kmulgrew@gov.nu.ca	w 5870
Andrew Robertson	Anglican Minister	andrewrob@arcticnet.org	h 5823
Julie Currie	Mental Health	jcurrie1@gov.nu.ca	w 7413
Annie Bolt	MLA's Constituency Assistant	mlakugluktuk@qini.com	w 4232
Delores Niptanatiak	FASD Coordinator	deloresnip05@hotmail.com	w 4406
All Working Group members			

WELLNESS SUPPORT NETWORK

Ida Hokanak	Pre-natal	ihokanak@hotmail.com	w 6512 h 3381
Agnes Kokak	Elder	no email	w 5001 h 3003
Robyn Atatahak	Youth	ratatahak@live.ca	h 3819
Ken Taptuna	KHS Counsellor	ktaptuna@kitikmeot.edu.nu.ca	w 4406 h 5258
Agnes Egotak	CLEY	aegotak@hotmail.com	w 7617 h 4837
Stephanie Egotak	Youth	stephegotak@hotmail.com	h 3644
Adam Kikpak	Youth	abkk_20@hotmail.com	
Michelle Klengenber	Visitor Center Manager	michellekleng@live.ca	w 6500
Marvin McKay-Keenan	Principal KHS	mkeen@kitikmeot.edu.nu.ca	w 4406
Cathy Keeling	Jimmy Hllok Elementary rep.	ckeeling@kitikmeot.edu.nu.ca	w 5001
Kim Novak	Nurse in Charge	knovak@gov.nu.ca	w 4531
Barb Adjun/Genieve Taptuna	Hunters and Trappers Assoc.	kugluktukhto2@qiniq.com	w 4908
Larry Whittaker	Justice/Probation	lwhittaker@gov.nu.ca	w 7609
Leslie Klengenber	Income Support	lklengenber1@gov.nu.ca	w 3440
Lucy Taipana	Daycare Manager/ retired principal	ltaipana@hotmail.com	w 3530 h 5309
Donald Havioyak	Community Relations MMG	donald.havioyak@mmgroupltd.com	w 3097
Naomi Tremblay	Kugluktuk Family Literacy Project	naomitremblay@yahoo.com	w 5001 h 5209

