

2019-2020

ANNUAL REPORT





ABOUT US

[Réseau Santé en français au Nunavut \(RÉSEFAN\)](#) is a non-profit organization dedicated to the health of Francophones in Nunavut. It accomplishes its mission by promoting health and well-being and supports access to health services adapted to the language and cultural diversity of Nunavut's Francophone population.

RÉSEFAN is considered an expert in health care accessibility in its language through the implementation of innovative solutions. It is also a community leader through its dynamic partnerships and initiatives that promote health and well-being for Francophones in Nunavut.

The year 2019 marked the RÉSEFAN's 15th anniversary. The RÉSEFAN was created in 2004 as part of the establishment of French-language health networks in Francophone and Acadian minority communities outside Quebec, and was incorporated in 2009.

The RÉSEFAN is one of 16 regional, provincial and territorial French-language health networks that are bringing together partners interested in improving access to French-language healthcare services in all provinces and territories where French is not the majority language.

The RÉSEFAN receives most of its funding from Health Canada through the [Société Santé en français](#) (SSF). This funding is provided through the Canadian government's [Action Plan for Official Languages – 2018-2023: Investing in Our Future](#).

The SSF and the 16 French-language health networks all participate in the [Healthbound 18-23: Toward Access](#) programming, with a view to building up capacity within communities and healthcare systems across Canada. This programming enables the SSF, the 16 French-language health networks and their partners to support and share the expertise and practices they have developed over the years.



* This initiative is funded by Health Canada through the Société Santé en français as part of the Action Plan for Official Languages 2018-2023 : Investing in Our Future.

The opinions expressed herein or in the referenced documents or information do not necessarily reflect those of Health Canada.

Healthbound

18 | 23

Toward Access





A MESSAGE FROM THE PRESIDENT

In 2019-2020, the RÉSEFAN reached cruising speed in rolling out its projects and activities. In this second year of *Healthbound 18-23: Toward Access* programming, the organization's financial diversification and improved operational capability became central to the health and well-being benefits enjoyed by the Nunavut Francophone community. The RÉSEFAN has never been in a better position to carry out its mission!

EARLY CHILDHOOD HEALTH: NEWBORNS TO 6-YEAR-OLDS TAKE CENTRE STAGE IN OUR NEEDS AND PRIORITIES

The RÉSEFAN has been entrusted with coordinating the Public Health Agency of Canada *Early Childhood Health* project throughout Nunavut. This three-year (2019-2022) national project is helping to diversify our funding. In addition to being a return to the RÉSEFAN's health promotion and wellness activities, the [*Nunavut Early Childhood Health*](#) project feeds directly into the [*Plan de développement global – Les aspirations de la communauté Franco-Nunavoise à l'horizon 2025*](#), initiated and supported by the Association des francophones du Nunavut.

This project is an opportunity for early childhood partners, Francophone organizations, families and Francophone parents and children throughout Nunavut to be proactive in energizing the newborns to 6-year-olds sector of our community and implementing projects, activities and services that meet their needs.

IT TAKES A TEAM TO ACHIEVE THESE GOALS!

The year 2019-2020 also saw a successful change at the management level. The Board of Directors worked closely with management to improve management and governance practices

in order to enable the RÉSEFAN to operate effectively during this development period and to properly position its leadership in relation to its partners.

I am also delighted that our organization has grown by adding an employee, a first for the RÉSEFAN! This year, I got a firsthand look at the team's positive impact in terms of achieving results and improving our operational capability. I would like to thank Jérémie and Marie-France for all they have accomplished and for the wonderful vitality they bring to the organization.

Lastly, it is with a heavy heart that I end my term as RÉSEFAN President; over the last six years, I have been inspired by a wealth of experience. During my term, I got to know our community. I also shared in a variety of experiences in minority situation health and social services systems, both here and across the country, that always reminded me of the importance of having healthcare and services in the language of one's choice. It is just as important to be able to benefit from an organization such as the RÉSEFAN that actively works in a positive manner with the healthcare system to improve access to French-language health and social services, as it is to be proactive in requesting such services as a member of the community during a hospital visit, a visit to a medical clinic or during consultations.

