

Consensus Granting Guide

Annauma
Community
Foundation
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Welcome & Purpose

This guide is intended to help nonprofit and charitable organizations in Nunavut understand Annauma's approach to granting.

Annauma distributes funds through consensus granting. In conventional funding, organizations submit proposals, and the funder decides what projects will be funded and how much they will receive. Consensus granting, on the other hand, gives decision-making power over project activities, funding allocations, and final reporting metrics to those who participate. This approach is rooted in the Inuit Qaujimajatuqangit (IQ) principle of aajiqatigiinni (decision-making through discussion and consensus).

Consensus granting is not new. In fact, Annauma's approach to consensus granting draws on practices that have existed in Nunavut for many centuries and continue today. However, consensus granting as a funding approach for nonprofit organizations and charities may be unfamiliar.



In this guide, you will learn:

- How and why Annauma uses consensus granting
- An overview of the steps in the process
- The roles and responsibilities of those involved in granting
- What a consensus granting session and a reconvene meeting look like
- How organizations are selected for participation
- What expenses are eligible, and what expenses are ineligible

You will also find answers to common questions, and find out how to learn more.

About Annauma

Annauma is short for Annaumakkaijit, which is Inuktitut for *helping people to stay ahead*. Annauma Community Foundation is the first community foundation in Nunavut. We link caring philanthropists, corporate partners, funders, and governments with opportunities to invest in community-based action.

Vision & Mission

Our vision is that Inuit communities are healthy and confident, and have what they need to thrive.

Our mission is to deliver funding and support that strengthen Inuit values, skills, and worldview in a manner that encourages lifelong learning and nurtures collaborative community relationships.

Annauma is a Nunavut-based, Inuit-led organization grounded in the belief that Inuit communities hold the knowledge and solutions to the challenges they face. Through philanthropic support, Annauma invests in community-identified priorities to create meaningful and lasting impact.



What is Inuktituk Philanthropy?

Inuktituk Philanthropy is a unique approach within the philanthropic sector. It is grounded in Inuit principles, values, behaviours, and worldviews. Inuktituk Philanthropy is philanthropy practiced in the Inuit way.

Sharing is the essence of Inuktituk Philanthropy. Sharing connects the past, present, and future, and builds collective wealth. In Nunavut, sharing has always been the most traditional form of philanthropy. A strong culture of sharing has always existed among Inuit. A core strength of Inuit society is paying close attention to one another and staying connected. This creates a net of recognition, where needs are understood and met by sharing what is available.

Inuit communities and community members have always depended on one another for food, security, and collective strength. Camps could not travel nomadically and survive, much less thrive, in harsh conditions without everyone being well prepared and resourced. That communal means of preparedness and resourcefulness continues today.

How Annauma Makes Granting Decisions

This section explains in more detail how consensus granting works, and why Annauma chooses to distribute funds through consensus granting.

What Is Consensus Granting?

Consensus granting is an expression of trust, inclusivity, and collaboration. Through a facilitated process, it places decision-making power over project activities, funding allocations, and final reporting metrics to those who participate.

This process takes place in a consensus granting cohort. Each cohort consists of representatives of three to six organizations that are each working in one of Annauma's priority areas. Together, the cohort discusses each organization's project idea and decides collectively how much funding each project will receive.

Consensus marks the point where everyone supports the final agreement without compromising issues of fundamental importance.

Organizations are asked to actively engage in collaboration with one another, working together with their peers. Determining consensus is a commitment of both time and energy, meaning participants are most successful when they approach their cohort with curiosity and patience.

The table below outlines some of the differences between conventional granting and consensus granting:

| Conventional Granting | Consensus Granting |
|---|---|
| Requires a detailed written proposal | Simple written or oral expression of interest, followed by consensus granting sessions with cohort |
| Funder decides what organizations to fund, what projects will be funded, and how much funding to allocate to each project | Funder decides only what organizations will participate in the cohort and the total amount of funding; cohort determines what projects to fund and how much will be allocated |
| Often requires a detailed budget | Detailed budget not required |
| Metrics for success are defined by the funder | Metrics for success are community-led and decided by the cohort |
| Grantees are accountable to the funder | Grantees are accountable to each other first |

Why Annauma Uses Consensus Granting

Consensus granting is a form of **trust-based philanthropy**. According to Community Foundations of Canada, trust-based philanthropy is “an approach to giving that addresses the inherent power imbalances between funders, nonprofits and the communities they serve.” Trust-based philanthropy acknowledges that organizations working on the front lines know best what their communities need and how to allocate resources to meet those needs.