chart continued on the next page

POTENTIAL MEMBERS

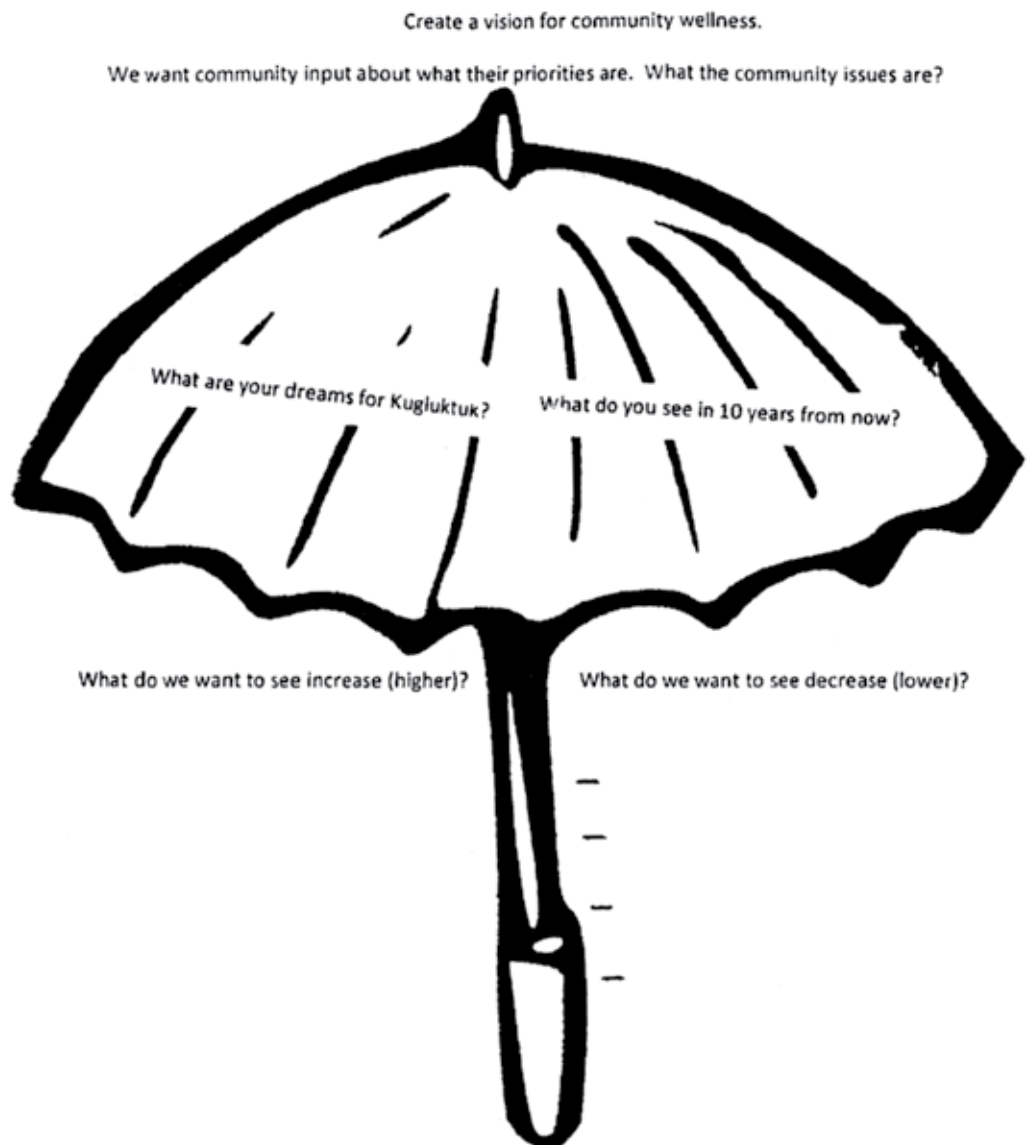
WELLNESS PLANNING MEMBERS	ORGANIZATION / POSITION	EMAIL	PHONE 867-982-####
Detrick Hala	Youth Drum Dancer		
Winter Kuliktana	Youth		
Geoff Clark or Mona Tiktalik	KIA		
Katie Niptanatiak	pre school		w 4231
Nancy	Elders' Centre		
Barb Olson / Ali	Arctic College	asyed_2009@yahoo.com	w 5151
Johnathon Bird	KSO		w 7434
Donna Rand	Home Care		w 4054 h 3387
Monica	Career Development Officer		
	Grizzlies		
	DEA		
	Businesses/Coop/Kikiak		
	Coop Board		w 3400
	Housing Board		w 3281
Allen Nip / Gerry Atatahak	Wildlife		w 7450
	Dept. of Environment		w 7440
David Boyle	C and GS: Community Planning		w 7651
Amanda Nip	ED and T: Com. Dev. Advisor		w 7456
Alistair and Barb Harvey	JP/former NIC		h 3242

FORMER COMMITTEE MEMBERS

Rosie Kagak	CHR, Chair	rkagak@gov.nu.ca	w 4531 h 5021
Ida Hokanak	Pre-natal	ihokanak@hotmail.com	w 6512 h 3381
Bonnie Almon	Director of Wellness	bonniealmon@yahoo.ca	w 6519 w 6510
Ken Taptuna	KHS Counsellor	ktaptuna@kitikmeot.edu.nu.ca	w 4406 h 5258
Agnes Kokak	Elder	no email	w 5001 h 3003
Gavin Ayalik	Youth		
Robyn Atatahak	Youth	ratatahak@live.ca	h 3819
Delores Niptanatiak	FASD Coordinator	deloresnip05@hotmail.com	w 4406
Mike Johnston	High School Teacher		
Angela Johnston	First Coordinator		
Jenny Rand	Regional Com. Health Dev. Coord.		
Lauren Kadlun-Jones	Second Coordinator		

APPENDIX II –

UMBRELLA TEMPLATE FOR GATHERING INFORMATION



Help the community to work on major issues. What are the major issues? What are the priorities?

