



# Pijunnaq Sector Development Granting Guide

## What Is the Pijunnaq Cohort?

The Pijunnaq Cohort is a **three-year sector development cohort** for Nunavut-based nonprofits and charities. Through a cohort model, Pijunnaq **provides multi-year grant funding** that is distributed through a facilitated, consensus-based decision-making process, alongside learning and organizational support. Three to five organizations will participate and receive guaranteed, flexible core funding over the three-year period.

**Each year, \$300,000 is available to the cohort.** Rather than Annauma determining how funding is allocated, participating organizations collectively decide how funds are distributed among themselves through a facilitated, consensus-based decision-making process. This multi-year funding model is designed to provide stability and flexibility, allowing organizations to plan for the future while responding to emerging community needs.

Similar to Annauma's other granting programs, **Pijunnaq is grounded in the principles of Inuktitut Philanthropy.** Decision-making power over funding allocations, priorities, and measures of success rests with the organizations participating in the cohort. Annauma's role is to convene, facilitate, and support the process.

In addition to funding, Annauma will provide non-monetary support tailored to the needs and priorities identified by cohort members. Drawing on Annauma's network of partners and advisors, this support may include governance and board development, fundraising and financial sustainability, leadership and human resources, legal or charitable status support, digital and cyber security, and other areas identified by the cohort. The goal is to **offer practical, relevant support that strengthens individual organizations while contributing to a more resilient nonprofit and charitable sector in Nunavut.**

Cohort members will meet regularly to share challenges, exchange knowledge, develop collective solutions, and build relationships with peers across the sector.

## How the Cohort Works

The **consensus decision-making process** used in Pijunnaq is facilitated and supported by Annauma. Participating organizations are not expected to have prior experience with

consensus-based approaches. Time and space will be built into cohort meetings to support learning, relationship-building, and respectful dialogue.

The process is **designed to ensure that all voices are heard** and that **decisions are made collectively** in ways that reflect Inuit Qaujimagatuqangit principles, particularly **piliriqatigiinniq** (working together for a common cause) and **aajiqatiginniq** (decision making by consensus). This approach supports fairness, transparency, and trust among cohort members.

## Who Will Take Part in the Pijunnaq Cohort?

Nonprofit organizations and charities are eligible for the Pijunnaq Cohort if they:

- Are located in Nunavut
- Have been legally incorporated for a minimum of three years
- Can demonstrate community involvement and support

Three to five organizations will be chosen to participate. The ideal cohort will include a mix of established and emerging organizations, creating opportunities for shared learning and exchange of experience.

- **Established organizations** include: nonprofits and charities that have been incorporated for at least five years and have two or more paid staff
- **Emerging organizations** include: nonprofits and charities that have been incorporated for fewer than five years and have only one or no paid staff

Annauma encourages expressions of interest from organizations at different stages of development, including those that are still building internal systems and capacity. We welcome expressions of interest from all regions of Nunavut.

Other selection criteria include:

- Inuit leadership at the board and staff levels
- Ability to commit to meeting virtually with the cohort at least twice a year for three years
- Strong track record of community-led programming
- Strong knowledge of and commitment to Inuit Qaujimagatuqangit, especially *piliriqatigiinniq* (working together for a common cause) and *aajiqatiginniq* (decision making by consensus)

Expressions of interest from for-profit organizations, municipalities, individuals, unincorporated organizations, or organizations outside Nunavut will not be considered.

## How Much Funding Is Available?

A multi-year funding commitment will be made to the cohort, with **\$300,000 available each year**. Funding is guaranteed to participating organizations in each year of the cohort.

Each year, cohort members will collectively decide how the \$300,000 is distributed among participating organizations. The cohort may choose to revisit allocations annually through a consensus-based process, or they may agree to keep allocations consistent over the full term of the cohort. This approach will be determined by the cohort itself.

Participating organizations may continue existing work or develop new initiatives over the multi-year period.

## What Can the Funding Be Used For?

Annauma trusts that nonprofits and charities participating in the Pijunnaq Cohort know best what they need and how to use resources to support their priorities. The Pijunnaq Cohort is intended to provide organizations with ongoing, predictable funding that will help them develop new projects, sustain existing programming, strengthen core operations, or weather unexpected events.

