

Ublaami. Uvlaami. Ublaakut.



IRC Board of Directors

Members of the IRC Board are:

- Duane Smith, Chair and CEO;
- Gerald Inglangasuk, Vice-Chair;
- Eddie Dillon, Secretary/Treasurer;
- Jordan McLeod, Director;
- Colin Okheena, Director;
- Lawrence Ruben, Director;
- Kyle Wolki, A/Director.



INUVIALUIT CORPORATE GROUP

Inuvialuit Corporate Group Update

Message from the Inuvialuit Regional Corporation Chair and CEO

Aaqana and Quviahukluhi Quviahukvingmi, Quviasuglusi Qitchirvingmi, Quviahugluhi Qitchirvingmi to Inuvialuit. IRC is pleased to give Elders Benefit Payments in December. While the number of beneficiary elders is growing, IRC is pleased to be able to provide cheques or Direct Deposit through electronic fund transfer (EFT) to Inuvialuit elders. This monetary distribution aligns with the objectives set out in the Inuvialuit Final Agreement. Consistent payments are a part of our ongoing work in implementation of IFA fundamentals.

IRC looks for the guidance of its members regarding Draft strategies and documents we send back to your communities. Recent calls for community insight and written comment to guide our ongoing work include Inuvialuit Land Administration Commission (ILAC) review and Draft Cruise Ship Strategy. Copies are available at your CC. RSEA online comment forum starts in January. From everything we heard from the 42 Directors a year ago, IRC's Strategic Plan guiding our work for the next three years will also be presented to members for additional input and clarification.

In our childcare centres, IRC Health and Wellness encourages parents within the Parent Handbook to form Community Working Groups to work with and guide childcare staff and help plan special events. IRC also encourages Inuvialuit parents to register their children with IRC's Enrolment Department. Knowing the most current number of children helps IRC advocate for program funding with governments.

With First Nations, Inuit and Métis children, youth and families Act having received Royal Assent in June 2019 and coming into force in the new year, IRC looks forward to working on making sure that Inuvialuit make decisions about how to care for and support Inuvialuit children, youth, and families. IRC hopes to begin discussions with Canada and the GNWT on how Inuvialuit will do this and to make sure that the wishes and needs of Inuvialuit communities are respected by governments.

Below: Chair Duane Smith speaks to the collaborators with Digital Library North/U of A responsible for the Inuvialuit Voices Story Telling Gathering and the Inuvialuit Digital Library site who are working with Inuvialuit Cultural Centre to provide online access to archival photo collections, video, audio recordings, and language lessons (see page 8-9).



IRC hopes all Inuvialuit in their communities will have voted in their CC elections and Elders Committee elections this December. We thank all past and current leadership for their service and will welcome those elected in their communities across the ISR and will expect their strong leadership going forward.

The positive Inuit Crown Partnership process will continue Federally with IRC at the table.

With Territorial government relations, IRC continues to assert definitions for, and respectful processes now needed for any improvement or real co-leadership working with GNWT on our shared priorities.

Internationally, IRC is proud of its youth who have been at the COP25 UN Climate Change Conference in Madrid this month presenting their film "Happening to Us" showing climate change impacts on their home community of Tuktoyaktuk.

Aaŕigaa! Practice in Northern Games will pay off for our youth next summer. We hope to see youth consistently engaged in Inuvialuit Games disciplines in all ISR schools in the New Year so we can look forward to a high level of competition next summer with the 50th year event of Northern Games in our Region.

I want to offer my personal condolences to communities, friends and families who have lost loved ones over these last few months. May you have a blessed Christmas surrounded by family and have a safe New Year.

Duane Ningaqsiq Smith

Katimaŕut Atanruŕuq

Chair and Chief Executive Officer

Below: IRC Board Member and Secretary/Treasurer Eddie Dillon (r) congratulates Lazarus Maring (l) on his 20 years of service to Inuvialuit Development Corporation (IDC).

During the Board Meeting, Eddie stated he would like to acknowledge IRC Community Support staff who go "above and beyond" and "respond as soon as they have a chance to," which has worked out to the benefit of communities." Shelly Hendrick, Community Support Officer is sitting between Lazarus and Eddie in the photo and she works alongside Jamie Day who was recently promoted to Community Support Officer and is also highlighted later in this ICG Update with 5 years of service to IRC.



Inuvialuit Corporate Group Update

Members Comments: Updates from the Community Corporations

Left: **Shauna Charlie**, ACC Manager with ACC Chair **Jordan McLeod** at the Indigenous Mapping Workshop in Inuvik where sessions for online data platforms, interactive use of Google maps, and Arc GIS training (ACC Vice Chair **William Storr** also attended) along with representatives from across the ISR (more pg.6-7).



Aklavik Community Corporation (ACC)

Jordan McLeod reported that the Aklavik Community Corporation (ACC) held a moose hunting program. Two moose were harvested, skinned and cut-up by local hunters, who distributed the meat to elders. ACC's caribou hunt in October had 9 hunters participate and caribou were skinned, cut-up and distributed to Inuvialuit households. A berry picking program allowed for the purchase of gas, and 5 people could go by boat each session. Nutrition Bingo program is every Thursday, and the Elders Committee recently hosted a Crib Tournament in addition to meeting every month. ACC Program Administrator is assisting with their scheduled programs and ACC is looking into opportunity potentially for a dedicated staff member to provide this support after office hours.

Two ACC Directors and 2 ACC staff flew to Herschel Island with Yukon Parks to observe a cruise ship and consider economic opportunities. The IRC Board discussed an unscheduled cruise ship stop that interrupted Aklavik harvesters and raised concerns about potential disruption such stops may cause to sensitive sites. Communities are looking to see more enforcement, local monitors on ships and communities equipped with mobile monitoring equipment to track these vessels. Communities are also still encouraged to provide guidance, comment or recommendations on IRC's Draft Cruise Ship Strategy.

The Midway Lake program, which had 4 youth participate, was a highlight of August. The Herschel Island Elder and Youth Program, with 2 Coordinators, 2 Elders, and 3 Youth participating, was also a success.

The CC has had some concerns about competitive staff salaries and retention of qualified employees which was discussed; investments may allow for future increases. Aklavik has had two employees leave roles for other employment opportunity, and would like to thank **Allen Kogiak**, Employment Officer and **Savannah Arey**, Program Administrator for their time and commitment to the beneficiaries and residents. ACC wishes you all the best in your future employment.

ACC would like to welcome **Tammy Tyrrell**, Employment Officer and **Curtis Illasiak**, Program Administrator Trainee. Both are Term positions to March 31, 2020.

Aklavik Development Corporation (ADC) held their quarterly Board meeting recently. ADC is seeing good, regular business at the Aklavik Inn. **Esther Joe** is working as the caretaker and **Karen Benoit** is working as a youth through Hamlet Wage Program.