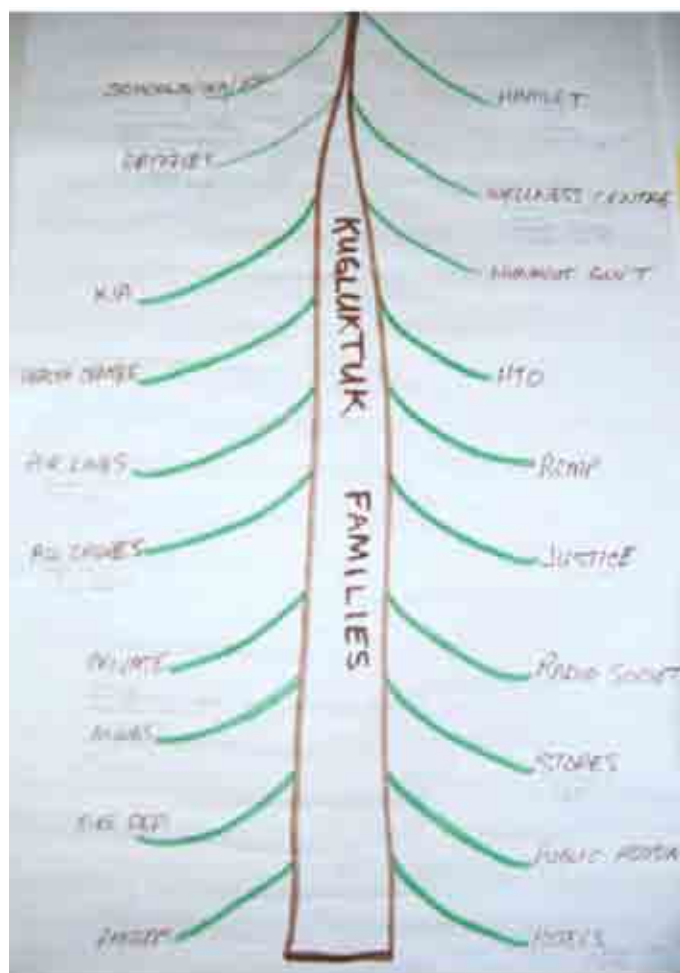
Where the community wants to get to. Inuit values and principles.

Let's make a plan on how to deal with them.

APPENDIX III –

ASSET TREES

The following draft asset tree was created following coordinator training in Iqaluit.



Flip Chart Notes from Iqaluit Coordinator Training.



A second Asset Tree was developed in Kugluktuk by the working group, and presented during the community meeting April 2010.

APPENDIX IV –

COMMUNITY ASSETS LINKED TO PRIORITIES

The following connects community assets with priorities for action (priorities are in bold).

CREATE COMMUNITY AWARENESS OF WELLNESS

Kugluktuk Radio Society

- Equipment for creating live or pre-recorded shows;
- Announcers (experienced and comfortable to deliver our program);
- Tuesday radio bingo: Advertise our show during this time; and
- We can use our show to promote other wellness organizations/initiatives.

Recreation Complex and Staff

- Location for Community Wellness Event(s)
- Feasts: cooking facility, dance floor and sound equipment

Kugluktuk Coop

- High traffic hallway to Post Office: great bulletin board location; and
- Other Wellness groups and community events can be shared here.

PARTNER WITH COMMUNITY TO SUPPORT WELLNESS

We plan to work closely with the Hamlet Wellness Committee. Involvement with others will depend on their level of interest and available time. The following assets are arranged alphabetically:

- Alcohol Education Committee
- Businesses: Potential supporters through donations
 - Northern
 - Coop
 - JMS
 - Naomi's
 - Kikiak
 - Takok's Sewing
 - Kugluktuk Heating and Lumber
 - Angoniatit Niovikvia Ltd (HTO supplies)
 - MMG (Mining Group)
 - Canadian North
 - First Air
 - Grace Angnahiak Consulting (Parenting research, best practices and culturally relevant resources)
 - Alistair Harvey's garage and equipment

- Churches (Anglican, Roman Catholic and sometimes Pentecostal)
 - Sunday school
 - Bible studies
 - Women's group
 - Summer camps
 - Anglican Minister: 27 years as scout leader
- Elders and Elders' Housing Complex
 - Place for young volunteers
 - Learn Inuit stories and old ways, traditional knowledge
- Families
 - Role models
 - Mentors
 - Cabins and/or camping equipment to share
- Fire-Fighters
 - Maybe a little fire-fighter program
 - Fire safety/prevention awareness week: education program
- Hamlet
 - Kugluktuk Gym and Weight Room – weight training partners
 - Community Economic Development
 - Recreation staff and equipment
 - Musical instruments
 - Sports equipment
 - Sound equipment
 - Community Justice Outreach Worker
 - Community Justice Committee
 - Wellness Centre
 - Director of Wellness and Staff
 - Prenatal Nutrition Program
 - Brighter Futures
 - Elders' meeting days (feasting, singing dancing, etc.)
 - JHI kids programs (sewing and traditional tool making)
 - Sewing classes in evenings
 - Sewing machines, patterns, tools and equipment
 - AA meetings
- Health Centre Staff
 - Community Health Representative
 - Nurses
 - Doctors
 - Dentists
 - Specialists

