

2017-2018 Annual Report



**THE QALIPU
FIRST NATION
EXISTS TO
ACHIEVE THE
ADVANCEMENT
OF OUR PEOPLE.
WE DO THIS
THROUGH BEING
SPIRITUAL,
ACCOUNTABLE,
PROFESSIONAL
AND
PROGRESSIVE.**



Qalipu
FIRST NATION



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Annual Report



OVERVIEW



TOURISM Experience Qalipu offers support, training and professionalization initiatives for Mi'kmaq tourism owners and operators. Through working with partners in the tourism industry we are strengthening and enhancing the provincial indigenous tourism offering.



HEALTH People and communities are at the heart of the Health division. We are building expertise in service delivery such as Non-Insured Health Benefits, and growing our ability to meet the health needs of our members through research and program delivery.



MEMBERSHIP SCIS Clerks meet with members for status card applications and renewals, and our Indian Registration Administrator maintains information in the Indian Register. As the Enrolment process settles, we will keep you updated.



CULTURE AND HERITAGE Cultural sharing at the Outdoor Education program and in classrooms, as well as through projects and programs delivered this year, we continue to demonstrate our commitment to telling our story.



EMPLOYMENT Self-Employment Assistance, Grad Incentives, Wage Subsidies and Training programs are some of the ways we focus on improving employment outcomes for our members. Visit our website to make sure that you're aware of the many programs that are available to you



ECONOMIC DEVELOPMENT Business and Industry development are led by the Qalipu Development Corporation (QDC). The QDC was established by the Chief and Council as an independent, arms-length corporate business entity. This year, the Band hired a General Manager, and a Board of Directors was established.



NATURAL RESOURCES Our focus is on environmental research, river monitoring, youth outreach, and the traditional knowledge of our elders. This year, 21 research projects in the field of Natural Resources were completed.



EDUCATION We are committed to enhancing the lives of our members through education and continued learning. This year, 802 clients were funded, and 137 of our funded students graduated from their programs.



ENTREPRENEURSHIP This year, through the support of Community Economic Development programs and services, 261 active clients have engaged in business investigation, planning, launching, business buy-out, operation or expansion.

MESSAGE FROM



Kwe'

On behalf of Qalipu Council, Executive and staff, I welcome you to our Annual General Assembly 2018.

While many positive initiatives have been introduced and continue to occur in support of our people and communities, we still wrestle with the outcomes of the enrolment process. Despite having more than 5,000 new members brought into the Band on July 31, 2018, we still deal with the revoking of Indian Status for 10,000 initial Founding Members. As Chief and Council, we are working to find an improved outcome regarding this loss of membership and to deal with the undue hardship and emotional turmoil being felt by our people and their families. We will continue to demand that the Government of Canada take a more workable and acceptable approach in establishing membership. Our struggle is far from over.

The past year saw a move toward expansion of our fisheries operations. Qalipu entered into a Memorandum of Understanding (MOU) with the Barry Group involving obtaining a quota for "redfish" with a commitment by the Barry Group to construct a new processing plant in the Bay of Islands including creation of 200 new jobs for our people. Qalipu continues to work toward obtaining the required redfish quota.

A second MOU was signed with Indigenous partners, Miawpukek First Nation in Conne River and the Innu Nation in Labrador, to seek a quota for Arctic Surf Clam. Qalipu will continue to work with these and other industry partners to obtain a lucrative

surf clam license. We endeavor to improve our relationship with other Indigenous organizations in the province as we strive to promote greater unity through business and cultural opportunities.

Qalipu is making inroads with DFO to secure fishing rights for our members. We have made application to DFO for a Food, Social and Ceremonial license which will see individual fishing rights being made available to Qalipu members for the first time. Discussion with DFO is ongoing and the outcome of discussions appear positive. I anticipate ongoing consultation with our membership as we develop a framework for a fishing rights program.

Qalipu continues to engage the Federal Government regarding the establishment of an Urban Reserve – the Qalipu Business Park. Government has committed to contribute to initial funding to begin the preliminary work related to lands assessment and project planning for this venture. The Business Park Committee has been formed with representation by Federal and Provincial Governments, the City of Corner Brook, Chebucto Consulting Group and Qalipu First Nation. Establishing the Qalipu Business Park is an important component of our long-term strategy for business and community development leading to expansion of services to our members.