I would like to thank the community, my fellow directors past and present, the team and the Board members of the Société Santé en français for the trust they placed in me and the good times we shared during my three terms as President. The organization I am leaving behind is a healthy one and I can only hope that the RÉSEFAN will ensure that our momentum will continue! In closing, I would like to commend the vital work being done by the Santé en français movement across the country.



Émilie Cyr
President



A MESSAGE FROM THE EXECUTIVE DIRECTOR

Despite an intense year that was influenced by external factors beyond our control, such as the ransomware attack that paralyzed the Nunavut government in November and the COVID-19 pandemic that forced us to postpone a number of events at the end of the fiscal year, the development and consolidation of our projects helped us reach our goals in 2019-2020. The sum total of our achievements complemented the priorities outlined in our [2018-2023 strategic planning](#), namely 1) to support the implementation of innovative solutions, 2) to promote health and wellness initiatives, primarily in mental health and youth, and 3) to create and maintain partnerships and ongoing collaborative efforts supported by clear and effective communication. My message in this report provides but an overview of our latest achievements. The following pages make the case for our progress to date and the success of each of our projects throughout the year.

SUPPORT ACCESS TO FRENCH-LANGUAGE SERVICES

After we spent the first year on planning, the three projects implemented as part of the [Healthbound 18-23: Toward Access](#) programming were fully funded on an annual basis. As a result, the RÉSEFAN is now better able to work with its partners in order to achieve results and support initiatives within the healthcare system. *The Human resources commitment to health and social services* project ended on March 31, 2020.

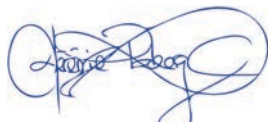
FALLING IN LOVE WITH THE NORTHERN EXPERIENCE

Meanwhile, the *Welcoming and professional integration service* (SAIP) project also continued to develop, in particular through our hosting of 13 trainees, completing a fact-finding mission to Quebec and developing new partnerships with the University of Ottawa and Laval University. This year, the SAIP paid off as two students chose to move to Iqaluit for professional reasons following their internship. I am proud of the fact that, over the years, this program has increased, strengthened and supported better access to French-language healthcare services for the community. The arrival of these two new health and social services professionals is tangible evidence of the program's effectiveness in attracting human resources.

WORKING TOGETHER FOR EARLY CHILDHOOD (NEWBORNS TO 6-YEAR-OLDS)

I am thrilled with the commitment and the work of Francophone organizations and their public and community partners in the development of the *Plan de services communautaires pour une petite enfance francophone en santé au Nunavut*, under the auspices of the *Nunavut Early Childhood Health* project. Everyone, from parents to partners, has joined in this rigorous process to guide the projects, services and activities that will be made available to the Nunavut Francophone community in the years to come.

I would like to extend a special thank-you to our outgoing President Émilie Cyr for her support, her attendance and her vision of the RÉSEFAN's development. I would also like to acknowledge the quality of her involvement with the Société Santé en français at the national level. Her commitment and leadership have made her a community champion, which was recognized in her receiving the Uiviit 2020 Award. I would also like to thank my predecessor Marie-France Talbot for the work done during her tenure and the quality of the transfer of management duties. Lastly, I would like to thank the Board of Directors for their welcome and their commitment to French-language healthcare services. Working with you during this first year at the helm of the RÉSEFAN has been a real pleasure!



Jérémie Roberge
Executive Director

BOARD OF DIRECTORS



Émilie Cyr
President



Dorine Dounla
Vice-President



Collins Tagnigou
Treasurer



Christelle Sessua
Secretary



Patrick Foucault
Administrator

TEAM MEMBERS



Jérémie Roberge
Executive Director
(as of May 2019)



Marie-France Talbot
Project Coordinator
(as of August 2019)



Denis Gélinau
Finance Manager
(as of 2013)

RÉSEAU SANTÉ EN FRANÇAIS AU NUNAVUT

(NUNAVUT FRENCH-LANGUAGE HEALTH NETWORK)

« Engage with our partners, implement innovative solutions, support accessibility! »

VISION

RÉSEFAN is a recognized leader that is engaged in the community. Therefore, it is a partner of choice for the development and implementation of structuring initiatives in healthcare, both at the territorial and national levels.

