



# IIKELC Strategic Plan 2025 - 2030

October 1, 2025

# Vision

---

Our aspiration...

A future where **Nunavummiut thrive** with **strength, resilience, purpose,** and **connection**—where every **community** holds the tools for **healing,** and **life promotion** is a **collective commitment**

# Mission

---

Our purpose...

**Working alongside Nunavummiut** to uphold the **collective responsibility** for **suicide prevention**, we **develop tools**, **offer support**, and **share knowledge** that **promotes life**, **reduces stigma**, and **fosters healing together**—guiding each person to live a **purposeful life**

# Values

---

The principles that guides our action and words...

## 01 Embrace of Life

We believe in the inherent value of life and the importance of living with purpose, hope, and connection.

## 02 Self-Determination

We honour the right of individuals and communities to shape their own paths. We support informed choices, amplify local voices, and foster community-led initiatives.

## 03 Relationship

We respect and uphold meaningful connections—with family (including chosen), friends, community, self, Inuit culture, and each other. Strong relationships ground our work and strengthen our shared wellbeing.

## 04 Responsive

We listen deeply and act with care. Our work is guided by the real, evolving needs of communities. We adapt our programs and supports to reflect what people are experiencing—responding quickly, thoughtfully, and with respect.

## 05 Best practices

We are committed to quality in everything we offer. From our training materials to our outreach programs, we prioritize cultural relevance, accuracy, integrity, and sound research. We follow best practices and ensure our work is up to date—supporting meaningful, lasting impact.

## 06 Openness

We value open communication, reflection, and learning. By welcoming diverse perspectives and sharing with honesty, we create safe space for trust, growth, and stronger relationships—within our team, with our partners, and across communities.

# Strategic issues

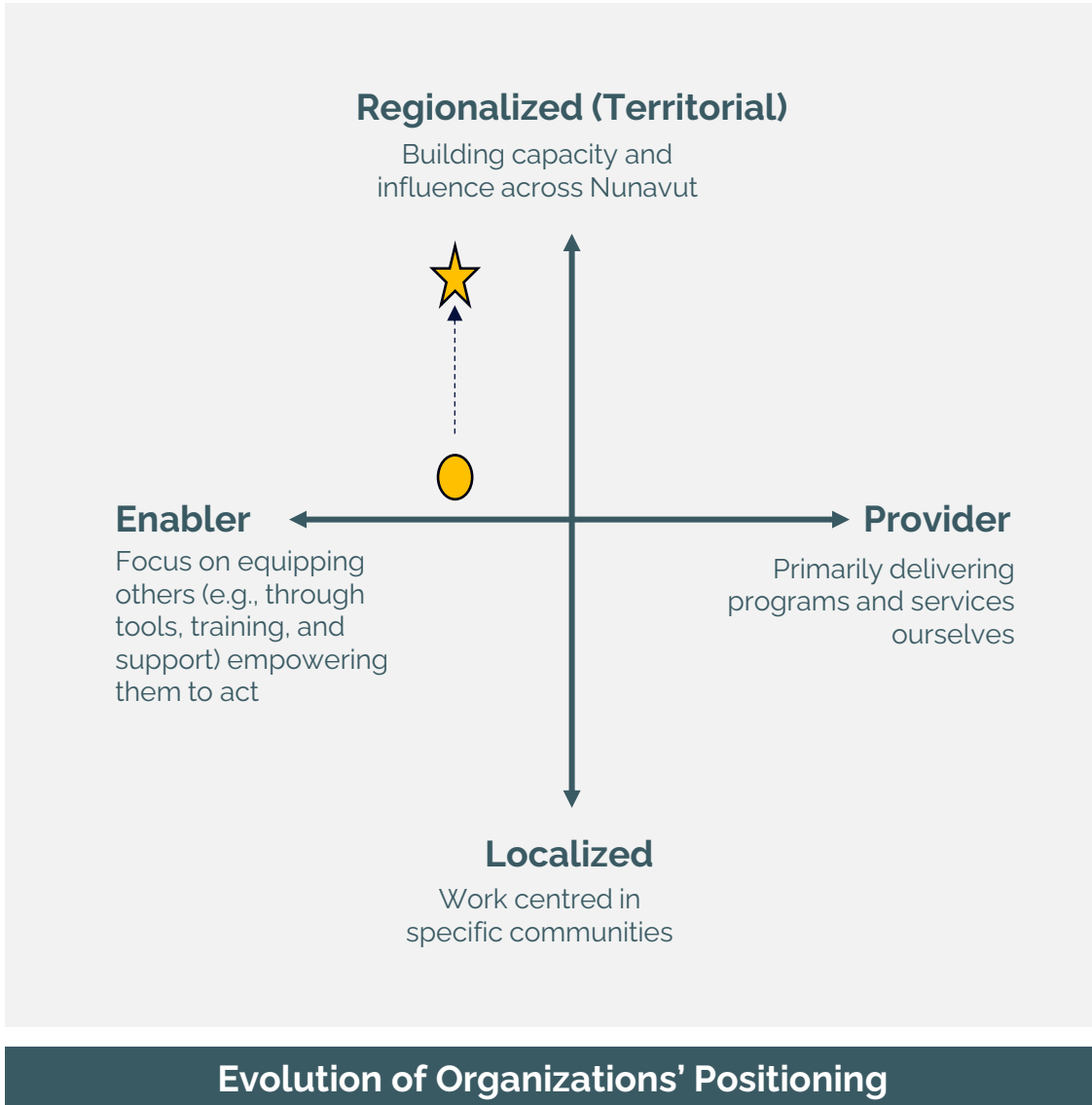
## External Considerations

- 1** | **Suicide Crisis Response:** Despite ongoing interventions, suicide rates remain high and has been re-declared a territorial crisis  
How can IIKELC most effectively contribute to implementation of the territory's 2024 Suicide Prevention Plan?
- 2** | **Equitable Territory-Wide Service:** Nunavut's vast geography and limited expertise create access gaps.  
How can IIKELC meet the diverse needs of all Nunavummiut, ensuring coverage and quality across the entire territory?
- 3** | **Social Media & Mental Health:** Social media can negatively impact mental health, especially among the youth  
How can IIKELC counter these effects, including through technology and youth partnerships?
- 4** | **Building Trust:** Historical distrust of top-down and outsider-led solutions limits engagement.  
How can IIKELC work in ways that are collaborative, culturally informed, and grounded in community priorities