We encourage applicants to be creative. **You do not need a fully developed plan for funding to be considered.** However, here are some ideas to get started:

- **Organizational strategy and governance**
  - Strategic planning and organizational development
  - Governance strengthening and board training
  - Policy development and review
- **Leadership, staffing, and human resources**
  - Hiring new staff to expand organizational capacity
  - Professional development and training for existing staff
  - Leadership development and succession planning
- **Workforce diversity and Inuit employment**
  - Increasing Inuit employment
  - Developing inclusive recruitment, onboarding, and retention practices
  - Building supportive workplace policies and environments for employees with diverse abilities
- **Research, advocacy, and sector impact**
  - Research and knowledge development to inform practice and policy
  - Advocacy initiatives that advance sector-wide priorities
- **Fundraising and financial sustainability**
  - Fundraising strategy development and revenue diversification
  - Grant development and donor relationship building
  - Financial planning to support long-term sustainability
- **Inuit knowledge and culturally grounded practice**
  - Integrating Inuit Qaujimagatuqangit into organizational policies, programs, and decision-making
  - Developing culturally grounded practices in collaboration with Elders and other community members

- Strengthening organizational capacity to work in Inuit-led and Inuit-informed ways

The following expenses are **not** eligible for funding:

- General fundraising campaign contributions, including contributions to endowment funds
- Religious activities or services, including faith-based programming
- Political activities that are [prohibited by the CRA](#)
- Activities that do not clearly benefit organizations and/or communities in Nunavut

## What Does Success Look Like?

Pijunnaq is designed to support learning, growth, and long-term strength in Nunavut's nonprofit and charitable sector. Rather than focusing on fixed outcomes or standardized metrics, success will be defined collectively by the cohort over time.

Examples of what success may look like include:

- Stronger, more confident organizations with increased stability and capacity
- Improved governance, leadership, and internal systems
- Increased collaboration, trust, and knowledge-sharing across the nonprofit sector
- More sustainable funding and financial practices
- Organizational practices that are more deeply grounded in Inuit Qaujimajatuqangit

Reflection and learning will be an ongoing part of the cohort experience, with space for organizations to share what is working, what is challenging, and what they are learning along the way.

## How Do I Apply?

Organizations interested in participating in the Pijunnaq Cohort are invited to submit an Expression of Interest by visiting [www.annauma.ca/sectordevelopment](http://www.annauma.ca/sectordevelopment). Expressions of Interest are intended to be accessible and proportionate, and will focus on organizational context, interest in participating in a cohort model, and alignment with the goals and values of Pijunnaq.

We encourage potential applicants to contact us in advance to discuss your ideas.

### Timeline

#### *Application Phase*

- March 16, 2026: Expressions of Interest open
- April 2, 2026: Information session
- April 17, 2026: Expressions of Interest close

### *Selection and Orientation*

- By May 11, 2026: Applicants notified
- Week of May 18, 2026: Cohort orientation session

### *Consensus Granting & Cohort Activities (Years 1–3)*

- June 2 & 4 2026: Consensus granting sessions for Year 1 funding
- Fall 2026: Cohort reconvening meeting
- Spring 2027: Consensus granting sessions for Year 2 funding
- Fall 2027: Cohort reconvening meeting
- Spring 2028: Consensus granting sessions for Year 3 funding
- Fall 2028: Cohort reconvening meeting

## **How Do I Find Out More?**

Annauma will hold an online session to provide more information about Pijunnaq and to answer your questions on **April 2, 2026, at 11:00 a.m. EST/10:00 a.m. CT/9:00 a.m. MT.**

A team member will be available to answer questions in Inuktitut. The session will be recorded and posted on Annauma's website, [www.annauma.ca](http://www.annauma.ca).

For additional questions or to get support completing an Expression of Interest, contact Jessie Hale, Community Engagement Lead – Sector Development, at [jessie@annauma.ca](mailto:jessie@annauma.ca) or by phone at 867-222-5502.