VALUES

- » **RESPECT :**
through consultation, listening and inclusion.
- » **LEADERSHIP :**
through innovation and vitality.
- » **EQUALITY :**
for all Nunavummiut.

OUR PROJECTS

- » Telemedicine in mental health
- » Interpretation and support – pilot project
- » Human resources commitment to health and social services
- » Welcoming and professional integration service (SAIP)
- » Early childhood health
- » Franco Doc

NETWORKING

Networking is the heart of Société Santé en français actions. Five kind of partners are essentials to health systems transformation: policy makers, health practitioners, health managers, academic institutions and communities.

We support the implementation of our programming, services and projects by engaging with our partners.



31 partnerships and support services in five different areas

Conference on the RÉSEFAN, the active offer of French-language services and the reality of access for *Francophone and Acadian minority communities* at the Arctic Medical Conference in April 2019

Presentation as part of the consultations held to update Canada's *Official Languages Act* during the Department of Canadian Culture and Heritage tour of provinces and territories in May 2019

Planning and financial participation role in the Arctic Medical Conference, featuring approximately 150 participants, in April 2019



Participation in **candidate meetings organized** by the Association des francophones du Nunavut during the October 2019 federal election

COMMUNICATION

CELEBRATING 15 YEARS OF RÉSEFAN

- Production of a logo and visuals to mark our 15th anniversary
- 19 letters sent to our partners
- 5 articles published in *Le Nunavoix*
- 1 radio interview on CFRT 107.5 FM



INVOLVEMENT AND OUTREACH

- **324 subscribers** to our Facebook page @resefan, a 24% increase
- **50 publications** on our projects and activities
- **341 “Likes”**
- **1,822 generated interactions**

ALL NUNAVUT FRANCOPHONES ARE MEMBERS OF THE RÉSEFAN.

Our mailing list includes **64 members**, an increase of seven members over last year.



Register on our website

DIRECTORY OF HEALTH AND SOCIAL SERVICES PROFESSIONALS

All Francophone and Francophile health and social services professionals can register voluntarily and at no charge to have their information included in the Directory in order to advertise their ability and willingness to actively offer French-language healthcare services to the Nunavut Francophone community, in either the public or the private sector. Partners working in the promotion and wellness sector can also register.

Over 20 professionals and contact persons are currently listed!

AVAILABLE ONLINE

STAYING CONNECTED TO THE COMMUNITY!

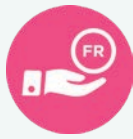
With financial support provided by the Iqaluit Rotary Club, the RÉSEFAN was able to organize two health promotion activities for members of the community. Over 85 people took part in these activities.



Healthbound 18-23: Toward Access

Programming

The Société Santé en français, the French-language health networks and their partners are working together to achieve the five programming goals set out in [*Healthbound 18-23: Toward Access*](#):



Accessible, adapted and actively offered French-language health services and programs in Canada



Mobilized, equipped and valorized human resources offering French-language health services



Health establishments, programs, and policies demonstrate the capacity to offer quality and safe French-language health services in accordance with language of service standards



Systematic collection of the language variable by provinces and territories, thereby providing access to evidence-based planning and decision-making



Francophone and Acadian minority communities become engaged and equipped to take charge of their health and well-being in French

The next few pages cover the projects that were funded as part of this programming. The colour-coordinated titles identify the goals that are referenced in these projects.

NATIONALLY AND HERE AT HOME: SETTLING INTO OUR ENVIRONMENT AND ADDRESSING OUR REALITY

The *Telemedicine in mental health project*, *Interpretation and support – pilot project* and *Human resources commitment to health and social services project* are based on the [*Implementation of the Official Languages Act: Priorities of the Francophone Community of Nunavut regarding French Services*](#) report, published in March 2015 by the Government of Nunavut Department of Culture and Heritage and the [*If You Cannot Communicate with Your Patient, Your Patient is not Safe*](#) report produced by the Office of the Languages Commissioner of Nunavut in October 2015. Both of these reports mentioned the importance of providing health and social services to individuals in their mother tongue in order to reduce the risk to patient safety. The goal of all RÉSEFAN projects is to create positive working relationships with government and community partners in order to move ahead on the various components that make up the recommendations.