## Internal Considerations

- 5** | **Evolution of strategic focus:** IIKELC wishes to shift to a forward-looking, territory-wide mindset.  
What clear goals can IIKELC set to ensure accountability and measurable progress toward long-term impact?
- 6** | **Workforce Strength:** Address succession planning, staff retention, Inuit representation, and dispersed teams.  
How can IIKELC build a cohesive, resilient, and representative workforce that is well-prepared for the future?
- 7** | **Communications & Awareness:** Strengthen internal collaboration, external visibility, and commitment signals  
How can IIKELC enhance public understanding of its work and build lasting trust with Nunavummiut?
- 8** | **Sustainable Funding:** Primarily annual funding limits long-term planning.  
How can IIKELC attract and secure multi-year funding that matches its ambitions and supports sustained impact?

# Strategic choice



**Small partners play**

Build a **network of trusted, small-scale partners** across communities—each acting as a “spoke” connected to a central “hub.”

*Strengthens **grassroots capacity** and ensures our work remains responsive and **community-driven**—while maintaining **coherence and quality** through a strong central backbone*

**Primary**

**Status Quo**

This approach continues **IIKELC's current path**—delivering culturally grounded programs, resources, and training with existing staff structures, partnerships, and priorities.

*Maintains **stability**, emphasizes what is working, and **avoids overextension and risk**. Growth is limited and focus is on **deepening quality**.*

**Supporting**

# Strategic goals: now to end of fiscal year 2026/2027

Goals to be reset at the start of each fiscal year, based on progress achieved



Create a succession plan for executive team



Advocate to secure multi-year funding



Develop and implement a marketing & communications strategy to boost awareness, trust, and partnerships



Operate a functional office in the Kitikmeot Region



Formalize partnerships with 5 organizations to support the network's development<sup>1</sup>

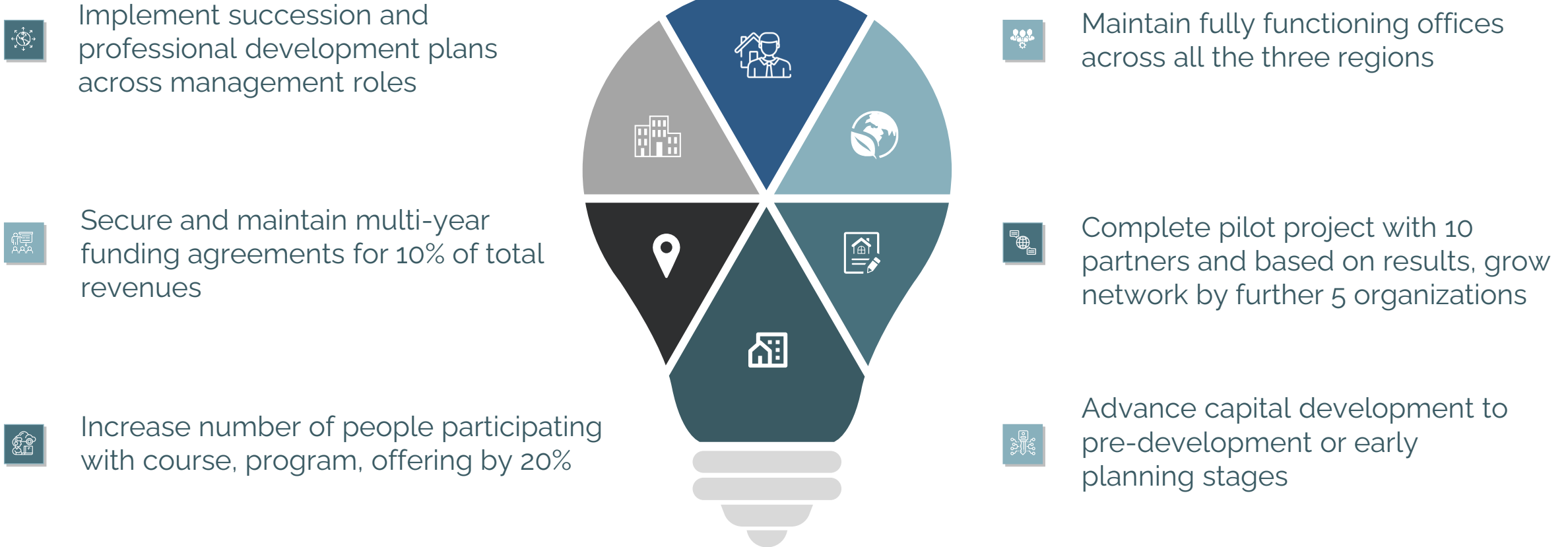


Complete a feasibility study on a capital building project

<sup>1</sup>Formalize existing partnerships and/or engage new partners to the network

# Strategic goals: now to end of fiscal year 2027/2028

Potential goals which staff will assess and reset at the start of each fiscal year, based on progress achieved



# Strategic goals: now to end of fiscal year 2028/2029

Potential goals which staff will assess and reset at the start of each fiscal year, based on progress achieved



Implement a system to track and report success metrics, ensuring progress and impact are clearly measured<sup>1</sup>



Diversify funding by adding a new revenue stream (e.g. federal funding or foundation grant)



Continue expansion and reach of programs and courses by 20%<sup>2</sup>



Establish annual virtual network roundtable to share knowledge and experience across partners



Have the right digital and VR/online delivery tools in place to expand program access for all communities



Secure approvals and funding for capital development project

<sup>1</sup>Examples could include: % of community members participating in life promotion programs, % of participants reporting greater confidence in supporting someone in crisis, # of community-led suicide prevention or life promotion initiatives started with IIKELC support, % of partner organizations adopting IIKELC tools or training into their services, Increased help-seeking behavior (e.g., more referrals to counseling or crisis supports)

<sup>2</sup>With a focus on underserved regions and new delivery methods (e.g., hybrid or online).