Our health and education programs continue to provide needed benefits to members with annual spending of \$11 million and \$ 6 million respectively. We have previously taken on administrative responsibility for the Medical Transportation component of the Non-Insured Health Benefits Program and will be overseeing administration of the Mental

THE CHIEF

Health Counselling Benefit this coming Fall. Our longer -term goal is to take over the administrative aspects of other components of the Non-Insured Health Benefits Program.

Qalipu First Nation continues to support many cultural initiatives and events in our communities. Support has been provided for the Bay St. George Powwow, Exploits Mawio'mi, Burgeo Colour and Culture Mawio'mi and the Killdevil Program. The Qalipu Cultural Foundation has funded many community initiatives during the past year and will continue to provide financial support for community cultural events.

On July 26 (St. Anne's Day), Qalipu First Nation was accepted as a member of the Assembly of First Nations (AFN) at the AFN Annual General Meeting held in Vancouver. This is a significant milestone as we take our rightful place alongside other First Nations in Canada. Acceptance and acknowledgement by the AFN can be viewed as a form of reconciliation for Qalipu and all Newfoundland Mi'kmaq. We look forward to active participation and collaboration with the AFN in the coming months. Qalipu had strong support from other Atlantic Province Chiefs and proxies at the Vancouver meeting. Chief Mi'sel Joe and others from Miawpukek First Nation in attendance in Vancouver were

key in facilitating Qalipu's acceptance into the AFN.

In the coming year, you can expect the same high level of involvement in our communities by the incoming Qalipu Council. Focus will continue to be directed toward completing the many initiatives that have been outlined in our overall strategic plan and those new initiatives that will be identified by our community members. We endeavor to work together in peace, harmony and unity as we build a better tomorrow for our people and our Nation.

I wish to take this opportunity to thank our Qalipu Councilors for their work and contributions made to the development of our Band and to the people and communities of Qalipu First Nation during the past three years. For those leaving Council after the October 23, 2018 General Election, I wish you good health and success in your future endeavors.

Wela'lin

Chief Brendan Mitchell

Promotional Items **ALL PROCEEDS TO JANEWAY**



Hoodies, T-Shirts, Baseball Caps, Toques, License Plates, Tote Bags and Water Bottles available for sale at Glenwood, Grand Falls-Windsor, Corner Brook and St. George's Qalipu office locations.

- Hoodies \$35
- T-Shirts \$15
- Tote Bags
- Baseball Caps \$18
- License Plates \$20
- Toques \$15
- Water Bottles \$15

WELCOME

Kwe,

It is hard to believe that a year has come and gone since I last put pen to paper and gave you our annual update. My first year as Band Manager has been one of tremendous growth and opportunity for me personally, the Band as an organization and our community. The conversations around the enrolment process and the impacts to our community have been tough ones and my thoughts and prayers are with all of us as our friends, families and loved ones are impacted by enrolment. Having said that, this year we welcome some 5,000 new members and it is my firm desire that you take advantage of this wonderful opportunity to explore your heritage, learn and understand the beauty of Mi'kmaq customs and stand as humble and proud l'nu.

The past year has been quite busy here in the administrative offices of Qalipu First Nation as the reports in the following pages will attest. Here at the Band office, we oversee the delivery of several programs and services to help and support the membership including health benefits, post-secondary student support, employment programs, entrepreneurial support, youth engagement in K-12, tourism development and research in the fields of natural resources. In the past year we have supported 982 people in reaching their training and career goals, we have processed over \$1.7 million in Medical Transportation claims and worked on 21 research projects in the field of natural resources. We have tremendous growth and change over the last year. We restructured and rebranded two departments to more adequately reflect the work being carried out in those departments and have created a separate Department of Natural Resources.