TELEMEDICINE IN MENTAL HEALTH PROJECT

PROJECT INTENTION:

For Francophones to be provided with access to mental health services in their language.

PROJECT OBJECTIVE:

To promote access to public and private mental health services for Nunavut Francophones, including youth.

PROJECT DURATION:

3 years (April 2018-June 2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Access to mental health services using telemedicine or videoconferencing through the public healthcare system.
- Access to psychotherapy and counselling services using videoconferencing through the private sector.
- Dissemination of available services after implementation.
- Mental health issues training offered for the community and healthcare professionals.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, Mental Health Division
- Meetual Online Therapy
- Embrace Life Council

ACHIEVEMENTS:

- Worked on an ongoing basis with the Department of Health Mental Health Division to identify a service provider and implement public mental health and counselling services.
- Identified a partner and took the first steps in the new partnership with *Meetual Online Therapy* for access to private sector psychotherapy and counselling services via videoconferencing.
- Worked with Embrace Life Council to organize training for the community as well as for professionals.
- Worked with Guillaume Vermette, a humanitarian clown, to hold lectures on persistence in school with young people and workshops with the community. – *Cancelled due to COVID-19*

THE YEAR'S SUCCESS STORIES:

- Signed a collaborative arrangement with *Meetual Online Therapy*. The team will include at least one Nunavut-certified psychologist and a psychotherapist who can provide services in Nunavut.
- Undertook a campaign to launch private psychotherapy and counselling services, pending the broad availability of the service.



INTERPRETATION AND SUPPORT PILOT PROJECT

PROJECT INTENTION:

For the RÉSEFAN to support the implementation of a French-language interpretation system at Qikiqtani General Hospital, either through an interpreter or via telemedicine or by telephone.

For the RÉSEFAN to work to set up a French-language support system, using both telephone and email, for making appointments, following up on medical records or travelling for medical purposes.

PROJECT OBJECTIVE:

To increase the provision of French-language healthcare services to the Nunavut Francophone community.

PROJECT DURATION:

3 years (April 2018-June 2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Implementation of a support system, in particular the hiring of an interpreter for Qikiqtani General Hospital.
- Implementation of a telemedicine or telephone interpretation pilot project for Qikiqtani General Hospital.
- Implementation of a telephone and email pilot project to support French-language appointments, medical follow-ups or travel for medical purposes.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, through Qikiqtani General Hospital
- Accueil francophone (Thunder Bay)
- Can Talk

ACHIEVEMENTS:

- Worked with Qikiqtani General Hospital management to roll out the project.
- Identified and shared information on a simultaneous interpretation service provider (*Can Talk*).
- Planned a fact-finding mission to Iqaluit with the Accueil francophone from Thunder Bay in Northwestern Ontario to deliver the *L'interprétation et toi* training to healthcare professionals and to discuss with the community how to create the winning conditions to support people in the health and social services system. – *Postponed due to COVID-19*

SUCCESS STORIES:

- Finalised the [*Guide de navigation des services de santé à Iqaluit – Une présentation du Réseau Santé en français au Nunavut \(RÉSEFAN\)*](#) – available online and in print.



- Implemented a French-language simultaneous interpretation service by telephone, using Can Talk, at the hospital and the medical clinic.
- * The service can be offered by professionals, but you can request it at any time if you feel the need.
- * The service provider (*Can Talk*) also offers simultaneous interpretation in Inuktitut for the Inuit population.



HUMAN RESOURCES COMMITMENT TO HEALTH AND SOCIAL SERVICES PROJECT

PROJECT INTENTION:

For the RÉSEFAN to support and work with Human Resources staff to ensure they are aware of the importance of actively offering services in the French language, as well as motivated and confident in their ability to do so.