Trusting Community Knowledge

Community organizations in Nunavut have real-time, on-the-ground knowledge of community needs and how to meet them. Consensus granting recognizes that communities have important knowledge shaped by lived experience, cultural understanding, and long-term relationships.

Consensus granting affirms that expertise exists beyond formal credentials and external assessments – it lives in the day-to-day realities of community-led work, and that expertise is just as important. Trusting community knowledge leads to more relevant and efficient use of resources, as decisions are grounded in the needs and aspirations of the communities being served.

Accountability as a Shared Responsibility

In consensus granting, accountability is grounded in peer relationships rather than funder oversight. Grantees are accountable to one another through shared decision-making and transparency. By not predefining metrics for success, this model allows organizations to define and adapt impact based on their lived realities and evolving needs. Peer-based accountability supports learning, honesty, and flexibility, shifting the focus away from compliance and toward meaningful, community-defined outcomes while maintaining transparency in how decisions and resources are managed.



Priority Areas

Annauma's five key priority areas are developed with the understanding that each one is connected to the social, economic, and natural environment in Nunavut:



**Inuit
Children
and Youth**



**Arts and
Culture**



**Education
and Learning**



**Community Health
and Well-being**



**Community-
Identified
Opportunities**

These priority areas are intentionally broad so that community organizations have the freedom to design projects that they believe address one or more of the priority areas, rather than following strict funder-provided guidelines.

Annauma also provides flexible, multi-year funding through its Pijunnaq Sector Development Cohort. Organizations can access Pijunnaq funding to help them start new projects, sustain existing programming, or strengthen core operations.

Overview of the Granting Process

At Annauma, granting is more than the distribution of funds; it is a collective process rooted in sharing, learning, and relationship-building. Guided by Inuit Qaujimajatuqangit, and particularly the principle of *aajiiqatigiinniq* (decision-making through discussion and consensus), our approach centres collective well-being and the strength of working together.

In this section, you will find a step-by-step overview of the granting process, from expression of interest to final reporting.

1. Expression of Interest

Annauma opens a call for Expressions of Interest (EOIs) within one or more of our priority areas. EOIs are intended to be accessible and proportionate, focusing on organizational context, interest in participating in a cohort model, and alignment with the goals and values of Annauma. Applicants are asked to provide a brief overview of their project idea, but the project does not need to be fully developed.

The EOI form can be accessed in Inuktitut and English at annauma.ca/granting-opportunities. We also accept oral EOIs in Inuktitut and English.

2. Risk and readiness

Annauma's internal team reviews each Expression of Interest and conducts a risk assessment, as required by the [Canada Revenue Agency](#). Risk is calculated using criteria that include:

- Charitable status
- Good standing with Nunavut Legal Registries
- Previous experience with Annauma granting
- Governance practices
- Track record of success
- Internal capacity

Annauma may request additional information from organizations to help evaluate risk.

Following this process, each organization will be assessed as “low,” “medium,” or “high” risk. Annauma typically does not grant to high-risk organizations, but will offer support to help the organization prepare for a future grant cycle.

All organizations will be informed of the outcome of their risk assessment and support to reduce or eliminate their risk factors, if desired.

3. Cohort selection

In addition to the risk assessment, Annauma's team evaluates each application using clear review criteria informed by the guidance of the Granting Advisory Council (Council). The Council, made up of community representatives and an Annauma Board member, advises on review criteria, cohort design, and the overall granting approach, helping to ensure alignment with Inuktitut philanthropy and community priorities.

Selection criteria are described in more detail in the section titled “Eligibility & Compliance.”