Inuvik Community Corporation (ICC)

Gerald Inglangasuk reports that he has been busy travelling in his role attending Legislative Leadership Assembly in Yellowknife and Washington Smithsonian to view Donald A. Cadzow 1890 artifact Exhibition, Robert MacFarlane 1856 collection and North American Indian Museum on behalf of IRC.

The Inuvik Community Corporation (ICC) has promoted **Lisa Greenland** to Brighter Future Coordinator until **Alexandrea** returns from education leave. **Cheryl Day** has been hired as term Office Assistant position to join ICC staff **Ruby Ruben**. **Tanya Blake** just celebrated her 5 year anniversary working at ICC-congratulations, Tanya!

Through Aboriginal Language Revitalization (ALR) administered by Inuvialuit Cultural Centre, fur hat sewing and Inuvialuktun classes are now being held on Friday evenings and Saturday afternoons.

Drum dancing with two instructors have started at the school.

ICC Chair, Directors and the entire Inuvialuit Corporate Group give all their condolences for losses and the families who are suffering.

Paulatuk Community Corporation (PCC)

Lawrence Ruben gave the community report as Chair.

PCC looks forward to having an ICEDO Manager at IRC again as the Inuvialuit Community Economic Development support allows the community to develop ideas and find funding. **Brandon Johnston**, IRC's Senior Accounting Manager, met with the Paulatuk Development Corporation upon their request to gain more knowledge of their investments.

Paulatuk CC is looking into options to potentially assist Inuvialuit Harvesters Assistance Program (IHAP) applicants in order to allow for more access to major items. PCC reports it is getting harder even for individuals with good credit ratings to finance major purchases.

CC elections are being held December 16. Additional selections for PHTC (Hunters and Trappers Committee), DEA and hamlet means new boards, leadership and new ideas for the community.

Preparations for Christmas events, hampers, feasts, games and dances have started.



Below: Always nice to see **Edith Haogak** and **Jean Harry** from Sachs Harbour at their sewing table in November for the Christmas Craft Fair held in Inuvik.

Inuvialuit Corporate Group Update

Members Comments: Updates from the Community Corporations

Sachs Harbour Community Corporation (SHCC)

Sachs Harbour Community Corporation (SHCC) A/Director **Kyle Wolki** provided a verbal report to the IRC Board. High staff turnover at SHCC has caused hold-ups with some projects, however, requested visit from IRC's Community Support Officers **Shelly Hendrick** and **Jamie Day** allowed for good discussions. SHCC is in the process of planning an Annual General Meeting to approve the final 2017 audit. Through rental of trucks and duplex and a contract with Northwest Territories Business Development and Investment Corporation (BDIC) to clean up the old musk-ox abattoir, Sachs Harbour Development Corporation is generating funds for the community. IRC Board Directors asked questions about phases for the clean-up work. This project will be ongoing and take awhile to complete as there is a lot of work in cleaning additional corral sites out on the land.

The Elder's Christmas program is underway. A team from IRC's Health and Wellness Division will go to the community after the New Year to assist in processes around Elders Committee and Brighter Futures programs.

Tuktoyaktuk Community Corporation (TCC)

Eddie Dillon reports recent hires include: **Kendyce Cockney**, Project Manager, **Annie Loreen**, Administrative and Basic Research Assistant, **Rosie Cockney** as Receptionist, and **Kanessa Cardinal** as Administrative Assistant.

Illannariit Katimavait Society needs interested new Board members and is hiring a Coordinator for their Friendship Centre.

Community-Based Climate Monitors have been busy collecting data on ice freeze dates, and also had a Climate Monitor Training Workshop in November for 10 participants. In winter, observations including Snow Depth, Ice Thickness, Active Layer Permafrost Depth will be recorded from 2 lake locations each week. The IRC Board asked questions about the herring run which is late and slow, and salt versus fresh water for research equipment.

Jason Jacobson Youth Centre After School Program has had a full calendar with cooking club, baking, in-house pool and ping pong tournaments, road hockey and sliding outdoors, fundamental movement, arts and crafts and more. Thanksgiving feast with parents and grandparents, a Halloween party with games and a sign-out for costumes, as well as Beaded Earring Workshop were great success.



Ulukhaktok Community Corporation (UCC)

Colin Okheena reports that 4 cruise ship visits brought in an income of 97,000 to the community. A Cruise Ship readiness workshop was held a month prior to cruise ship arrivals. A grant from Industry, Tourism and Investment (ITI) provided sewing supplies, Alabaster harvest and musk-ox horns.

The Ulukhaktok Community Corporation (UCC) met with MLA candidates during their campaigns. A community luncheon with soup and bannock was held for all community members.

Internet Society online training was held once a week for 8 weeks, as well as a 10-day Advanced General Finance Practices course offered. A First Responder's exercise was held where community leaders took part in a 2-day course.

Programs with Nunamin Illihakvia, Helen Kalvak Elihakvik school allowed 5-day camping trip at Fish Lake where students prepared a jig board and jigging sticks to use prior to their trip and were successful in harvesting a good number of fish. A new On the Land program with Project Jewel Land Program Coordinator **Kathy Inuktalik** put on another Fish Lake trip and there are plans to build a tent frame. A good number of caribou have been harvested.

For artist week held in October, artists got to create and take home their tea cozies. 2 delegates from the community sold crafts from the community at Great Northern Arts Society's annual Christmas Art, Craft and Gift Fair in Inuvik, with UCC covering costs of accommodation and per diems. Elections with three open Director seats will be in December, and Elders Committee has 7 full board members. Staff are working on food hampers and turkeys will be distributed to membership households.

It has been another busy year in the office. The Office Assistant position is going really well and is helpful to CC operations. From the staff and Board of Directors we would like to wish you all a Merry Christmas and a Happy New Year! Koana. ■

*Below: Community Corporation Director, Sec. Treasurer and delegate to the Regional Craft Fair **Gilberte Olife Alikamik** sells sewing from Ulukhaktok at a successful table along with (not pictured) Margaret Kanayok. Left: **Darrel Nasogaluak's** table with his Ulus and carving brought to the Regional Christmas Craft Fair from Tuktoyaktuk.*



Inuvialuit Corporate Group Update

Innovation, Science and Climate Change Division

In a November 15 email to IRC staff, **Duane Smith** announced IRC's new Innovation, Science and Climate Change Division:

"IRC will be adding a new division to the organization of the Inuvialuit Regional Corporation. Inuvialuit Research (as a unit under the government affairs division) was created in 2016 with the goal of enhancing the Inuvialuit's evidence-based decision-making approach to policy development and advocacy. Over the past few years, the unit has grown to include 8 permanent positions, a mentorship branch and over 15 major projects. Notable projects include the Beaufort Regional Strategic Environment Assessment, Inuvialuit Place Names, Inuvialuit Indicators and Advancing Arctic Research through Connected Data Infrastructure.