- Health and Social Services
 - Social Workers
 - Mental Health Worker
 - Regional Public Health Nutritionist
- Hunters and Trappers Association
 - Musk ox and caribou harvest they share with community
 - Possible mentor potential
- Ilavut Centre (men's correctional facility)
 - Provides services (labour and country foods) to those in need
- Income Support Workers
 - How to help needy families
- Inuit Games Group
 - Mentors and teachers
- Jimmy Hikok Ilihakvik (Elementary School)
 - Student Body: can provide news for radio show/bulletin board
 - Gym
 - Stage with lighting and sound room
 - Balcony seating for large sporting event audiences
 - Teachers/Support Staff/Admin: can get kids involved through wellness promotions scheduled throughout year ex. Drop the Pop, Terry Fox Run...
- Kakayak Daycare and Aboriginal Head Start
 - Trained early childhood education staff
 - Bilingual workers
 - Possible evening space for childcare/activities
- KIA (Kitikmeot Inuit Association)
 - Support and potential funder
- Kugluktuk High School
 - Ask if students can get credit for radio involvement (announcers used to be able to get Communication/English credits from KHS)
 - Student body: can provide us with school news / reports
 - Graduates: potential mentors, ripe for professional development
 - Teachers/Support Staff/Admin: same
 - Gym: recreation and large meetings
 - Kitchen for large groups
 - Breakfast program
 - Shop: students can make things on request
 - Cabin on land

- Musical instruments and sound equipment
- Technical equipment
- Library
 - Meeting room
 - Computers (sometimes operates as CAP site)
 - Heritage center
 - Books for kids and youth
- Grizzlies Association
 - Great for providing sports in town
 - ADI soccer on Saturdays
 - Athlete monitoring system in place
 - Coaches
 - Grizzly gear
 - Annual Awards Night: Supper and Ceremony
- Kugluktumi Ikayukatigiit Committee (FASD Committee)
 - After school program
 - Cooking
 - Celebrating Pregnancy
 - Mentor Program
 - Sewing class
 - Nearest and Dearest
 - Pre-school and Daycare Interventionists
- Local Talent
 - Fiddlers: Colin and son Gustin Adjun
 - Drum Dancers: Detrick Hala ...
 - Town Band
 - Square Dance Group
 - Drum Dance Group
 - Athletes: Inuit Games and Organized Sports
 - Throat Singers: Delores Nip ...
 - Sewers
 - Carvers
 - Tool makers
 - Carpenters
- Master Apprentice Inuinnaqtun Group
- Mayor and Council: support
- MLA: support
- Nunavut Arctic College
 - NTEP students
 - Staff
 - Meeting/learning space

- Nunavut Literacy Council
 - Resources for community development, parenting kits
- Physical Recreation Sites
 - Recreation Complex
 - Feasts
 - Dances
 - Nattiq Frolics
 - Christmas Games
 - Community Gatherings
 - Hockey
 - Curling
 - Soccer Turf
 - Playgrounds
 - Campground
 - Baseball field
 - Basketball court
 - Heart Lake and picnic area
 - Trail to Bloody Falls
 - Coronation Golf Course
- Rangers
 - May support adapting scout/guide/cadet program to lead into Jr. Rangers
 - Can help identify role models, leaders and land experts/guides
- RCMP
 - DARE program
 - Community outreach
 - Crime statistics
- Search and Rescue
 - Mentors for youth interested in learning this needed skill
 - Excellent land/water/ice based survival knowledge
- Sport Nunavut
- Unemployed or under-employed: volunteers
- Visitor Center
 - Resource for traditional info
 - Proposal for traditional tool making

GET THE COMMUNITY ACTIVE AND INVOLVED

- See partner list above
 - Once we have the community aware of Wellness (Goal 1) and have community support through partners (Goal 2) we will be in a position to realize this goal of increasing community involvement by
 - supporting organizations to work together for Wellness through partnerships that create mentoring/training opportunities;
 - recruiting volunteers and mentors to provide recreation and educational experiences for individuals and groups; and
 - working together to develop new and culturally relevant recreation programs.