We as well, undertook a review and redevelopment of our economic development arm. Qalipu Development Corporation (QDC) was established as a separate entity from the Band; we hired John Davis as the General Manager, who brought with him 30 years of experience in economic development. We established a Board of Directors of knowledgeable members and Indigenous leaders to ensure that QDC can continue to grow economic opportunities. These economic benefits can then be reinvested into our community and to further develop our self-reliance and our member programs and services. Take time to review the information contained within this report and I would like to take the opportunity to thank our staff for their hard work in 2017/2018 and the Chief and Council for their unwavering support.

Wela'liq



Keith Goulding, Band Manager

At Work with Qalipu

There are a total of fifty-six employees employed by Qalipu First Nation. Thirty-two employees work in the Corner Brook office; six in the St. George's office; four in the Glenwood office and two in the Grand Falls-Windsor office. In addition, twelve people are employed as Western and Central river guardians.

“Prior to hiring new employees, all new job opportunities are posted on the Band’s website and on the Career Beacon Job Opportunities website. Members are reminded to check regularly for any upcoming job postings.”

-Janet McAuley, Office Manager

TEL 709-634-6895

COMMERCIAL SPACE FOR LEASE IN GRAND FALLS-WINDSOR

LOCATION: 28 HARDY AVENUE
AVAILABLE: IMMEDIATELY

APPROXIMATELY 790 SQUARE FEET IS AVAILABLE WHICH IS SUITABLE FOR OFFICE OR RETAIL SPACE. COMMON KITCHEN AND BATHROOM AREAS. WHEELCHAIR ACCESSIBLE. LARGE PARKING LOT. HEAT AND LIGHT INCLUDED.



Indian Registration Administration

Tel. 1-709-679-2142 Toll Free 1-855-263-6440

Manage your Membership with Qalipu

- Add a child under the age of 18 to the Register (under a status parent)
- Apply for and renew your Secure Certificate of Indian Status card
- Change name after marriage or divorce
- Notification of death
- Membership transfer
- Correct personal information in the Indian Register
- Add an email to your ginu membership profile
- Provide Qalipu with your new address when you move, and find out what to do to update INAC with your new address.



Qalipu
FIRST NATION

Charmaine Bath | Indian Registration Administrator
Operations

45 Spruce Ave., Glenwood, NL, A0G 2K0
ph: (709) 679-2142 or 1-855-263-6440
fax: (709) 679-2344

JORDAN'S PRINCIPLE

WHAT IS JORDAN'S PRINCIPLE?

Jordan's Principle is a child-first principle named in memory of Jordan River Anderson, a First Nations child from Norway House Cree Nation in Manitoba who was born with complex medical needs. He spent more than two years unnecessarily in hospital while the Province of Manitoba and the Government of Canada argued over who should pay for his at home care. Tragically, Jordan died in the hospital at the age of five years old, never having spent a day in his family home

WHAT IS THE OVERALL INTENT?

Jordan's Principle makes sure all First Nations children can access the products, services and supports they need, when they need them. Funding is available and can pay for a wide range of services, such as mental health, education supports, respite, speech therapy, occupational therapy, medical supplies and equipment, and more.

HOW DO I MAKE A REQUEST?

Send an email to Patty Ginn, Atlantic Jordan's Principle Focal Point:

JordansPrincipleATL-PrincipedeJordanATL@hc-sc.gc.ca

or call Monday to Friday during regular business hours at Tel. (902) 440-4795.

If you do not have access to long distance or are calling after hours, on a weekend or holiday, call the national Jordan's Principle Call Centre at 1-855-JP-CHILD (1-855-572-4453). Calls to this number are answered or returned quickly, 24/7.

MAKING A DIFFERENCE TO OUR CHILDREN

Health Canada has approved funding for services under Jordan's Principle for 18 eligible Qalipu children residing in the Atlantic Region in 2017/2018. This reflects individually requested services and does not reflect any Qalipu children served as part of a group request for services.

JORDAN'S PRINCIPLE

Ensuring all First Nations children can access the products, services and supports they need, when they need them.



FINANCE DEPARTMENT

Financial accountability to our membership, stakeholders and partners is a high priority. The Department is responsible for the maintenance of financial records, meeting all reporting requirements and management of accounting controls.