The new division of Innovation, Science and Climate Change will move to the Inuvialuit Self-government space currently at the Courthouse in the New Year."

Innovation, Science and Climate Change Update

Jenn Parrott, now Director, Innovation, Science and Climate Change Division (from Research Manager) provided an overview of research projects. Research staff includes; **Kendra Tingmiak**, Inuit Research Advisor; **Mike O'Rourke**, Post Doctoral Fellow for Inuvialuit Place Names Project; **Leigh Ann Williams-Jones**, Clean Energy Coordinator; while **Matthew Chudek** is now IRC's new Statistician. Recruitment for Research Data Specialist and Marine Program Coordinator has begun.

The next ICG Update will give details about newly funded projects and more new staff expected for this growing Innovation, Science and Climate Change Division.

Introduction of new Staff Statistician

Matthew Chudek is now IRC's new Statistician. He will be supporting evidence-based decision making through the development of analytical numerical models, further developing the Inuvialuit Indicators platform and working with other members of the research team on lots of additional initiatives! IRC has already started to use his expertise to support projects including a platform for Munaqsiyit and with the upcoming Inuit Health Survey. Matthew has recently moved to Inuvik, NT and has already joined the Fire Department, Greenhouse and started a book club. He previously resided in Tulita, NT. He has completed a Doctoral degree from the University of British Columbia and has a keen interest in Psychology.



Kendra Tingmiak leading outreach at Geoweeek Amazing Race November 12, Midnight Sun Complex.

Beaufort Regional Environmental Assessment Community Tour

The Beaufort Regional Strategic Environmental Assessment Tour held engagement sessions in all ISR communities November 5 to 9, 2019. Online forum for comment is January and February 2020.

Upcoming Community Engagement

Look for Community Tours from this Division in February with engagement in schools and with students in science across the ISR.

Indigenous Mapping Workshop

There are increased jobs at the community and regional levels related to data collection, mapping and data processing. One example of this are the community resource positions associated with the Community Based Monitoring Program. As these new jobs are created, we need to ensure that residents of the ISR are trained and able to take on the work. As such, IRC has trained over 50 people in the ISR over the last few years on mapping and geospatial field data collection. The Indigenous Mapping Workshop was an opportunity to acquire accredited training in the field of geomatics. Participants learned about new mapping and data collection techniques. ■



*Above top: RSEA Tour in Ulukhaktok with **Jenn Parrott**, **Dan VanVliet** and **Martin Tremblay** from Government of Canada Crown-Indigenous Relations and Northern Affairs (CIRNAC), travelling with IRC staff **Bob Simpson** and **Kendra Tingmiak**. Directly above: **Jenn Parrott** presenting Inuvialuit Settlement Region Platform, online tool for Mapping, Analysis and Communication System at the Indigenous Mapping Workshop Oct 8-10 in Inuvik.*

Inuvialuit Corporate Group Update

Inuvialuit Land Administration (ILA), and Self Government Update

Inuvialuit Land Administration (ILA)

Charles Klengenberg, Director of Lands met with the IRC Board.

Inuvialuit Land Administration Rules and Procedures

Through 2020, ILA will visit each community to hold sessions on the ILA Rules and Procedures. Especially with regards to Registration and lease process for cabins, there is a need to clarify how to ensure courtesy for others with existent cabins, and how to respect moratoriums put in place. Input is to be consolidated for presentation to the IRC Board.

Inuvik Tuktoyaktuk Highway Quarry Site Inspection

IRC Board action item to provide detailed quarry maps was completed as well as Board directive to continue on-going discussions with GNWT-Lands to address ITH Quarry Source reclamation commitments on Inuvialuit Private Lands (IPL).

Inuvialuit Land Administration Commission (ILAC) Review

ISR communities are encouraged to review and comment on the draft 2019 ILAC Terms of Reference and draft 2019 ILAC Workplan and send in all feedback back to ILA. ILA is looking for community input and direction to clarify ILAC's role and function going forward.

Nicholson Point, North Warning Site- Bar-4

A landfill that is eroding at Liverpool Bay on Nicholson Island was reported to ILA on October 8. A thorough field investigation and site inspection with DND is planned for 2020.

Imperial Tuk Base Remediation Project

ILA conducted site inspections in August and September. On-going remediation work includes bagging heavy metal contaminated soil for shipment south to an approved landfill, all metals extracted will be hauled to Inuvik's landfill for disposal, and continuation of hydrocarbon contaminated soil treatment on-site. Imperial has donated cement pads from the Tuk Base Site to use for the Hamlet of Tuk's shoreline erosion projects.

Imperial Bar-C Remediation Project

Imperial's final activity to remove the remaining dock piles at Tununuk Point over the last two years were unsuccessful due to high and low water levels, Imperial will be reassessing how to remove the remaining dock piles in 2020.

Inuvialuit Environmental Monitor Capacity Development and Geohazard Monitoring in the ISR Project

Over the past season, ILA EM's were engaged with ITH Researchers to be introduced to permafrost and geohazards concepts and current regional permafrost research. January 2020, the EM's capacity development project will facilitate "Inuvialuit Environmental Monitor Permafrost & Geohazard Monitoring Workshop." The goal is to bring together ISR EM's, Land and Infrastructure managers, scientists and land users to discuss the influence of permafrost thaw on landscapes and infrastructure, consider opportunities for training and engagement of Inuvialuit EM's in permafrost related research projects, and initiate development of a standard template for recording observations of changing permafrost and related infrastructure conditions. ■



Above: Janet Elias and Glenna Noksana represented ILA at the Indigenous Mapping Workshop held in Inuvik.

Self-Government Update

Bob Simpson, Director Governmental Affairs, reported to the IRC Board and addressed concerns.

The Director, Government Affairs and Research would like to welcome **Samuel Dyck** to the team as the new Policy and Program Analyst with Self-Government.

Samuel moved to Inuvik to work for IRC after completing his Masters in Political Science just this past August. His thesis subject was "The Politics of land use planning in Nunavut."

Samuel has experience working as a Freelance Consultant with the Baker Lake Hunters and Trappers Organization, where he provided strategic advice on wildlife monitoring and land claims obligations. He also co-facilitated workshops with Chiefs, council and administration at Yellowknife Dene First Nations. Samuel's last job before coming to work for IRC was working on policy development for the Aboriginal Consultation Unit at Transport Canada, Prairie North Region.

Sam has already offered to lend support in policy review of Education and Training Division which had otherwise engaged an outside consultant. He is also lending support around coming enactment of Crown legislation with Bill C-92 receiving assent (An Act respecting First Nations, Inuit and Métis children, youth and families), and is supporting the Inuvik Community Corporation in its development of a new strategic plan.

Internal workplans for Self-Government include development of communication materials, further development of Draft Inuvialuit Government Constitution and continuing to assert fair Intergovernmental Arrangement in negotiations with GNWT.