PROJECT OBJECTIVE:

To promote access to bilingual health and social services professionals for the Nunavut Francophone community.

PROJECT DURATION:

2 years (April 2018-March 2020)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Language training for professionals, offered as *Cafés de Paris* sessions, and useful tools for translating common medical terms.
- Recognition scholarships and professional development program involving Francophone or Francophile Human Resources staff working in health and social services.
- Tools to welcome new French-speaking professionals and promotional tools in connection with the Welcoming Community component.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, through Qikiqtani General Hospital
- Healthcare professionals

ACHIEVEMENTS:

- Held a second *Cafés de Paris* session at Qikiqtani General Hospital. Six (6) language training sessions, taking the form of

discussion groups, were held every two weeks. – *Three were postponed due to COVID-19*

* The hospital set up Inuktitut language training sessions in the *Cafés de Paris* time slots.



- Finalized the *Cafés de Paris* discussion kit (including nine lesson plans for sessions each lasting 45 minutes).
- Took part in the planning of the *Café-rencontre des ressources francophones* in September 2019, in partnership with the Association des francophones du Nunavut.
- Updated and published online the [*Répertoire des professionnels de la santé et des services sociaux francophones et francophiles*](#) form.
- Managed the Recognition scholarships program.
- Assessed the three project components (language training, scholarships and welcoming community) and produced the project's sustainability plan.

SUCCESS STORIES:

- The Cœur de Lys prize, along with the recognition scholarship, was awarded to Aboubacar Kadogo, Department of Health practitioner specializing in infection prevention and control.
- The Professional Development scholarship was awarded to Émilie Cyr, neuropsychologist at Qikiqtani General Hospital.
- The Language Training scholarship was awarded to Dr. Madeleine Cole of Qikiqtani General Hospital.



WELCOMING AND PROFESSIONAL INTEGRATION SERVICE PROJECT



PROJECT INTENTION:

For the RÉSEFAN to support and facilitate the completion of health and social services internships involving post-secondary educational institutions, placement sites and the community, so that after graduation, students choose to live and pursue a career in Nunavut, thereby increasing access to French-language services.

PROJECT OBJECTIVES:

To provide health and wellness services to the Francophone community.

To foster a positive Northern experience for trainees in a stable environment and to facilitate their integration into our multicultural environment and their relationships with professionals.

To contribute to attracting and recruiting health and social services human resources in Nunavut.

PROJECT DURATION:

1 year (April 2019-March 2020 – Funding on an annual basis)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Welcoming trainees to placement sites (e.g., Qikiqtani General Hospital, École des Trois-Soleils and pharmacies) and into the community (accommodation).
- Access to French-language services during internships.
- Diversification of partners and internship areas.

PARTNERS AND CONTRIBUTORS:

In Iqaluit

- Qikiqtani General Hospital
- Department of Health Mental Health Division
- École des Trois-Soleils
- Commission scolaire francophone du Nunavut
- Inukpak Outfitting
- Members of the community (accommodation)

Post-secondary educational institutions

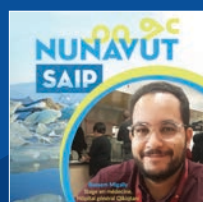
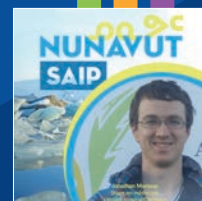
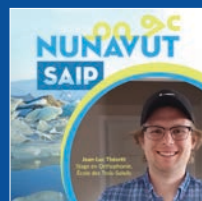
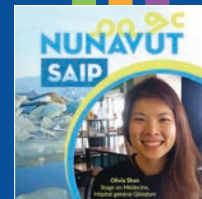
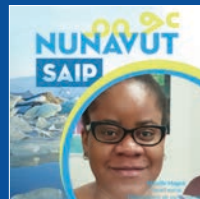
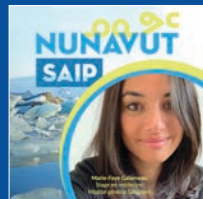
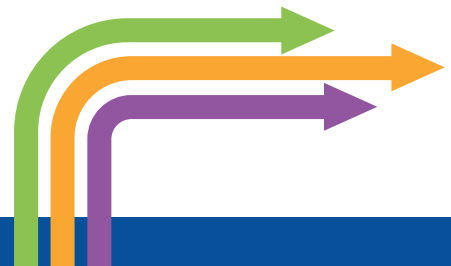
- University of Montreal
- McGill University
- La Cité
- Cégep du Vieux Montréal
- University of Ottawa
- Laurentian University