CREATE OPPORTUNITIES FOR EDUCATION AND HEALING WITH A FOCUS ON FAMILIES

- See partner list above
 - We will work with existing organizations that have expressed interest in contributing to community health and wellness
 - We will work with mentors and role models to share knowledge
 - Once we have realized our first three goals:
 1. Community Awareness
 2. Community Support and Partners
 3. Community Engagement

We hope to have a community that is ready to move forward together with the resources and assets in place that will facilitate the development of educational and healing opportunities in a manner that is grounded in Inuit Qaujimajatuqangit.

APPENDIX V – WORKING GROUP AGENDA, SEPTEMBER 2010

AGENDA

KUGLUKTUK WELLNESS PLANNING WORKSHOP

September 24, 2010

WELCOME AND AGENDA

Review of Wellness time-line and agenda

Announcement: Proposal for Cultural Programming (5–10 minutes)

HOW WE WILL WORK TOGETHER

GROUP CHAIR OR CONSENSUS DECISION MAKING (FACILITATOR/MINUTES)

Short presentation of consensus decision-making

Group decision on which method to use

Ground Rules for Meeting (15 minutes)

DRAFT VISION: IT TAKES A COMMUNITY TO RAISE A CHILD

SHORT DISCUSSION ON HOW WE SEPARATE INTO GROUPS

Needs identified by community and then summarized at Wellness meeting:

Education Parenting Nutrition Recreation (5–10 minutes)

TOTAL
TIME30
minutes

Small Group Work

IDENTIFYING ACTIONS TO REALIZE DREAMS

Goals and Ideas: What can we do without money

(This is visioning/idea time, actions will come after the break)

1. Review community assets (5 minutes quiet thinking time)
2. Brainstorm (5–10 minutes)
3. Choose idea (5 minutes)
4. Vision how this will look in both short and long term (5 minutes)
5. Discuss community assets that will help and note gaps in services (5 minutes)

TOTAL
TIME1
hour

Break

PLANNING / ACTIONS

*This section is necessary for the report and presentation in Iqaluit.**Please consider the following and be sure to record your answers – point form is fine.***KUGLUKTUK COMMUNITY WELLNESS PLAN (30 minutes)**

1. What we will do (general).
2. How we will do it. Include specific actions.
3. What assets does the plan include (individuals, places, organizations)?
4. How will we know it has worked? (consider evaluation and how we will measure success – this is necessary if we want future funding).
5. Future: Where do we want to be in a year? Five years? Consider our grandchildren, how is our initiative affecting them.... What do we need to do to ensure our initiative has lasting effects and continuity?
6. What assets are needed that we don't yet have in Kugluktuk?
7. How do we know we are successful in the long term.... Evaluation.

TOTAL
TIME1 hour
30 minutes

Agenda continued on the next page

AGENDA *continued*

Whole Group Sharing

1. Each group will share highlights of actions (10 minutes each)

NEXT STEPS / WRAP UP (10 minutes)

1. Myste will work with Rosie on writing up community plan in template provided.
This work will be completed according to deadline: October 6th.
2. Meeting to present our ideas /actions with whole committee
Suggested dates: Tuesday October 5th or 12th
3. Other

TOTAL
TIME2
hours

Note: Minutes from previous meeting, as well as community plan and power point presentation that will be shared in Iqaluit, will be provided to all wellness committee members after our October 6th deadline and before we present in Iqaluit.

Thank you for your patience and support.

APPENDIX VI –

DRAFT IMPLEMENTATION PLAN, RECREATION PRIORITY

Vision: It Takes a Community to Raise a Child

Team

April Pigalak and Robert Maksagak: Recreation Coordinators, Matt Hamilton: RCMP, open...

Assets / Supporters

Recreation Complex staff, equipment and committee, Grizzlies Athletics Association, Kugluktuk High School, Kugluktuk Gym and Weight Room (Hamlet), Coaches, Inuit Games Club, Musicians, Musical Instruments, Sound equipment, Volunteers

LONG TERM:

Elders, Cabins and camping equipment, Brighter Futures Elders program, Carpenters and traditional tool-makers, sewers, Kitikmeot Inuit Association, Master Apprentice Program, Social Services and Income Support workers, Counsellors, mentors, role models, Inuit Games group, Mayor, Rangers, Daycare and Aboriginal Head Start space and staff, Arctic College, volunteers

Objectives:

1. Keep the Kids (and larger community) Busy!
2. Partner with other agencies
3. Support existing and implement new cultural activities

For Consideration:

1. Provide recreation opportunities for all ages
2. Target non-attenders, youth/individuals who have been or are involved with RCMP

SHORT TERM ACTIVITIES

Karaoke Nights

ACTION: get these started by setting time and advertising.