For more information on Self-Government, please visit

www.facebook.com/InuvialuitSelfGovernment/ ■

Inuvialuit Corporate Group Update

Inuvialuit Cultural Centre Pitquhiit- Pitqusiit (ICRC)

Inuvialuit Cultural Centre Pitquhiit-Pitqusiit

Lucy Kuptana gave the ICRC report to the IRC Board of Directors as **Ethel-Jean Gruben**, Manager was unable to attend. Inuvialuit Cultural Centre Staff include: **Beverly Amos**, Regional Language Consultant, and **Lena Kotokak**, Regional Language Coordinator.

Donald Cadzow and MacFarlane Collection Visit

Gerald Inglangasuk, IRC Vice-Chair and Inuvik CC Chair, along with IRC staff **Ethel-Jean Gruben** and **Beverly Amos**, as well as historian **Charles Arnold** made research visits to Smithsonian, National Museum of American Indian, and National Museum of Natural History in Washington, D.C. ICRC would like to publish a booklet to share the traditional tools and clothing they saw there.

Atausiq Inuklut Titurausiq (AIT) Inuit Language Board

Lillian Elias is newly appointed the Uummarmiut representative, joining **Shirley Elias** who is currently Inuinnaqtun representative from the Inuvialuit Settlement Region. **Ethel-Jean Gruben** will travel with elders as an advisor and to learn the roles of the AIT.

Supporting a Traditional Economy

Lorna Elias, Craft Shop Operator, Tel: (867) 777-7003 Email: lelias@inuvialuit.com will be running the effort to restock supplies including furs from the community for the needs of future sewing and cultural programs. **Lena Kotokak** leads the project at ICRC.

Professional Development Training

Ethel-Jean Gruben and **Lena Kotokak** participated in the Inuit Studies Conference in Montreal, Quebec during October 3-6.

Beverly Amos visited the Prince of Wales Northern Heritage Centre October 21-25 to view and make Inuvialuktun patterns that will compliment the Inuvialuktun Terminology and Pattern Making Project.

Inuvialuit Voices Story Telling Gathering with Digital North Library and ICRC

The workshop took place November 11-15 and brought together elders and storytellers from the ISR communities. The stories heard and recorded on video will be uploaded to the Digital Library North Website called the Inuvialuit Digital Library.

www.inuvialuitdigitallibrary.ca

Quyanainni, Koana, Quyanaqpak to **Sandy and Fred Wolki**, **Connie Alanak**, **Margaret Carpenter**, **Mary Kudlak**, **Agnes White**, **George Krengnektak**, **Liz Green (Kuptana)**, **Sammie Lennie**, **Anne Thrasher**, **Nellie Arey** and **Renie Arey** for sharing all your stories and allowing us to record, it was good to hear Inuvialuktun. Appreciation goes to collaborators at U of A for making this gathering possible and your planned expansion of ongoing improvements to the Inuvialuit Digital Library website, **Ali Shiri**, **Sharon Farnel**, and **Robyn Stobbs**. ■



Inuvialuit Voices Story Telling Gathering



Inuvialuit Corporate Group Update

Inuvialuit Development Corporation (IDC)

Inuvialuit Development Corporation (IDC)

Patrick Gruben, IDC Chair, and Denny Rodgers, Director Business Development, Northern Operations, along with Mark Fleming, Chief Financial Officer met with the IRC Board to review the results of IDC's operations and group of companies.

Wholly Owned Subsidiaries

Stanton Group

Stanton's will contribute \$1.2M in management fees and continues to employ up to 60 beneficiary employees throughout our three stores.

IDC Properties

IDC Properties will contribute \$1.2M in cash in 2019 and continues to employ 12 beneficiary employees including administrative and maintenance staff.

AOGS

Arctic Oil and Gas Services (AOGS) continues to grow. In the second year of 100% IDC ownership, management fees have doubled to 120K and 12 beneficiaries have been employed in camp catering and two full time positions for the Forward Operating Location (FOL) Royal Canadian Air Force base contract in Inuvik.

Delta North Alliance and IDC Construction

Providing an opportunity for substantial growth in the construction industry, several large projects in the Region are being bid while IDC Construction builds its assets. IDC Materials company to buy wholesale material for commercial projects will allow for cost savings. Delta North Alliance is a collaboration between IDC and the Gwich'in Development Corporation (GDC) to better be able to pursue, build and own/operate public infrastructure projects.

Weldco Beales Manufacturing

WBM continues to perform but the lack of pipeline and oilfield CapEx has halted the growth of their operations. IDC is working with them to put in place a cost reduction plan to ensure they can weather a longer-term oilfield recession.

Aklak

The new Aklak website is now live, management continues to work with Skyline to implement online booking. ■



Canadian North Merger

Canadian North

Canadian North has outperformed all expectations since the merger, the team achieving 40% of the synergies within the first three months. Inuvialuit have been asked to nominate a member to the Advisory Committee.

PIVUT Fares

Details of PIVUT fares to offer lower costs to beneficiaries were discussed at the IRC Board meeting. The IRC Board, working with Canadian North, is pleased to announce a new PIVUT fare discount structure.

Under this program, Inuvialuit Beneficiaries will be able to book up to 3 tickets per year at 85% off of the base rates at the time of booking. These discounts are much higher than those offered on the previous PIVUT fares.

In order to gain access to these PIVUT fares, beneficiaries will need to provide their File number when booking a reservation.

Unlike your Trust Number, which beneficiaries receive when they are enrolled, File Numbers are given to all Inuvialuit, including children under the age of 18, upon registration with IRC.

Using these numbers will allow children to use the rates as well. More details on how to get your File Number will be made available to you shortly.

Joint Venture Companies Managed by Partners

IOFS (Schlumberger)

No activity in the Region for Inuvialuit Oilfield Services (IOFS). A meeting in December will discuss implications of Schlumberger's recent announcement to undertake a strategic review of their North American Land market business.

IEG Consulting

Inuvialuit Environmental & Geotechnical Inc. (IEG) completed a successful 2019 field season with revenue at \$296K versus a projected budget of \$100K. IEG anticipates continued work in Inuvik and the Mackenzie Delta region with Shell through 2020. Projects will include soil and groundwater monitoring at Camp Farewell, soil remediation at West Channel and potential additional assessment and remediation planning at the Shell legacy Mackenzie Delta Well sites.

Inukshuk Geomatics (Challenger)

Work at the Imperial site near Tuktoyaktuk for Golder as well as the work at Mould Bay has wrapped up successfully. There may be potential work on the horizon for an Inuvik Airport project as well as potential at Inuvik Satellite Station Facility (ISSF). Inukshuk will contribute approximately \$13K in management fees for 2019.