# Essential capabilities & management systems

To support our strategy and goals...



## Staff Resources

Dedicated team with cultural expertise working within a revised organizational structure



## Physical Space

Secure space for program delivery, office space and staff accommodation



## Tech Capabilities

Use of VR/online tools to facilitate program delivery and support; internal systems



## Financial Resources

Stable, diversified and multi-year funding model



## Employee aftercare

Support for employees as they deal with heavy content



## Staff Training

Structured framework to give staff the tools to be able to do their job



## Marketing

Building awareness and community trust through effective marketing and communications



# Strategy in action

The strategy can be translated into action through **five strategic pillars**, each serving as a foundation for developing **practical, measurable initiatives**. These initiatives advance IIKELC's vision with clear steps from **planning to meaningful change**

# Strategic pillars

01

## Internal Resilience & Delivery Structure

*Create systems for leadership succession, advance staff welfare, and explore a capital project for a permanent office and staff accommodation to improve employee attraction and retention, particularly among Indigenous staff*

02

## Partners Network Development

*Build a network of small community partners to extend IIKELC's reach, achieve shared goals, and amplify impact while maintaining high standards and managing costs*

03

## Capacity Building & Knowledge Sharing

*Advance community led learning and leadership by providing evidence-informed, culturally relevant tools and resources that build skills, confidence, and sustainable capacity*

04

## Enhanced Presence and Voice

*Strengthen IIKELC's presence in communities and at decision-making tables, shaping policy and funding priorities while amplifying Inuit voices and advocating for those grieving or experiencing thoughts of suicide*

05

## Funding for a Sustainable Future

*Secure long-term, multi-year funding and diversify revenue streams to ensure stability and support IIKELC's mission for the future.*

Marketing & Communication

Technological tools

# Internal resilience & delivery structure - initiatives

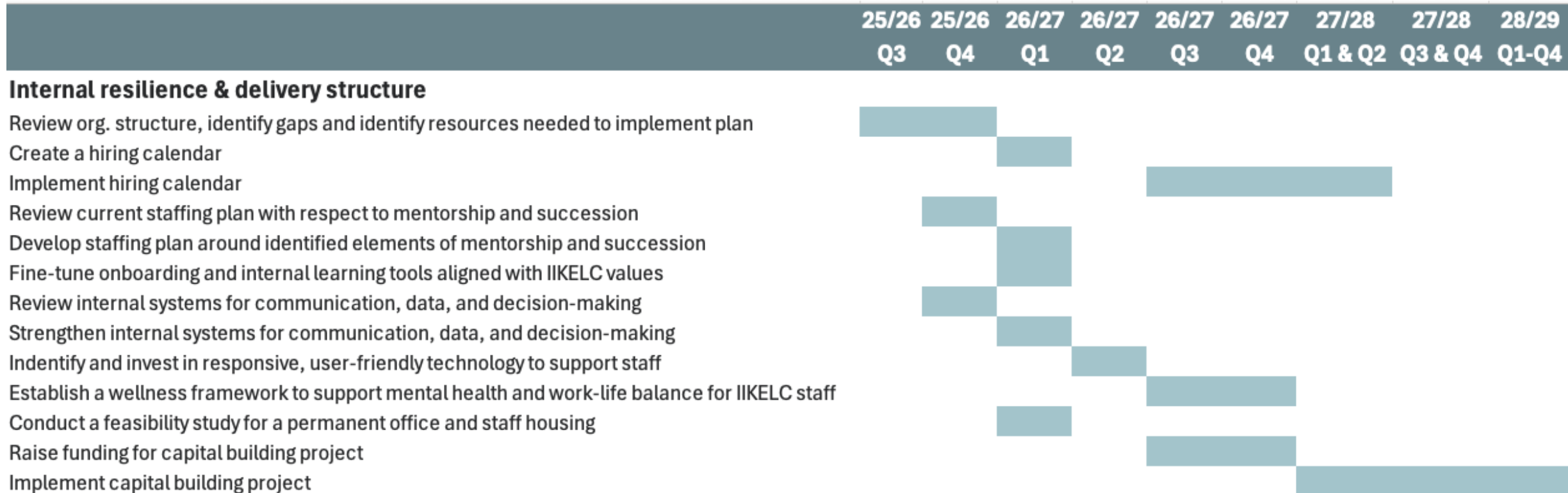
---

*Create systems for leadership succession, advance staff welfare, and explore a capital project for a permanent office and staff accommodation to improve employee attraction and retention, particularly among Indigenous staff*

Invest in strong internal systems to ensure long-term stability and effectiveness, prioritizing employee welfare, implementing a clear succession plan, and actively recruiting Inuit employees. The development of a permanent base of operations will provide long-term stability, enhance service delivery, and strengthen IIKELC's role as a trusted community resource

- Develop a staffing plan rooted in **mentorship and succession**
- Fine-tune onboarding and internal **learning guide to be aligned with IIKELC values**
- **Strengthen internal systems** for communication, data, and decision-making
- Invest in **responsive, user-friendly technology** to support staff and partners
- Formalize a **wellness framework** to support mental health and work-life balance for IIKELC staff
- Conduct a **feasibility study** for a permanent office and staff housing

# Timeline: internal resilience & delivery structure



# Partners network development - initiatives

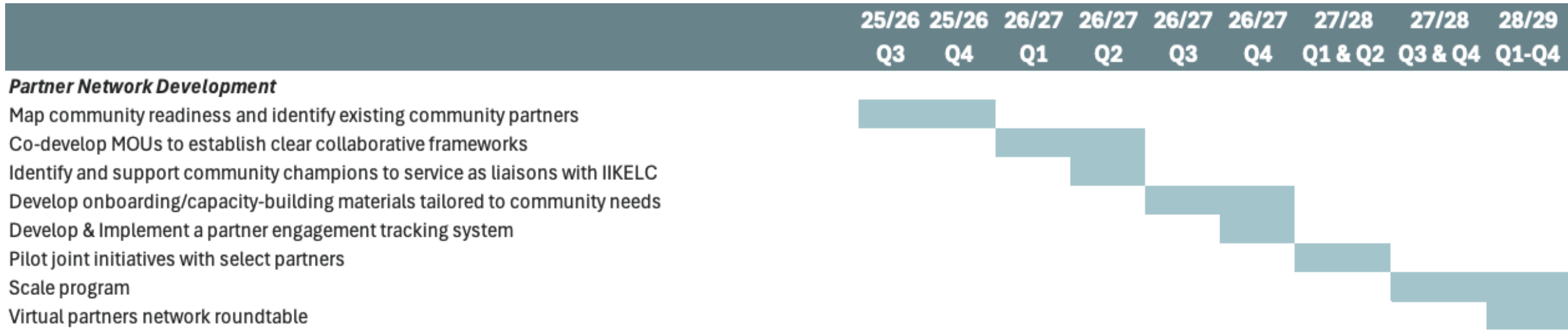
---

*Build a network of small community partners to extend IIKELC's reach, achieve shared goals, and amplify impact while maintaining high standards and managing costs*