All applicants will be informed if they are accepted into a cohort within six weeks of the Expression of Interest closing. Applicants that are not selected for the cohort will be provided with feedback and offered support.

4. Consensus granting sessions

Consensus granting sessions take place during two three-hour meetings, either virtual or in-person. This time gives participants the opportunity to build shared understanding, reach consensus on projects and funding allocations, define success together, and determine how to stay connected.

Consensus granting sessions are described in more detail below.

5. Narrative review and funding agreement

Following the consensus granting sessions, Annauma prepares a narrative report, which will form the basis of each organization's funding agreement. Participants have a chance to review the narrative report and approve it as written or suggest changes.

Once the narratives have been reviewed and approved by the cohort, the Annauma team prepares the funding agreements. Funding is typically distributed using an 80/20 disbursement model, with an initial 80 percent released upon execution of the agreement and the remaining 20 percent released at a later stage, as outlined in the agreement.

6. Reconvene meetings

During the consensus granting sessions, the cohort agrees on a time to reconvene. At this gathering, participants share updates, reflect on challenges, celebrate learning, and continue strengthening relationships beyond the granting process. Annauma prepares a narrative report of the reconvene meeting and sends it to all participants for review and approval.

Each cohort will reconvene at least once. Cohorts may also collectively decide to reconvene more regularly.

7. Financial reporting

While detailed financial reporting is not required, organizations are asked at year end to provide a brief financial summary showing how funds from Annauma were spent. This summary may be a simple layout or statement and does not require audited or detailed financial records. This approach is grounded in trust and reflects our confidence in organizations to steward funds responsibly, while supporting transparency and shared accountability without creating unnecessary administrative burden.

8. Storytelling

As projects proceed, cohort members are encouraged to share impact stories with each other and with Annauma. This may take the form of photos and videos, anecdotes from participants, media stories, quantitative data, artwork, or anything else that demonstrates impact. Annauma will provide optional funding for organizations to put toward storytelling. This funding is in addition to the funding provided through the cohort.



Consensus Granting Sessions

This section provides more details about what consensus granting sessions look like.

Shared agreements

Consensus granting sessions are guided by shared agreements that support trust, care, and accountability throughout the process. Early in the first session, participants are asked to review and agree to the shared agreements to ensure that discussion is respectful, decisions are made collectively, and trust is protected. Participants may also choose to modify or add to the agreements.

The agreements, drawn from Inuit Qaujimagatuqangit, are:

**Respectful Listening
(Tunnganarniq)**

We welcome one another with openness and listen attentively, allowing each person to speak without interruption. Respect is demonstrated through patience and care.

**Kindness and Care
(Inuuqatigiitsiarniq)**

We act with kindness and speak gently. We support one another and create a space where all participants feel safe and valued.

**Shared Decision-Making
(Aajiqatigiinniq)**

We work together through discussion and mutual understanding. Decisions are made collectively, honouring the strength of many voices.

**Honesty and Responsibility
(Pittiarniq)**

We are truthful in our words and actions and take responsibility for how we contribute to the process.

**Humility and Openness
(Qanuqtuurniq)**

We remain open to new ideas and perspectives, honouring both the knowledge in the room and wisdom passed through experience and tradition.

**Confidentiality and Trust
(Angiqatigiinniq)**

We protect the trust of this cohort. Stories and discussions shared within the cohort remain confidential unless the group agrees otherwise.

**Community First
(Ikajuqatigiinniq)**

We centre community benefit in our work, grounding decisions in Inuit values and a shared commitment to supporting communities with care and fairness.

Day 1: Setting the foundation and sharing ideas

Day one focuses on building a shared understanding of the consensus granting process and learning about each organization's proposed activities. The session begins with participant arrival and welcoming, including an overview of the agenda and shared agreements (see above).

Participants introduce themselves and their organizations, sharing a brief overview of their work and purpose. The group then discusses how decisions will be made throughout the process, including how consensus will be reached and how different perspectives will be addressed.