Aklak Canadian Helicopters

Ongoing work especially with North Warning and with NWTel. ■

Inuvialuit Corporate Group Update

ICG Employee Recognition Awards for Long Service

Employee Recognition Long Service

Employees are the foundation of our organization. The Employee Long Service Awards Program began so we can recognize employees who have achieved milestones of service in 5-year increments. The IRC Board and leadership team want to thank our staff for their dedication and contributions to the organization. Today we specifically acknowledge, congratulate and thank those employees who have served 5, 10, 15 and 20 or more years with IRC.

On November 21, IRC held a recognition ceremony to celebrate employees who have reached a long service milestone.



Carol Dick- 35+ Years

There are 205 active employees within our group, 42% or 86 of them are 35 years of age or younger. It's a pretty amazing feat given the fact that **Carol Dick** has been working here longer than 42% of our employees have been alive. It's hard to put into words the dedication and attention to detail it takes to do Carol's job. But here are a few fun facts:



Carol never misses a payroll run. In her brief 35 years we estimated she has processed approximately 2470 pay runs.

Every Christmas over the past 35 years, while the remainder of staff are enjoying time off, Carol can be found in the office to ensure the organization is paid over the holiday break.

Carol responds on average to 5900 emails annually, that means she would have responded to 206,500 requests over her career.

Carol has been a great role model in our organization and community, we are fortunate as an organization to have her, so I will leave you with this.....don't forget your timecards!

Lazarus Maring- 20 Years

Laz first joined IDC properties on July 1999 as a laborer and quickly moved into the position of building maintainer on April 19th, 2000. He has been here for all the renovations that the IRC building has gone through and he is still working for IDC Properties.

Likely because of his sunny disposition and outgoing personality.... ha-ha.... Laz was promoted to Maintenance Supervisor in 2014.

Laz remains one of our most dedicated employees and is always quick to lend his support to his staff and fellow workers when needed. He takes pride in IDC properties being recognized as a landlord of choice in Inuvik and always ensures our units are maintained accordingly.

He always makes sure things get done right or he will make sure the tradesmen redo the work until it is.

IDC properties has been fortunate to have Laz as an employee for the past 20 years and look forward to 20 more!



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Forrest Day- 8 Years

Forrest Day started as Casual Maintenance employee on December 11, 2007 then moved into a position as Assistant Maintainer before he moved to Full-time Security April 18, 2016.

Forrest is quick with a smile and greeting when you enter our building and takes pride in ensuring our building is monitored and safe for our tenants. Forrest is dependable, helpful to our guests and quick to lend a hand to anyone who needs it.

IDC congratulates Forrest and look forward to him being the face of our building for many years to come!

Amanda Shortreed- 6 Years

Amanda Shortreed re-joined the Inuvialuit group when she took a job with NorTerra in Edmonton in 2014. After many years of working with the corporate group in Inuvik, Amanda knew how to navigate the political and general complexities of the Inuvialuit group and she proved invaluable to the NorTerra team as they transitioned to a fully IDC owned operation.

Amanda's dedication to the team doesn't keep general office hours, as she is constantly working while juggling the needs of her three beautiful daughters and her handy husband.

Amanda has held several roles with the group, including in Inuvik working with Gerry Roy, NorTerra, and most recently paralegal taking on much of the administrative responsibilities relating to cleaning up NorTerra's old operations. Amanda has proven herself to be flexible, helpful, and generally wonderful to work with and I know that both Mark and Kate would be lost without her.

Raymond Cournoyea- 5 Years

Raymond Cournoyea first joined IRC as a Casual Labourer in June 2014 and then became the full-time Records Assistant in December 2014. Raymond is a great asset to records management. He has a good key-stroking speed and is very efficient in his daily work. With his sense of humour and up to date knowledge of current affairs, he keeps the "dull" out of a job that is often interpreted as mundane and repetitious.

Maria Storr- 5 Years

Maria Storr came to IRC's Health and Wellness Division as the Manager of Early Childhood Programs in 2014. In her early years it became quite apparent the passion that she has in helping and supporting children who were dealing with some issues in the area of Speech and Language. IRC's Health and Wellness submitted a proposal after identifying the need to have a program specifically in this area.

IRC signed a 3-year pilot project commitment and Maria and the team from Beaufort Delta Health and Social Service Authority have been able to focus on the project as the Coordinator. Maria continues to show her passion in this field of work which has resulted in benefits to the children. At the end of the pilot project Maria provided a final report to the funders and with support from the team stressed the importance that this initiative be ongoing, and IRC was granted funding.

Eva Colin- 5 Years

Eva Colin has been very dedicated to her job in serving all programs provided. Eva does not hesitate to help in any area from everything to helping set up camp for on the land programming to providing support to the many clients that we serve.

The staff of the Health & Wellness Division are very appreciative of her homemade bread and all the little things she does to make our office space so welcoming. Thank you, Eva from all The Health & Wellness Division.

Jamie Day- 5 Years

Jamie Day graduated from Sun Child in 2013 and was hired as a summer student in August 2013. She was then hired on as the HR Intern and later in January of 2015 moved to the ISETS Coordinator

In August 2015 she moved to assist Shelly in the Community Support Division as the Community Support Intern. Jamie is enrolled in the School of Community Government Finance Courses and is hoping to complete her certification next spring. Jamie is a very fast learner and very well organized and likes to get the job done. When Shelly takes time off in the spring, she has no problem.

Jamie has had the opportunity to travel to Aklavik, Tuk, Paulatuk, Sachs Harbour and Ulukhaktok and enjoys working with the beneficiaries, board, managers and staff.

Jamie was promoted to the position of Community Support Officer on October 15, 2019. As the Officer she will now take on more responsibilities in assisting with the Community Finance Certificate Program, along with her many day to day duties including the daily support of Community Corporations Operations and also assisting Shelly with the IHAP Program. Once Jamie obtains her Community Finance Certification, she is encouraged to obtain her Business Admin Diploma, so we wish her well with her career goals. Also Jamie Day reported to the IRC Board by herself this meeting for Community Support!

Jimmy Ruttan- 5 Years

5 years ago, we poached **Jimmy Ruttan** from the Inuvik Justice Committee and we're awfully glad we did! Jimmy didn't have time to settle in before IRC put him to work. His first day on the job started on a Saturday, driving down the Dempster to Gwich'in in Campground where an on-the-land program was already in motion.

Since his first day Jimmy has worked alongside staff in IRC's Health and Wellness to help take Project Jewel to the next level. When he started, the program was still in development stages. With lots of hard work and dedication, Project Jewel is becoming a household name in not only the region, but the territory and even Nationally. Recently we were able to expand the program to have a community component and this was only made possible through Jimmy's dedication.

Since starting at IRC Jimmy has become a family man with 2 young daughters and his passion for being on the land is being passed on to them as well. ■

Inuvialuit Corporate Group Update

Training and Education, Career Centre, “Sivunniurutit-Progress”

Veronica Kasook, Sr. Manager of Education and Training could not make it to the meeting so **Lucy Kuptana**, Director of Operations provided her report and addressed concerns at the November IRC Board Meeting. Additional staff available to beneficiaries in Training and Education Department are **Merlyn Rogers**, ISET Program Coordinator; **Esther Ipana**, ISET Program Administrative Assistant; **Fred Kuptana**, Career Development Officer; **Sandra Elanik**, Manager, Inuvialuit Education Foundation (IEF).