Through a clear and collaborative framework, enable partners to work alongside IIKELC toward shared objectives, extending programs and services to all Nunavut communities—well beyond IIKELC's standalone capacity. This approach ensures that the collective impact is greater than the sum of its parts, magnifying IIKELC's reach and maintaining its high standards without significant increases in internal costs or staffing.

- Map **community readiness** and **identify existing community partners** - co-develop MOUs to establish clear collaborative frameworks
- Identify and support **community champions** to service as liaisons with IIKELC
- Provide **flexible support and develop onboarding/capacity-building materials** tailored to community needs
- Implement a **partner engagement tracking system (CRM software)**
- **Pilot joint initiatives** with select partners to test new approaches before scaling

# Timeline: partner network development



# Capacity building & knowledge sharing - initiatives

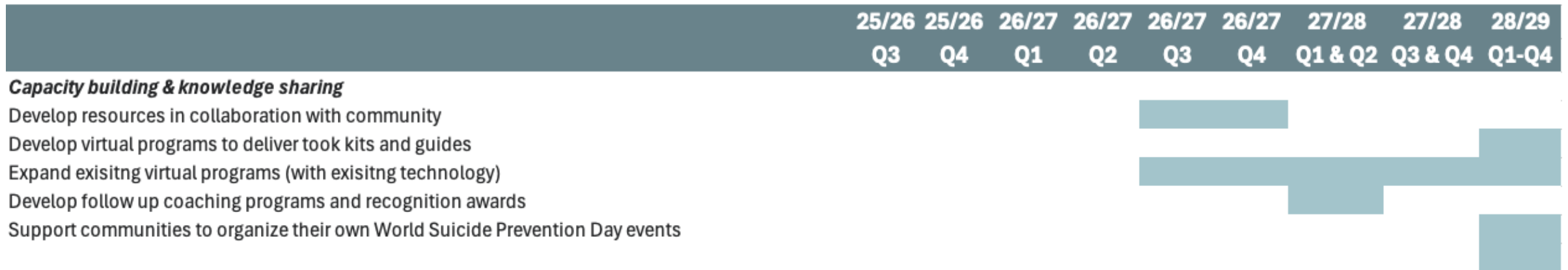
---

*Advance community led learning and leadership by providing evidence-informed, culturally relevant tools and resources that build skills, confidence, and sustainable capacity*

Advance community-led learning and leadership by developing evidence-informed resources, tools, and frameworks that strengthen skills, knowledge, and confidence at the local level. By equipping communities with practical and culturally relevant supports, IKELC fosters sustainable capacity, encourages shared leadership, and ensures that knowledge is accessible, transferable, and grounded in best practice.

- **Develop resources** in collaboration with community, embedding Inuit culture
- Offer **follow-up coaching** and celebrate/recognize **local trainers and community champions** to sustain engagement
- **Support communities** to organize their own World Suicide Prevention Day events by providing **guidance** and **mentorship** to encourage locally driven initiatives.
- Expand **virtual programs** to reach remote and small communities through online workshops, recordings, and culturally relevant **digital resources**

# Timeline: capacity building & knowledge sharing



# Strengthening presence and voice - initiatives

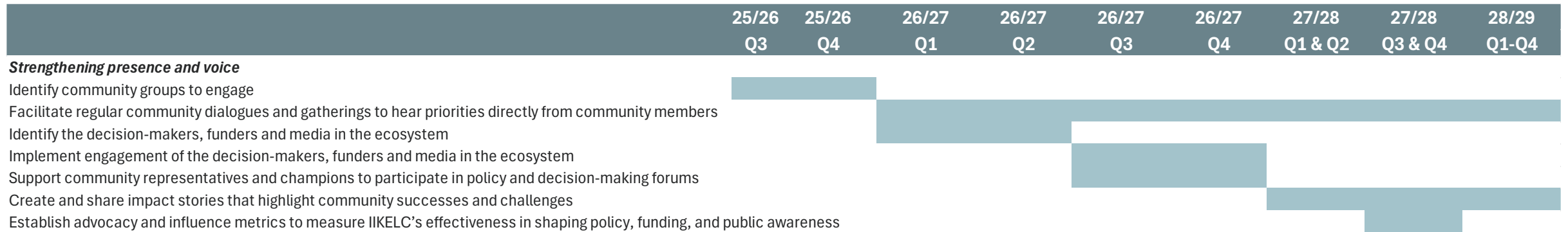
---

*Strengthen IIKELC's presence in communities and at decision-making tables, shaping policy and funding priorities while amplifying Inuit voices and advocating for those grieving or at risk of suicide.*

Strengthen IIKELC's presence in communities and at decision-making tables by building trusted relationships, amplifying Inuit voices, and advocating for community priorities. Through consistent engagement and strategic advocacy, IIKELC will ensure that the needs of communities are heard locally and influence policy, funding, and program decisions. This dual focus on community connection and systemic impact will reinforce IIKELC's credibility and ability to drive meaningful change.