Organizations are invited to present their ideas, outlining what they propose to do, why the work is important, how it will be carried out, who will be involved, the anticipated timeline, and the amount of funding requested. The day concludes with group and individual reflection, allowing participants to share insights, questions, and emerging ideas.

Day 2: Building Consensus and Determining Next Steps

Day two focuses on reflection, collective decision-making, and next steps. Participants begin by revisiting the group's intentions and reflecting on learnings from day one. The cohort then works together to build consensus, considering how the proposed activities align with community priorities for Nunavut communities.

Participants collaborate to determine funding allocations and discuss the changes they hope to see through the proposed projects. Organizations are invited to reflect on what matters most to them, what they aim to accomplish, and how they wish to communicate the meaning and impact of their work.

The session concludes with a discussion of next steps, including plans to reconvene, followed by a final reflection to close the process.



Sample Agenda

Below you will find an example of a typical agenda for the consensus granting sessions.

Day 1

| Time | Item | Description |
|------------------------|---|---|
| 10-15 minutes | Arrive | Participants arrive at a specified location or log in to the online meeting. |
| 15 minutes | Welcome, overview of agenda, housekeeping | Introduce consensus granting and review the shared agreements. |
| 30 minutes | Group introductions | Introduce yourself and your organization (brief history and purpose). |
| 30 minutes | Reflections on consensus | Discuss as a group: <ul style="list-style-type: none">• What does consensus mean to you? |
| 15-minute break | | |
| 60 minutes | Sharing our ideas (15-20 minutes per organization) | Each organization to share: <ul style="list-style-type: none">• What you want to do, and why• How you will do it, who will be involved• When it will happen• How much funding you are asking for |
| 15 minutes | Group reflection | Questions to consider: <ul style="list-style-type: none">• Did anything surprise you?• What questions have emerged?• What new ideas do you have? |
| 15 minutes | Individual reflection | Individual reflection and closing. |

Day 2

| Time | Item | Description |
|------------------------|--|--|
| 10 minutes | Arrive | Participants arrive at a specified location or log in to the online meeting. |
| 10 minutes | Welcome back | Revisit our intentions and principles and overview of today's agenda. |
| 60 minutes | Reflection and coming to consensus | Reflect on the previous day. As a group, discuss: <ul style="list-style-type: none">• How do you see these activities making a positive impact for Nunavut communities?• What questions do you still have?• Do any changes need to be made to reach consensus?• How will we know when we've reached consensus? |
| 15-minute break | | |
| 45 minutes | Funding allocations | Determining the funding allocations. |
| 30 minutes | Determining the change we want to see through these projects | Setting our self-determined accomplishments. Each organization to share: <ul style="list-style-type: none">• What does success look like for this project?• What change are you hoping to create, and why does it matter?• What do you want to be able to say about the impact of this work when it's done? |
| 15 minutes | Next steps | Setting dates and times for our reconvene meeting. |
| 15 minutes | Reflection | Reflecting on the process. Close with a group photo! |

Eligibility and Compliance

This section provides information on how Annauma decides on what organizations to include in a consensus granting cohort, and what expenses are eligible and ineligible. Please note that each cohort may have additional criteria based on the priority area.

Organizational Eligibility

The following organizations are eligible to participate in Annauma's consensus granting cohorts:

- Registered charities
- Nonprofit societies incorporated under the Nunavut *Societies Act* or the federal *Canada Not-for-Profit Corporations Act*

In addition:

- Organizations should be able to demonstrate Inuit leadership or Inuit involvement within their organizations and programs.
- The organization's programs must be reflective of Annauma's priority areas: Inuit Children and Youth, Arts and Culture, Education and Learning, and Community Health and Well-Being.

When evaluating specific projects, Annauma considers the following questions:

- Does the proposed project respond to identified community needs?
- Will the proposed project have a positive impact on Inuit in Nunavut?
- Was the project developed (or will the project be developed) with meaningful involvement from the community the organization serves?

How Many Times Can an Organization Apply?

Annauma works to ensure that a diverse range of organizations can access funding. Generally, organizations may receive one grant per fiscal year within our core priority areas: Inuit Children and Youth, Arts and Culture, Education and Learning, and Community Health and Well-Being.