ACHIEVEMENTS:

- Supported the transportation, welcoming and integration of 13 trainees in 2019-2020.
- Conducted a fact-finding mission to Quebec to develop new partnerships with Quebec educational institutions. Dr. Patrick Foucault, RÉSEFAN administrator and physician at Qikiqtani General Hospital, along with our Executive Director, met with representatives of Laval University and the University of Quebec in Trois-Rivières.
- Developed a new partnership with Francophone Affairs at the University of Ottawa Faculty of Medicine for the establishment of two medical fellowships, with assistance from Dr. Patrick Foucault, RÉSEFAN administrator and physician at Qikiqtani General Hospital.
- Produced the *Guide de gestion des stages*, an internal document that sets out the practices developed by the RÉSEFAN over the years.

**SUCCESS STORIES:**

- Support for trainees:
 - One trainee was a resident of Iqaluit,
 - One trainee is planning to apply for jobs here, and
 - Two of these trainees were given employment contracts (one at Qikiqtani General Hospital and the other at École des Trois-Soleils).
- Two fellowships for medical research internships at Qikiqtani General Hospital were created with Francophone Affairs at the University of Ottawa Faculty of Medicine in 2020-2021.
- A new partnership was established with the Laval University Faculty of Medicine to welcome four medical residents in 2020-2021.





EARLY CHILDHOOD HEALTH PROJECT

PROJECT INTENTION:

The RÉSEFAN is coordinating the project in Nunavut. For the project to support health promotion programs and initiatives in the area of early childhood and assist in meeting needs and helping to reduce health inequalities in official language minority communities.

PROJECT OBJECTIVES:

To plan culturally and linguistically relevant comprehensive interventions and health promotion programs to improve the health and development of newborns to 6-year-olds and their families.

To improve access to early childhood healthcare promotion programs in order to reduce inequalities in early childhood healthcare in these communities.

PROJECT DURATION:

3 years (September 2019-March 2022)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- *Plan de services communautaires pour une petite enfance francophone en santé au Nunavut*
- Community events targeting children and parents will be introduced to enhance support for healthy child development.
- Capacity-building activities will be developed to assist community practitioners in improving their knowledge and the skills required for planning and implementing prenatal and early childhood development activities.

PARTNERS AND CONTRIBUTORS:

- Department of Education, Early Childhood Resources Division
- Francophone organization issue tables (nos. 979 and 975), with the support of the Association des francophones du Nunavut
- Early childhood community and public partners (including Centre de la petite enfance, Les amis de la Toundra and Parents and Tots, among others)



ACHIEVEMENTS:

- Conducted a consultation process from November 2019 to February 2020 and produced the *Community Services Plan for Francophone Early Childhood Health in Nunavut*.



- Networked and mobilised with partners in anticipation of the project roll-out and made calls for the funding of community-based projects.
- Two community-based projects were funded in 2019-2020:
 - Creation and introduction of a group of Francophone parents from Nunavut, with the support of the Association des francophones du Nunavut;
 - Survey of early childhood resources, followed by sharing and dissemination of the information in French, with the support of the RÉSEFAN.

SUCCESS STORIES:

- Close to 80 practitioners, professionals, parents and partners associated with Canadian Francophone organizations and the early childhood development sector in Nunavut were consulted to identify challenges, needs and project ideas.
- Ten flagship projects were identified in the Community Services Plan.
- A delegation from Nunavut attended the full-day conference that launched the *Early Childhood Health* project in November 2019.