- Develop and implement a **community engagement plan** to strengthen IIKELC's visibility and trust at the local level
- Facilitate **regular community dialogues and gatherings** to hear priorities directly from community members
- Build **relationships with decision-makers**, funders, and media to amplify Inuit voices and community priorities
- Create and share **impact stories** that highlight community successes and challenges
- Establish **advocacy and influence metrics** to measure IIKELC's effectiveness in shaping policy, funding, and public awareness
- Support **community representatives** to participate in policy and decision-making forums

# Timeline: strengthening presence & voice



# Ensuring a sustainable future - initiatives

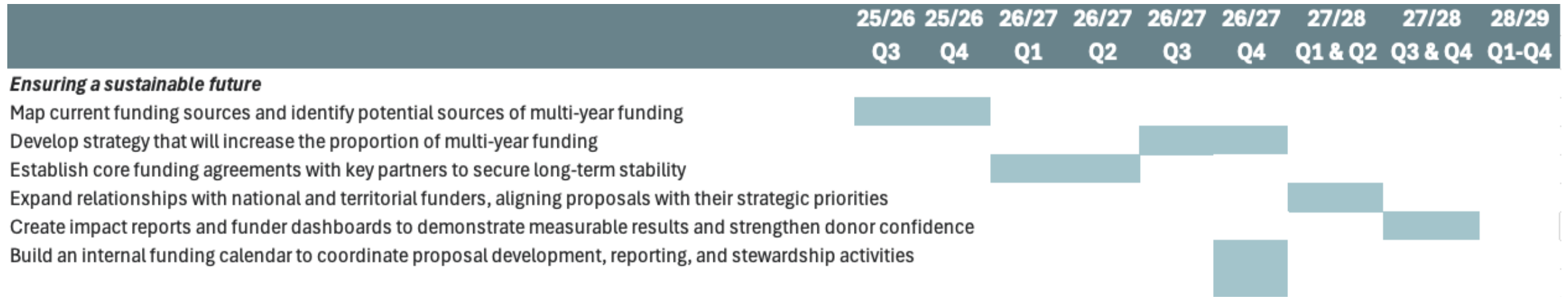
---

*Secure long-term, multi-year funding and diversify revenue streams to ensure stability and support IIKELC's mission for the future.*

By building a resilient funding model, IIKELC can maintain financial stability, reduce reliance on short-term grants, and invest in strategic priorities that strengthen community impact. This includes developing diverse revenue streams, cultivating strong funder relationships, and demonstrating measurable results that reinforce IIKELC's credibility and value in the ecosystem.

- Develop and implement a **multi-year funding strategy** that blends government, philanthropic, and earned revenue sources
- Establish **core funding agreements** with key partners to secure long-term stability
- **Expand relationships** with **national and territorial funders**, aligning proposals with their strategic priorities
- **Create impact reports** and funder dashboards to demonstrate measurable results and strengthen donor confidence
- Build an **internal funding calendar** to coordinate proposal development, reporting, and stewardship activities

# Timeline: ensuring a sustainable future



# Timeline: marketing & communication AND technology

Marketing & communications AND Technology span across all five pillars

	25/26	25/26	26/27	26/27	26/27	26/27	27/28	27/28	28/29
	Q3	Q4	Q1	Q2	Q3	Q4	Q1 & Q2	Q3 & Q4	Q1-Q4
<b>Marketing &amp; Communication AND Technology</b>									
Evaluated current marketing efforts and identify gaps	█								
Create a comprehensive marketing plan that spans all 5 pillars			█						
Evaluate current technology tools being used and identify gaps in needs to implement strategy	█								
Create a comprehensive technology plan to support strategy across all 5 pillars			█						

# Strategic goals – pillar connection

Strategic Goal	Key Pillars
Create a succession plan for executive team	1
Operate a functional office in the Kitikmeot Region	1, 4
Advocate to secure multi-year funding	5
Formalize partnerships with 5 organizations to support the network's development	2, 3, 4
Develop and implement a marketing & communications strategy to boost awareness, trust, and partnerships	1-5
Complete a feasibility study on a capital building project	1, 5

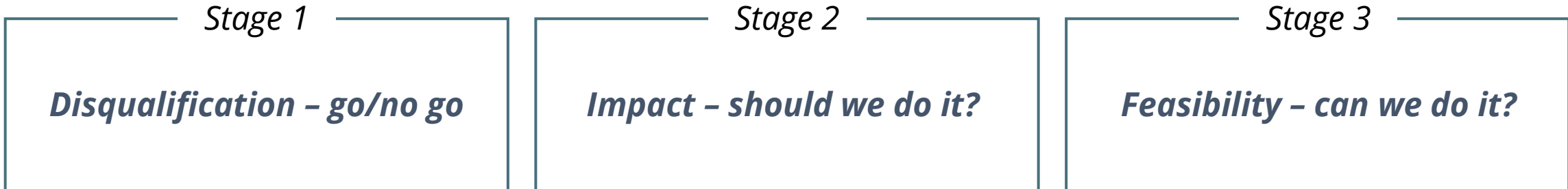
# Decision matrix

A decision matrix, guided by IIKELC's **overarching strategy**, ensures choices align with mission and priorities. By using **targeted, values-driven questions**, the matrix helps keep decisions strategic, community-focused, and geared toward long-term impact.

# Making decisions that are aligned with our strategy

<p><b>Overarching strategy</b></p>	<p><b>Vision</b></p> <p>A future where Nunavummiut thrive with strength, resilience, purpose, and connection—where every community holds the tools for healing, and life promotion is a collective commitment</p>	<p><b>Mission</b></p> <p>Working alongside Nunavummiut to uphold the collective responsibility for suicide prevention, we develop tools, offer support, and share knowledge that promotes life, reduces stigma, and fosters healing together—guiding each person to live a purposeful life</p>	<p><b>Values</b></p> <p>Embrace of Life Relationships Self-Determination Responsive Quality Openness</p>
------------------------------------	---	--	--

Build a **network of trusted, small-scale partners** across communities—each acting as a “spoke” connected to a central “hub. Strengthen **grassroots capacity** and ensure our work remains responsive and **community-driven**—while maintaining **coherence and quality** through a strong central backbone