Career Centre

Fred Kuptana runs the Career Centre on the second floor of Inuvialuit Corporate Building, some of the recent support services and numbers of visitors are reported. Over a three month period, the career centre has helped 200 individuals complete resume and cover letters, access job search and employment application assistance, support in filling out education and training applications and other career related client supports.

IRC’s Career Centre posts jobs through social media and has 1,512 people following @Inuvialuit Regional Corporation Career Centre facebook page. This page is where the latest jobs across all fields of work, grants, on-the-land projects, youth initiatives, travel abroad programs, and calls for all sorts of opportunity for all ages can be found, including reminders about deadlines. Please follow and like this page and continue to pass on what you see to encourage family, friends, and community members.

All are welcome to stop by IRC Career Centre when you are in Inuvik and use the social media page to know about opportunities.

IRC’s Community Support is organizing an upcoming Regional Course for Human Resources.

Human Resources Course organized by Community Support will be held in Inuvik, January 21-31. This is a program organized by IRC Community Support Staff, delivered by Crowe MacKay following the MACA community school of government outline and funded by the IRC ISET Program. Contact **Shelly Hendrick** to apply. Tel: (867) 777-7045, or email shendrick@inuvialuit.com

ISET Program (Indigenous Skills and Employment Training) IRC through ISET Post Secondary Education funding and Inuvialuit Education Foundation IEF Funding is providing well over 150 beneficiaries both south and north with living allowances, tuition/fees, travel, accommodation and child care under the ISET Program and bursaries, scholarships and tutoring assistance under IEF.

Contact **Esther Ipana**, (867) 777-7060 eipana@inuvialuit.com
Or **Merlyn Rogers**, (867) 777-7091 mrogers@inuvialuit.com

In 2019-2020 to date the ISET Program is providing funding for the E-Learning Centre (Sunchild), Post Secondary Education, Workplace Readiness Programs, Youth Initiatives, Training on the Job and funded the following projects: Wildlife Technician Course, Community Finance Training, Country Food Operator, Country Food Train the Trainer, Microsoft Training and the Merging Arts & Craft with Technology and Manufacturing course in Tuktoyaktuk in addition to Safety Training Courses, Driver Training Course and courses on demand.

ISET Capacity Initiatives at IRC and in Communities

The ISET Program also provides funding to IRC to build capacity within the organization and with communities. Under this the Capacity Advisors are actively working on innovative new programs for Inuvialuit beneficiaries to meet the need for teaching in Inuvialuktun, data initiatives. They will visit communities in the near future to meet and brainstorm ideas for each community’s needs and this will be used in a strategic plan for the ISET Program and other IRC programs.

Inuvialuit Education Foundation (IEF) Programs

Contact **Sandra Elanik**, IEF Manager, at (867) 777-7029 or 1(855) 777-7011 or email selanik@inuvialuit.com

Individual Tutoring with the After School Tutoring Program is available upon request and communities are encouraged to participate. Inuvik, Aklavik, Tuktoyaktuk and Ulukhaktok are currently receiving funding.

Looking for Employment?

- ◆ **Inuvialuit Regional Corporation Career Centre Facebook Page.** Find up-to-date announcements and notices about upcoming courses, job openings available with ICG, IDC and its subsidiaries, as well as opportunities within other organizations, training opportunities in all communities, youth opportunities, and to reach staff for assistance in your career search.
- ◆ **IRC Website – www.irc.inuvialuit.com** for information, and for Inuvialuit Corporate Group openings.
- ◆ Inuvik Drum / NewsNorth
- ◆ New North Network (Inuvik community channel)
- ◆ Government of Canada Job Bank – www.jobbank.gc.ca
- ◆ Inuvialuit Career Centre – located at 107 Mackenzie Road in Inuvik
- ◆ Community Employment Officers and Student & Family Support Workers
- ◆ **Community Organizations- Job postings are distributed to Community Corporations, Hamlets, government agencies, HTCs and other contacts within each community.** For help with all job searches, applications, or career planning, contact the Inuvialuit Career Centre (Inuvik 777-7095 or toll-free 1(855)777-7011) or the local Employment Officer in your community.

Regional Christmas Craft Fair



Inuvialuit Corporate Group Update

Health and Wellness Division

In a November 5 email from **Duane Smith**, a new name for IRC's Division relating to Health and Wellness was announced going forward.

"I would like to advise all IRC and our partners that IRC's Community Development Division is now IRC's Health & Wellness Division. The change in name is made to better reflect the day to day work in health & wellness advocacy, representation and responsibilities."

Evelyn Storr, Director, Health and Wellness Division attended the IRC Board meeting to provide reports and address any concerns.

Meetings ongoing and other updates

TB Elimination, Inuit Health Survey, Climate Change Adaptation Fund in Food Security, Inuit Public Health Task Group.

Be Safe program in schools for education around prevention of sexual abuse and violence is in planning stages as is CheckUp project to normalize STBBI testing, while the SAFeTalk T4T workshop to support conversations around the topic of suicide in December is full.

Brighter Futures programming is running smoothly in the communities and IRC was able to provide Elders Committees with additional funding for programs and operations.

Introduction, Inuvialuit Health Systems Navigator, NIHB

IRC's Health and Wellness Division would like to welcome **Jennifer Picek**, RN, into the Inuvialuit Health System Navigator position having to do with Non-Insured Health Benefits (NIHB). Jennifer completed her Bachelor of Nursing Degree and graduated with distinction in 2006. Jennifer is an Inuvialuit beneficiary and has over 10 years experience in the nursing field. She has since worked in Acute Care, Public Health/Home Care and most recently as Regional Manager, Continuing Care Services with the GNWT. We are excited to welcome Jennifer to our team as Health System Navigator, to provide advocacy and guidance intended for beneficiaries who are dealing with Territorial/Federal health programs. You may contact her by email: jpicek@inuvaluit.com Tel: (867)777-7024 Toll free: 1(855)777-7011

Federal Day School Class Action (FDSCA)

IRC's Resolution Health Support Program staff and community Cultural Support Workers (CSW) have taken part in training and Information Sessions. These sessions were led by the **law firm responsible** for this Claim process. **Alyssa Flaherty-Spence**, Inuit Associate Lawyer, **Kaisha Thompson**, Litigation Lawyer and **Looee Okalik Project Assistant** from **Gowling WLG** were in the ISR. Latest information and contacts for your questions can be found at the official FDSCA website: indiandayschools.ca

Plans for Frontline Workers Self Care Workshop to be offered in all ISR communities, after successful Aklavik workshop in October. CSW's are at the forefront in assisting intergenerational survivors.