Special initiatives or third-party funding opportunities (such as Free to Play) do not count toward this limit.

There is no limit to how many Expressions of Interest (EOIs) you can submit. However, we prioritize organizations that have not yet received funding in the current fiscal year to help create opportunities for a wider range of community organizations.

Geographic Eligibility

Annauma recognizes that there are organizations doing good work to benefit Nunavut across Canada. However, our focus is to support Nunavut-based and Inuit-led organizations.

Annauma invites applications from organizations located anywhere in Nunavut. Organizations may primarily serve a single community, multiple communities, or all of Nunavut.

Eligible and Ineligible Expenses

Community-based organizations know their communities best. Annauma values and trusts the knowledge of community leaders.

Annauma aims to support organizations that are working to make a positive impact in their communities.

Eligible expenses include:

- Delivering, expanding, or piloting programs, projects, or services
- Doing research to better understand and address community needs
- Improving infrastructure or equipment in their organization or community*
- Honoraria
- Scholarships and bursaries

*Note: While small infrastructure improvements and equipment purchases are eligible, Annauma is unable to fund large capital projects such as building development.

The Pijunnaq Sector Development fund provides core, flexible, multi-year funding to help organizations strengthen and sustain their operations. This funding may be used for:

- Strategic or business planning
- Board and staff development
- Policy development and review
- Other activities that contribute to the organization's overall strength

The following expenses are **not eligible**:

- 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**

Frequently Asked Questions.

How do I find out about funding opportunities?

The best way to find out about open funding opportunities is to sign up for Annauma's newsletter, follow us on Facebook or LinkedIn, and check [our website](#) regularly.

How can I apply?

To apply for a granting opportunity, fill in an Expression of Interest on [our website](#). The form is available in Inuktitut and English. The form is simple and should take no longer than 15 minutes or so to complete. You will need to provide organizational information, a summary of your proposed project, the benefits of the project, and the duration and estimated cost of the project. Some priority areas may require additional information.

We also accept Expressions of Interest orally in either Inuktitut or English. [Contact Annauma](#) directly to submit an oral Expression of Interest.

How are cohorts selected?

Annauma reviews all Expressions of Interest and selects four to six organizations to participate in a cohort. Selection criteria include Inuit leadership, organizational reputation, and the potential for the project to advance the priority area. You can learn more about our selection process earlier in this document.

How much funding is available?

The amount of funding available for each cohort varies and will be shared when a funding call is announced. Amounts are typically \$250,000 per cohort. Cohort participants decide among themselves how the total amount will be allocated.

When will I hear about the status of my application?

All applicants will be notified about the status of their application about two to three weeks after the expressions of interest close.

How many times can I apply?

Annauma works to ensure that a diverse range of organizations can access funding. Generally, organizations may receive one grant per fiscal year within our core priority areas: Inuit Children and Youth, Arts and Culture, Education and Learning, and Community Health and Well-Being.

Special initiatives or third-party funding opportunities (such as Free to Play) do not count toward this limit.

There is no limit to how many Expressions of Interest (EOIs) you can submit. However, we prioritize organizations that have not yet received funding in the current fiscal year to help create opportunities for a wider range of community organizations.

What if I don't get chosen to participate?

If you are not selected for a cohort, Annauma will communicate the reason and offer support if the reason is related to organizational risk (see earlier in this document). There is no limit to how many times you can submit an Expression of Interest.

Will Annauma consider my sponsorship request?

Annauma does not sponsor individuals or events such as sports competitions, conferences, and trade shows.

Are letters of support required?

No, letters of support are not required to submit an expression of interest. We may request past letters of support as part of our risk assessment process to verify community involvement.

What are the reporting requirements?

Reporting requirements are determined by the cohort. The reporting occurs at a reconvene meeting, during which the participants will reflect on each project. The organizations are encouraged to discuss how their projects went, things they have learned along the way, and any challenges they faced.

At the conclusion of the project, Annauma will request a basic financial report showing how the project funds were spent. We may require more detailed financial reports if we are requested to by the Canada Revenue Agency.