# 3-Stage decision-making matrix

<p><b>Overarching strategy</b></p>	<p><b>Vision</b></p> <p>A future where Nunavummiut thrive with strength, resilience, purpose, and connection—where every community holds the tools for healing, and life promotion is a collective commitment.</p>	<p><b>Mission</b></p> <p>Working alongside Nunavummiut to uphold the collective responsibility for suicide prevention, IIKELC develop tools, offer support, and share knowledge that promotes life, reduce stigma, and foster healing together—guiding each person to live a full and purposeful life</p>	<p><b>Values</b></p> <p>Embrace of Life Relationships Self-Determination Responsive Quality Openness</p>
------------------------------------	--	---	--

<p style="text-align: center;"><b>Stage 1</b></p> <p style="text-align: center;"><b><i>Disqualification – go/no go</i></b></p> <p><b>Fit with mission, vision, values</b></p> <ul style="list-style-type: none"> <li>◆ Aligns with strategic plan and future goals</li> <li>◆ Reputable, trusted partners</li> <li>◆ Culturally and geographically relevant (e.g., in Nunavut)</li> </ul> <p><b>Clear disqualifiers</b></p> <ul style="list-style-type: none"> <li>◆ Projects outside Nunavut</li> <li>◆ Requests for counseling services outside of Iqaluit</li> <li>◆ Not rooted in Inuit culture</li> <li>◆ Saying the “right” things without meaningful action</li> <li>◆ Programs that charge fees despite expectations of being free</li> </ul>	<p style="text-align: center;"><b>Stage 2</b></p> <p style="text-align: center;"><b><i>Impact – should we do it? (score 1-5)</i></b></p> <p><b>Potential for positive impact</b></p> <ul style="list-style-type: none"> <li>◆ Reaches target population effectively</li> <li>◆ Builds capacity</li> <li>◆ Delivers measurable results</li> <li>◆ Responsive to community needs and feedback</li> <li>◆ Increases community and/or funder buy-in</li> </ul> <p><b>Organizational benefit</b></p> <ul style="list-style-type: none"> <li>◆ Eases the ED’s workload and enables focus on strategic priorities</li> <li>◆ Provides leadership opportunities across the team</li> </ul> <p><b>Community relevance</b></p> <ul style="list-style-type: none"> <li>◆ Would the community want/benefit from this?</li> <li>◆ Is there a real need or demand?</li> </ul>	<p style="text-align: center;"><b>Stage 3</b></p> <p style="text-align: center;"><b><i>Feasibility – can we do it? - (score 1-5)</i></b></p> <p><b>Resource availability</b></p> <ul style="list-style-type: none"> <li>◆ Do we have the staffing, space, and money?</li> <li>◆ Are qualified human resources available?</li> </ul> <p><b>Time and effort</b></p> <ul style="list-style-type: none"> <li>◆ Are timelines realistic and achievable?</li> <li>◆ Does the program/project take years to implement? Can we sustain it?</li> </ul> <p><b>Cost effectiveness</b></p> <ul style="list-style-type: none"> <li>◆ Is the approach cost-effective and manageable within our capacity?</li> </ul>
---	---	---

# Index

An aerial photograph of a town built on a hillside, with houses in various colors like red, green, and blue. The town is surrounded by snow-covered mountains and a flat valley in the background. The sky is clear and blue.

October 1, 2025

# Index

These slides summarize the **key outcomes** from Iikelc's **two-day strategic planning workshop** with board and staff in May 2025. Capturing **themes, choices, and priorities**, the slides provide a **shared roadmap** that reflects collective insight, aligns direction, and supports **clear decision-making** for the future.

# Themes identified

---



## Family

Recognizing, honoring and empowering the family.

Emphasizing the role of parents as teachers in their children's lives, while IKELC supports rather than takes direct action.

Embracing the concept of "chosen family"



## Front/first-line workers

Includes school counsellors, community and mental health outreach, teachers, and Kamatsiaqtut Nunavut helpline



## Network

Other NGOs in this space, Champions, local leaders, Elders, Hamlets, Inuit organizations, and partners from outside the territory bringing different perspectives.

Serving all Nunavummiut requires an inclusive approach that acknowledges the diversity within the population.



## Evidence-informed practice

Resources developed on sound research, best evidence and cultural relevance to serve as a trusted source of knowledge for others.

Importance of impact measurement—ensuring a feedback loop to evaluate relevance and effectiveness.



## Influence

Be at the table with the decision-makers influencing policy and funding decisions.

Advocating for the needs and voices of those who are grieving or at risk of suicide.

# Where to play

---



## Community Segments

### Who IIKELC most wants to support:

- ◆ All Nunavummiut, with emphasis on those at greatest risk
- ◆ Young Inuit men (ages 15–30), based on suicide statistics
- ◆ Individuals in crisis or high-risk communities
- ◆ Acknowledgment that some communities resist being labeled "at risk"
- ◆ Current programming supports a broad group, but there are fewer resources targeting adults and Elders

### Key takeaway

IIKELC should maintain a broad focus on all Nunavummiut, while being proactive to specific risk groups, particularly amongst Inuit.



## Geographical Focus

### Where IIKELC focuses time, energy, and resources:

- ◆ Present in major centers like Iqaluit and Rankin Inlet, but efforts are expanding to smaller and more remote communities
- ◆ Use of virtual platforms to overcome geographic barriers
- ◆ Balancing equity with capacity constraints—aiming to respond fairly to requests but acknowledging limitations
- ◆ Avoiding a one-size-fits-all approach by tailoring support to each community's needs

### Key takeaway

Strive for equitable reach across Nunavut with flexible delivery models and transparent communication about capacity.



## Stakeholders

### Who IIKELC is accountable to:

- ◆ All communities in Nunavut
- ◆ Funders, especially around program evaluation and improvement
- ◆ Internal accountability: being answerable to ourselves and our values
- ◆ Emphasis on respectful communication, mutual trust, feedback, and responsiveness

### Key takeaway:

IIKELC is accountable to Nunavut communities, funders, and itself—through values, transparency, and respectful relationships.