Update on Elders Gathering Report

This report will be shared first to the Elders Committees for their review. Meanwhile, IRC's Health and Wellness is making a workplan informed by the event.

Early Childhood Programs

Two staff members from each community attended the Early Years Conference in Yellowknife August 20-24 with **Alice Thrasher**, Manager of Early Childhood Programs.

Kathleen Nogasak from Inuvik Aboriginal Head Start (AHS) won a raffle funded by GNWT Education, Culture and Employment (ECE) which meant she could choose to check out another Early Childhood Program of her choice. She went to Hay River AHS program and another raffle winner from Fort Smith choose to visit the Tuktoyaktuk Child Development Centre as her prize.

Early Childhood Intervention

This is an initiative to help and support parents with their child's development. Signs and expressions from babies depend on their stage of growth and age, and appropriate responses by parents make strong connections which can lead to healthiest language development. Parent Information Sessions were offered in ISR communities with IRC's **Maria Storr**.

Inuit Child First Initiative

For medical supplies and equipment, Mobility aids, Mental health counselling, assessments and screening, Addiction services, Cultural services from elders, Specialized summer camps, Tutoring services and educational assistants, Speech therapy, and more. This is available for Inuit Children all over Canada.

Tel: 1(855) 572-4453 (24 hours a day, 7 days a week)

TTY: 1(866) 553-0554

For N.W.T, Yukon, and Nunavut, the Regional representative **Kimberly Lafond**: 1(866) 848-5846, sac.principedejordanrn-nrjordanprinciple.isc@canada.ca

This Federal initiative is to ensure Inuit children have access to the health, social and educational products, services and supports they need. You may also contact **Evelyn Storr**, Director, Health and Wellness at IRC. Tel: (867) 777-7021 estorr@inuvaluit.com for any questions or support in this process.

*Below: IDC Third Floor staff member **Jimmy Arey** gets his flu shot from public health in the Inuvialuit Corporate Building lobby.*



Inuvialuit Corporate Group Update

Healthy Regional Recipes Requested for Prenatal Nutrition Program (CPNP)

With Canada Prenatal Nutrition Program running throughout the ISR, communities have requested that IRC's Health and Wellness Division gather healthy, traditional recipes in support of those participating in the ongoing nutrition programs. IRC knows work has been done on this but hopes to gather recipes again to be able to put together a cookbook. Send recipes you think are important for ISR families and Inuvialuit nutrition to IRC and we will make sure these are shared for the benefit, especially, of young families.

Nellie's Never-Lose-it-Again Cranberry Recipe

"Don't know what to do with all those cranberries in the freezer? Try this recipe from Nellie Cournoyea" which was originally published in the Board Summary newsletter for Christmas 1997.

Ingredients:

2 1/2 c. flour, 1/2 tsp. salt, 2 tsp. baking powder, 1/2 tsp. baking soda, 1 tsp. cinnamon.

3 eggs, 1 c. sugar.

1/2 c. milk, 1/2 c. cooking oil. 2 c. shredded carrots

1 1/2 c. cranberries, 1 1/3 c. coconut, unsweetened, shredded, 1/2 c. maraschino cherries, chopped, 1/2 c. raisins, 1/2 c. pecans, and 1 tbsp. grated orange peel.

Directions:

Mix flour, salt, baking powder, baking soda and cinnamon in a mixing bowl (Mixture A).

In another bowl, cream eggs with sugar. Mix in milk and oil. Stir in carrot. (Mixture B).

In a third bowl, mix cranberries, coconut, cherries, raisins, pecans and grated orange peel. (Mixture C).

Pour Mixture B into A. Mix. Work in Mixture C.

Scrape into a greased 9-inch tube pan or loaf pans.

Bake in 350 deg. F. oven for 50-60 minutes or until it starts shrinking away from sides of pan. Cool.

Regional Wellness Programs

Ashley Morine's attendance at the World Indigenous Cancer Conference in Calgary in September will now mean visits to each community in the ISR to host cancer sharing circles in the New Year. A goal is to reach young adults with cancer in the ISR to ensure they are aware of mental health resources available through Young Adult Cancer Canada and contact: amorine@inuvialuit.com

Ashley along with **Jimmy Ruttan**, Manager On-the-Land Wellness Programs are collaborating on providing hygiene kits to youth at risk (toothbrushes, deodorant, toothpaste, feminine hygiene products).

Inuvik Diabetes Workshop

Held November 19-21 at Inuvik Regional Hospital, participants from the ISR participated in educational presentations on nutrition, medication, natural healing and medicine, oral health, exercise, foot care, etc. and Traditional "diabetes friendly" food was served.

Nutrition North Canada Education Initiative

Nutrition North has now continued in the ISR for 7 Years, through Health Canada and remainder funded with Public Health Agency of Canada (PHAC). The program is intended to fund culturally-appropriate community based activities that increase knowledge of healthy eating, developing skills in selecting and preparing healthy store-bought as well as country, traditional food preparation and harvesting. Coordinators: **Sherra Arey** in Aklavik, **Charmaine Teddy** and **Elizabeth Arey** in Tuktoyaktuk, **Celina Wolki** and **Jean Ruben** in Paulatuk, **Sharon Green** in Sachs Harbour, **Joyce Banksland** and **Mollie Oliktoak** in Ulukhaktok are responsible for this program, while Inuvik is not eligible for the funding.

Mental Health First Aid – Inuit Version (MHFA-I).

Plans are underway to host the next MHFA-I workshop in Ulukhaktok. To reduce barriers in attending, IRC plans to offer babysitting services for young parents wishing to attend 3 full days. With **Peggy Day** gaining education online regarding Mindfulness training, community workshops are in early stages of planning for community members to learn techniques that can be used as coping mechanisms for trauma and grief.



Inuit Forum on Cannabis and Mental Health held October 8-10

With ISR representation **Sarah Rogers** and **Alecia Lennie** travelling to Happy Valley-Goose Bay in Newfoundland and Labrador, this forum represented the first opportunity for Inuit across Inuit Nunangat to meet to discuss cannabis.

Topics covered were cannabis use and access, risks, benefits, challenges, and best practices. The event provided time for small group discussions centered on cannabis, mental health, and research. All participants shared what was happening in their regions and brainstormed about what they would like to do in the future to be prepared for cannabis use within the Inuit regions. Communities require a lot more basic information on cannabis, and its link with mental health. Cannabis-related programs or research must be grounded in the local culture and language and in such social determinants of health as housing. They must also take into account the community context, including trauma and lived experiences and reflect regional differences.

A comprehensive cannabis strategy is needed that is similar to the Tobacco Reduction Strategy. The forum was held with support from Mental Health Commission of Canada, the Canadian Centre on Substance Use and Addiction, and Inuit Tapiriit Kanatami. ■

Inuvialuit Corporate Group Update



50th Northern Games Dates 2020 and Coordinator

50 Year Anniversary of Northern Games is scheduled for July 2020.

It will start July 17 with two days in Tuktoyaktuk and go until July 24 in Inuvik.