Weight-lifting program for youth with the RCMP at the Kugluktuk Gym.

ACTION: Contact RCMP to set this up (Matt Hamilton our group liaison).

“Jam Sessions” – Music classes/sessions in the Large Hall – recreation has 2 guitars, piano, and drums along with other instruments. Instructors and anyone else can bring in their own instrument. Partner with the high school that also has instruments. Eventually the group can record their music and play it on the community radio station.

ACTION: Recruit instructors, make arrangements with high school, set up times and inform town.

Crib Tournaments/board game tournaments – Target: Older community members and Elders who have shown an interest in these events.

ACTION: Schedule copper Room for this. Advertise.

LONG TERM ACTIVITIES:

- Cultural and Land Based Programming
- Supports for Parents and Disadvantaged Children
- Community Education (professional development and training)

Cultural Programming – programs including sled making workshops, beading and embroidery, sewing clothing etc... Collaborate with existing initiatives and fill gaps in service.

ACTION: Connect with Michelle Klengenberg at Visitor Center to see how we can work together with her proposal. Get the Copper Room active in the evenings for people to come and sew, bead, embroider, etc.... Have it set up as a quiet space, possibly with nights for students and adults separate.

Land Based Programming – Provide recreational activities on the land. Provide opportunities for children with families who do not go out on the land, to have this culturally healing experience, involve Elders.

ACTION: Get a group of interested individuals to brainstorm around this idea. Collaborate with high school to see about using their cabin. Work with Elders to talk about traditional land based activities we can do for fun without money. Set up a mentor buddy system with an interested Elder and needy child/youth.

Inuit Games: – work with the established group to promote traditional games, possible role model or mentor system

ACTION: meet with group to identify needs and ask how we can support them without money. Ask our Mayor Ernie B. for advice in this area as he ran this group for many years. Check with group to see if they are interested in being role models or mentoring.

Girl guides/Boy scouts and/or Cadets – Train local individuals to become scout, guide and/or cadet leaders, local so that it becomes long-term, and that person can train another individual in the future. Get kids ready for Rangers.

ACTION: Research these programs and training opportunities. Consult with Rangers about merging the girl guide/boy scout and/or cadet program down south into a program that is more suitable in the Arctic; one that would help with easy transfer to Junior Rangers. Recruit and train interested leaders. Monitor and evaluate program regularly. Continue to professionally develop/train existing and interested leaders.

Big brother/Big sister program – matching community role models to children who wish to participate, invitation through schools, teachers/parents/health workers can help to match role models with children in need.

ACTION: Research this program and resources available from the Southern agency. Advertise and recruit role models. Provide training/professional development to interested role models. Seek needy children to partner with. Work with and provide support/mentoring/education to parents. Monitor program and have supports, regular check-ins and on-going professional development/training for role models and parents if interested.

Parent Time – Give parents a break/respice. Provide childcare with planned activities and/or free time for parents.

ACTION: Ask for community volunteers to host kids for 1–2 hours each week or month so that parents can have some time off (possibly target single mothers to start). In exchange for volunteer time provide training opportunity (possibly credited through Arctic College) or create a certificate program re: childcare, early childhood development/education.

Future: Where do we want to be in ten years?

- ongoing training and professional development opportunities in our community
- more people trained to deliver programs
- more volunteers
- more mentors and young people active as role models for healthy lifestyles
- better grades and attendance from students, less non-attenders
- healthier community with less abuse and addictions
- community members feel like they are part of something and that they help make a difference

MEASURING SUCCESS/EVALUATION

Collect Data:

- RCMP: reports monthly to town council
- Grizzlies: attendance, grades, attitude form already in place
- Complex: set up a monitoring system to track attendance at existing and new programs

Monitor Data: Check numbers at established intervals (monthly, quarterly, and/or annually)

- Provide a brief report on these numbers/findings at the established intervals
- Summarize or collate the data and include in our annual report

Evaluate Data:

- If program is decreasing in attendance, investigate and make changes to create success

Assets Needed

- People working together for the common good /collaboration
- Active volunteers and mentors
- Sharing of towns spaces and resources
- Funding
- People believing we can make a difference

This image shows a full page of blank, lined paper. It features approximately 20 horizontal blue or grey lines spaced evenly apart, typical of notebook paper. The lines extend across the entire width of the page, leaving small margins at the top and bottom. There are no vertical lines, text, or other markings on the page.

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.