# How to succeed

---

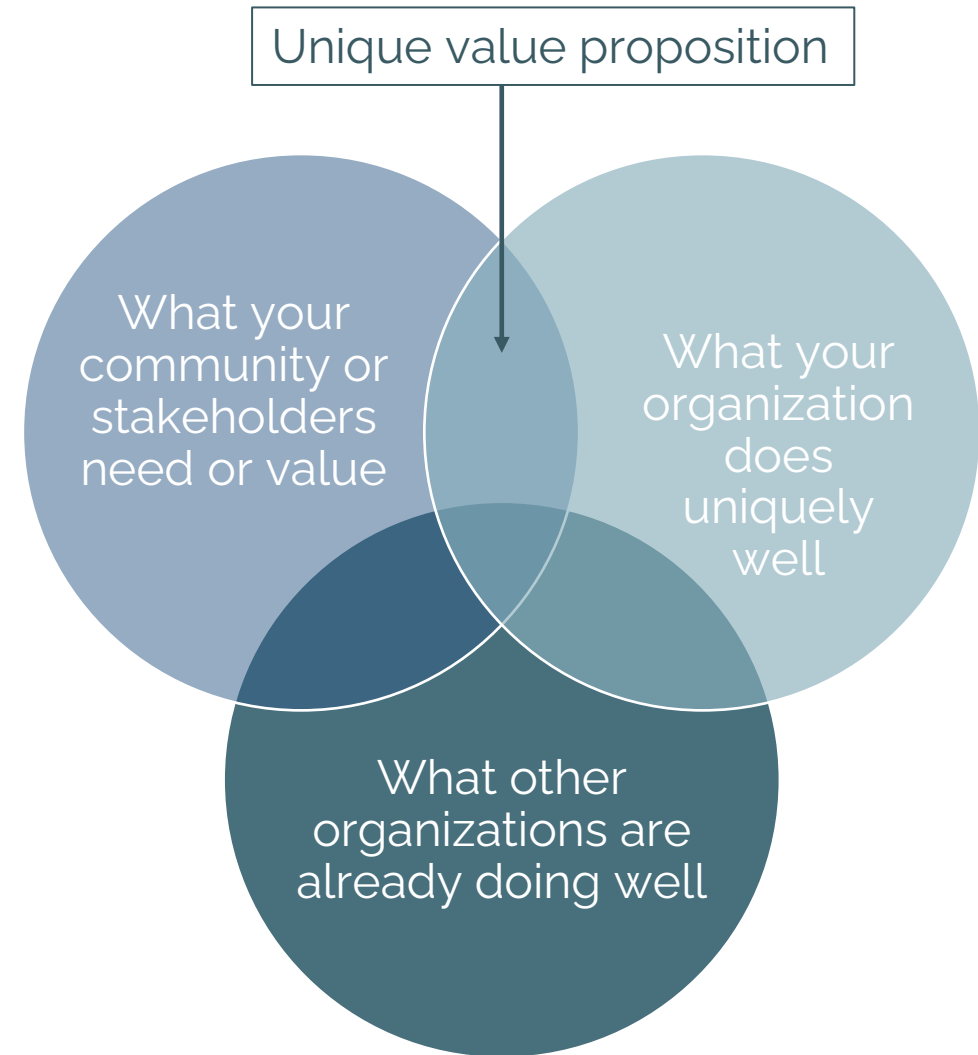
## Value proposition

Clearly articulates the **unique benefits** offered to potential donors, volunteers, and partners, explaining why they should choose to **support your organization**.

*It provides:*

- **A clear summary of the issues** the nonprofit addresses
- **The solutions it provides**
- Shows supporters the **impact and value of their contributions**.

*It rests on 3 pillars...*



# Value proposition

---

## What stakeholders value

### Local access and presence

- ◆ Organizations that operate in-community, with visible, trusted programming

### Language and culture

- ◆ Services that reflect Inuit identity and promote cultural continuity

### Programs that support youth and families

- ◆ Inuit specific resources that are responsive to family dynamics and generational well-being

### Consistency and follow-through

- ◆ Programs that keep showing up and maintain relationships over time

## What IIKELC does well

### Strong Leadership at Executive & Board levels

- ◆ Skilled and supportive executive and strong advocate for staff
- ◆ Highly responsive to team needs
- ◆ Well-structured and diverse board with inclusive representation
- ◆ Safe debriefing practices and inclusive decision-making

### Employee Wellness & Workplace Culture

- ◆ Emphasis on work-life balance, compensation and support
- ◆ Flexibility and choice encouraged within the workplace
- ◆ Respect for diverse voices and lived experiences

### Program Quality & Adaptability

- ◆ Well-researched, specifically tailored and culturally-relevant programs, resources and training
- ◆ Thoughtful use of language (Inuktitut and English)
- ◆ Intentional debriefings after training and workshops
- ◆ Program evolution with staff and community feedback

### Reach & Accessibility

- ◆ Commitment to deliver in-person services in small and remote communities across regions
- ◆ Encouragement of choice and autonomy in participation

## What others do well

### Strong youth programming

- ◆ Youth camps, parenting workshops, and mental health spaces
- ◆ Programs offered in multiple languages and formats

### Accessible and structured training

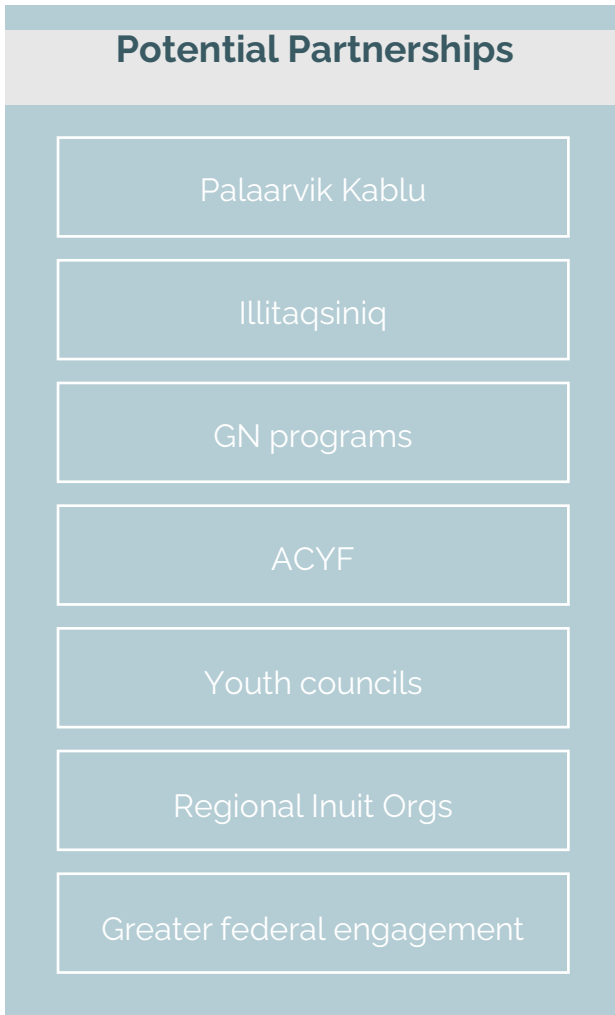
- ◆ GN's training calendar, online accessibility, and content on interpersonal skills and agreements