Christine Sydney is hired in the role of Northern Games Coordinator

2020. On November 26 the Northern Games Society AGM was successfully completed. ■



Happy International Inuit Day November 7

IRC took some time to remember Alaska and International Inupiat Inuit leader **Eben Hopson**, who helped to found Inuit Circumpolar Council (ICC), and reread some of his speeches, “*We Eskimo are an international community sharing common language, culture, and a common land along the Arctic coast of Siberia, Alaska, Canada and Greenland. Although not a nation-state, as a people, we do constitute a nation.*”

IRC’s social media post designed by **Tara Day** marking International Inuit Day this year received 168 shares which gave a “reach” of 15,000 on Facebook and more than 1500 engagements. Eben Hopson Memorial Archives also has a lot of good material to see and to read: www.ebenhopson.com ■

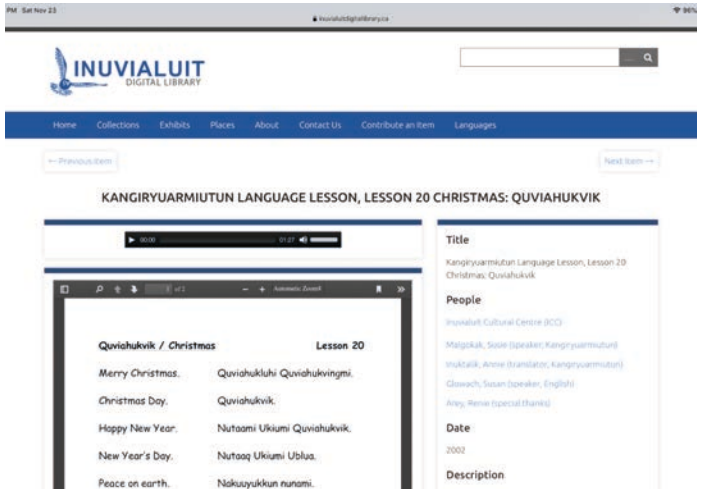


IRC Native Hockey Tournament Dates

IRC Native Hockey Tournament will be March 5-8 and 2020 will mark the 32nd Annual. ■

Language lessons, pronunciations, for Qitchirvik, Quviahukvik

You can hear audio and learn some Christmas phrases and greetings on Inuvialuit Digital Library online. These lessons and audio pronunciations are available in all three dialects of Inuvialuktun: Sallirmiutun, Ummarmiutun, Kangiryuarmitun. Go to www.inuvialuitdigitallibrary.com and search for “Christmas.” ■



Above (l-r): **Emily Arey** (Inuvialuit Regional Corporation), **Deborah Van Dyk** (Inuit Tapiriit Kanatami) **Diane Montreuil** (CIRNA), **Jeannie Arreak-Kullualik** (Nunavut Tunngavik Incorporated), **Pamela Kilabuk** (Inuit Tapiriit Kanatami), **Dennis Kuluguqtuq**, **Joanasie Akumalik** (NTI)

On screen: **Beverly Lennie** (Inuvialuit Regional Corporation), and **Cathy Ford** (Nunatsiavut Government) Photo credit ITK.

Nanilavut Working Group Meeting

The Nanilavut “Lets find them” working group and Project Managers met November 26-28 in Ottawa, ON.

IRC website has Nanilavut Initiative just being launched under “Services.” The IRC website will now contain all history, details and contact information. Community presentations are also being planned for winter 2020 in ISR communities. ■

Inuvialuit Corporate Group Update

Illatnilu, Ilaannilu, Ilaanilu

Human Resources at IRC

As of November IRC Board meeting update from Sr. Manager of HR and Capacity **Vina Norris**, there are currently 119 employees within Inuvialuit Corporate Group and 90 are Inuvialuit beneficiaries. Inuvialuit also fill 19 out of 35 leadership positions including Manager/Director/Supervisor. There are currently 15 job competitions at various stages of the competition process.

Staff Training

November 12 Supervisors took mandatory Leading Change and Coaching sessions, and on November 13, Train the Trainer for Lateral Violence was held. Employee One-on-One discussions were also offered for anyone with individual concerns around issues of bullying or lateral violence. Education around these topics will be ongoing at ICG.

New IRC/IDC Staff

Welcome **Matthew Chudek** as Inuvialuit Statistician in IRC's Innovation, Science and Climate Change Division.

Welcome **Jennifer Picek**, RN, into the Inuvialuit Health System Navigator (NIHB) position within IRC's Health and Wellness Division.

Shane Gordon is the IDC Site Maintainer.

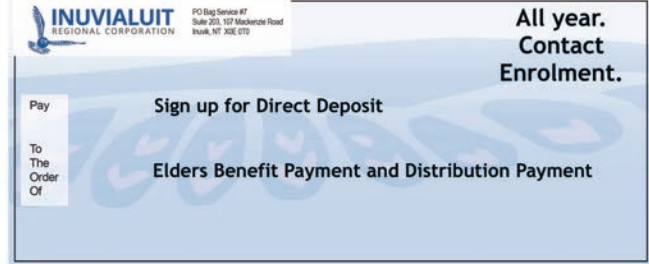
Bessie Rogers is IRC's Legal Assistant.

Promotions

Jenn Parrott has been promoted to Director of the new Innovation, Science and Climate Change Division of the Inuvialuit Regional Corporation.

Glen Tingmiak is promoted to IDC Site Superintendent.

No Departures since last ICG update. ■



IRC's Enrolment supports Beneficiaries in applying for Direct Deposit electronic fund transfer (EFT) for Distribution Payments and/or Elders Benefit Payments at all times of year.

Inuvialuit Beneficiaries:

Please register children.

Ask about Enrolment.

Sign-up for Direct Deposit

Update your Address...

For more information, and for registration and enrolment assistance **Contact the Enrolment Department, Deputy Registrar of Enrolment Emily Arey:**

Tel: (867) 777-7015 or email: earey@inuvialuit.com

www.irc.inuvialuit.com/service/inuvialuit-enrolment

Inuvialuit Business List Please update contact information with ICG, including: contact person, mailing address, business address, telephone, fax, email address and website. Tel: (867) 777-7000 or Toll-free 1(855) 777-7011. ■

Christmas Hours The last day of regular office hours is Friday December 20 until 5 pm. Please note that during the holiday, IRC switchboard (777-7000) will not be staffed during the holiday. Thank you to staff for your dedication and hard work this past year. ICG hopes you can take the holiday season to relax and enjoy the company of family and friends.

The offices will re-open Thursday, January 2, 2020 at 8:30 a.m. ■

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**Inuvialuit Corporate Group Update
Inuvialuit Regional Corporation
Bag Service #21, Inuvik, NT X0E 0T0**

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