From left to right: François Fortin, *Nunavut Community Services Plan for Francophone Early Childhood Health Consultant*, Cynthia Durant, *Parents and Tots President* and Jérémie Roberge, *RÉSEFAN Executive Director*



FRANCO DOC PROJECT

PROJECT INTENTION:

For the RÉSEFAN to contribute to the development of French-language medical resources in Francophone minority communities across Canada.

PROJECT OBJECTIVES:

To identify and rally Francophone and Francophile medical students, prepare and equip them for experience-based activities in the community, and recruit them for placement in official language minority communities to enable them to provide safe and effective healthcare services in the French language.

PROJECT DURATION:

3 years (2018-2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Opportunity to welcome medical students who understand the realities of official language minority communities.
- Promotion of RÉSEFAN's *Welcoming and professional integration service* within Canadian faculties of medicine.

PARTNERS AND CONTRIBUTORS:

- Association of Faculties of Medicine in Canada
- Société Santé en français
- University of Ottawa Faculty of Medicine Francophone Affairs

ACHIEVEMENTS:

- Two students attended the Arctic Medical Conference in April 2019.
- The RÉSEFAN took part in Ambassadeur Day in January 2019.



FINANCIAL STATEMENTS

2019-2020 SUMMARY

Statement of Financial Position | March 31, 2020

Assets	2020	2019	Liabilities	2020	2019	Net Assets	2020	2019
Cash on hand	\$129,159	\$57,664	Créditeurs	\$88,498	\$4,225	Non affecté	\$52,135	\$55,665
Accounts receivable	\$5,720	\$2,086	Apports reportés	\$0	\$2,488			
Prepaid expenses	\$2,664	\$2,628						
Security deposit	\$3,090	\$0 \$						
Total assets	\$140,633	\$62,378	Total liabilities	\$88,498	\$6,713	Total liabilities and net assets	\$140,633	\$62,378

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

As at March 31, 2020

Revenue	2020	2019	Operating expenses	2020	2019	2020	2019
Grants and contributions	\$373,737	\$192 602	Wages, benefits and contracts – permanent employees	\$139,977	\$77,833	Excess (deficiency) of revenue over expenses	\$(3,530)
Subletting	\$15,750	\$0	Other consultants	\$72,636	\$26,228	Net assets, beginning of year	\$55,665
Other	\$2,518	\$469	Travel and accommodation	\$55,388	\$31,318	Net assets, end of year	\$52,135
			Material and office supplies	\$41,529	\$9,133		
			Rent, public services and telecommunications	\$37,460	\$13,238		
			Administrative expenses	\$19,054	\$4,534		
			Scholarships and sponsorships	\$4,887	\$14,500		
			Insurance	\$2,628	\$0		
			Professional fees	\$21,976	\$14,312		
Total revenue	\$392,005	\$193,071	Total expenses	\$395,535	\$190,907		

ACKNOWLEDGMENTS

PARTNERS

The RÉSEFAN would like to acknowledge the work of our Francophone partners and thank them for their contributions to our projects and activities, namely the Association des francophones du Nunavut, Carrefour Nunavut, the Centre de la petite enfance Petits Nanooks, École des Trois-Soleils, the Commission scolaire francophone du Nunavut et the Théâtre Uiviit.

The RÉSEFAN would also like to acknowledge the contributions of our government and community partners to our programming and projects: the Government of Nunavut Department of Health, through Qikiqtani General Hospital and the Mental Health Division, the Government of Nunavut Department of Culture and Heritage, and the Department of Education

The *Welcoming and professional integration service* program is funded by the following:

- Government of Nunavut
Department of Culture and Heritage, through the French-language grants program
- Government of Quebec Secrétariat aux relations canadiennes of Quebec, under the financial assistance programs for Canadian Francophone communities
- Consortium national de formation en santé (CNFS)



CONSORTIUM NATIONAL
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Rotary Club to organize health and wellness promotional activities for the Nunavut Francophone community.

* The opinions expressed herein or in the referenced documents or information do not necessarily reflect those of Health Canada, the Public Health Agency of Canada or the Government of Nunavut.