### Culturally rooted programming

- ◆ Inuktitut language use, traditional knowledge, and cultural programming delivered in communities

**Value Proposition:** IIKELC shows up **consistently** in communities—including the most remote—delivering **trusted, culturally grounded** programs that reflect Inuit identity and support youth and families, while **bridging the gap** between frontline services and systems-level change **across Nunavut**

# How to succeed – partnerships and joint strengths



## 01 ACYF

- ◆ Collaborate on school-based programs and outreach
- ◆ Use ACYF's data and insight to strengthen content development
- ◆ Explore out-of-territory resources to adapt and expand offerings

## 03 Illitaqsiniq

- ◆ Co-deliver workshops and training sessions
- ◆ Integrate ELC resources into existing Illitaqsiniq programming
- ◆ Run joint initiatives based on shared goals

## 05 Greater Federal Engagement

- ◆ Engage with national and federal-level youth initiatives
- ◆ Collaborate with national youth councils in the absence of a Nunavut council
- ◆ Reconnect with former partners (e.g., ASIST delivery network) for support and content development

## 07 Palaaarvik Kablu

- ◆ Collaborate on grief counselling and education resources
- ◆ Refer clients for additional support
- ◆ Share tools and strategies for community engagement

## 02 Regional Inuit Organizations

- ◆ Leverage community reps on ELC's board for engagement and reach
- ◆ Identify strategic opportunities for collaboration on local priorities

## 04 Youth Councils

- ◆ Build school presence by partnering on program delivery
- ◆ Collaborate on needs assessments and peer-led initiatives
- ◆ Engage youth councils to consult on new or pilot projects

## 06 GN (Health & Training Depts.)

- ◆ Present ELC services during GN training sessions
- ◆ Reintroduce ELC trainings into GN's internal training catalogue
- ◆ Partner with wellness centres to align services and avoid duplication

# Prioritization

---

The priorities were determined by workshop participants through a **live polling exercise**. Participants were asked to vote on the issues they felt were **most critical for IKELC in the next three years**.

---

## Funding Diversification

- ◆ Long-term / multi-year / consistent funding
- ◆ Creative funding avenues

---

## Marketing & Awareness

- ◆ External campaign with greater presence on social media, app, etc.

---

## Youth, Elder & Vulnerable Population Engagement

- ◆ Youth empowerment
- ◆ Address challenges youth face with emerging technologies and rising substance abuse

---

## Organizational Structure & Infrastructure

- ◆ Promote sustainability (funding, HR, succession planning & capacity building for leadership)
- ◆ Inuktitut-speaking trainers
- ◆ Infrastructure –housing and offices; internet

---

## Organizational Development & Partnerships

- ◆ Access to research and best practices
- ◆ Increased collaboration with strategic partnerships

---

## Internal Systems & Staff Development

- ◆ Onboarding and staff training
- ◆ Optimizing systems
- ◆ Ensure organization is staying current and responsive to needs

---

## Cultural & Community-Based Programming

- ◆ Aligned and connected to Inuit culture and language
- ◆ Expand postvention

---

## Technology Tools & Expertise

- ◆ Virtual learning and services for extended outreach
- ◆ Expansion of app
- ◆ Technical expertise for virtual / online components

---

## Communication

- ◆ Internal communication between board, ED, and employees.

# Potential roles

**Potential roles** of the organization are listed in order of how **participants most commonly view IKELC's role** (based on a live polling exercise<sup>1</sup>)

## 01 Capacity Builder (41%)

Ensures programs and resources are grounded in evidence, best practices, and cultural values—upholding quality and consistency across the work

## 02 Content Developer (32%)

Promotes learning and collaboration by sharing tools, insights, and community knowledge across regions and teams

## 03 Researcher/Standard bearer (9%)

Equips frontline workers, families, and partners with skills, confidence, and tools through training and mentorship

## 04 Knowledge Sharer (9%)

Designs clear, culturally grounded resources—like guides and toolkits—that support community needs and learning

## 05 Network Creator (5%)

Connects people and organizations to strengthen collaboration, reduce duplication, and align efforts

## 04 End-service Deliverer (5%)

Delivers direct support or programs to community members, ensuring timely, safe, and culturally respectful care

<sup>1</sup>Results shown as percentage breakdown of poll responses

# Strategic alternatives



## Small partners play

Build a **network of trusted, small-scale partners** across communities—each acting as a “spoke” connected to a central “hub”.

*Strengthens **grassroots capacity** and ensures our work remains responsive and **community-driven**—while maintaining **coherence and quality** through a strong central backbone*

Selected



## Status Quo

This approach continues **IIKELC’s current path**—delivering culturally grounded programs, resources, and training with existing staff structures, partnerships, and priorities.

*Maintains **stability**, emphasizes what is working, and **avoids overextension and risk**. Growth is limited and focus is on **deepening quality**.*

Backup



## Technology play

Harness the full **potential of technology** to achieve our purpose at **scale**.

*Going “all-in” on tech, allows us to **reach more people, respond faster**, and operate more efficiently, **without compromising** cultural integrity or human connection*



## Structuring play

Act as a **behind-the-scenes enabler**—designing frameworks, models, and tools that **other organizations can use** to strengthen their own work.

*Quietly but **powerfully influencing** the way work is done across the sector.*