DEPARTMENTAL UPDATE

2018 will go in the books as a busy and exciting year for the Finance Department. We are pleased to report that Council has signed a letter of cooperation with the First Nations Financial Management Board. With this letter we are joining many other First Nations across Canada in the important process of Financial certification by the Board. This exciting opportunity will give Qalipu First Nation a chance to further refine internal controls in Finance, Governance, Human Resources and Information Technology. Full certification will allow Qalipu to join a growing number of First Nations that have opted out of the Indian Act and have joined the First Nations Fiscal Management Act. Qalipu is hoping to be added to the list of participating First Nations early fall.

GENERAL ASSESSMENT

Each year, Indigenous and Northern Affairs Canada (INAC) prepares a report highlighting the strengths and risks of each agreement holder. As written by INAC, "The General Assessment Workbook is used to assess the following risk factors: governance, planning, financial management, program management and other considerations. Information about recipients is compared to a series of benchmarks that describe different risk levels and the recipient is assigned a risk level according to the following categories: 'low', 'medium' or 'high.'" Qalipu is continually looking to provide excellent service, while meeting all contractual obligations with Canada. Our score in the 2017-18 fiscal year was 1.51, the best score among First Nations in Canada. This score reflects the hard work done by the Band and its partners to continue to meet these obligations.

RATIOS

In relation to the General Assessment, the financial position of the organization is also evaluated. Financial ratios are prepared to determine the organizations ability to meet financial obligations. Three primary indicators are considered by INAC: Liquidity Ratio (threshold: 0.90) – a measure of whether bills can be paid over the coming year); Sustainability (Net Debt) Ratio: (threshold: 0.50) – a

measure of whether obligations can be met beyond 1 year; and Working Capital ratio (threshold: 0.80) – a measures of whether this month's bills for service delivery can be paid. An analysis of last year's audited financials (2016-2017) was undertaken, and INAC has found that these ratios have yielded a positive result. Analysis of 2017-2018 is ongoing.

AUDITED CONSOLIDATED FINANCIAL STATEMENTS

Qalipu First Nation had a successful year in meeting its financial reporting requirements. The financial statements included on the following pages represent the consolidated operations of the Band and its wholly-owned commercial enterprises: Qalipu Development Corporation (QDC), Mi'kmaq Commercial Fisheries Inc. (MCF), Qalipu Management Services Inc. (QMS), Qalipu Marine Holdings Ltd. (QMH), and Qalipu Project Support Services Ltd. (QPSS). In 2017-2018, the Band earned revenues of \$12.2 million and had total expenditures of \$11.6 million, resulting in a surplus of \$566,609. The Band's auditors completed their final report on June 1 and reported that the financial statements are fairly presented.



QALIPU FIRST NATION
CONSOLIDATED STATEMENT OF REVENUE
FOR THE YEAR ENDED MARCH 31, 2018

	<u>Budget</u>	<u>2018</u>	<u>2017</u>
REVENUE			
Federal Government			
Indigenous and Northern Affairs			
Canada (Note: 18)	\$ 7,997,698	\$ 7,904,532	\$ 6,273,221
Employment and Social Development Canada	1,443,073	1,344,873	1,292,231
Health Canada	1,599,705	1,532,159	758,769
Fisheries and Oceans Canada	215,000	445,000	440,000
Department of Canadian Heritage	28,041	23,526	
Atlantic Canada Opportunities Agency	21,046	27,531	167,612
Canadian Environmental Assessment Agency	32,691	13,728	
Provincial Government			
Department of Advanced Education & Skills	43,841	23,154	159,242
Department of Business, Tourism, Culture and Rural Development	26,676	26,676	56,336
Department of Health and Community Services		1,409	606
Women's Policy Office	40,034	40,034	15,179
Newfoundland and Labrador English School District	30,000	4,975	
Commercial Fishery		276,473	295,384
Rent		221,705	221,184
Government assistance		125,298	135,085
Emera	104,154	40,329	58,262
Other Commercial Enterprises		37,905	283,374
Miscellaneous	19,589	32,143	26,659
Management and administration fees	8,242	34,673	43,934
Flat Bay Band Inc.	22,397	22,400	
Bay St. George Mi'kmaq Cultural Revival Committee	12,000	12,000	
Congress of Aboriginal Peoples	3,447	11,700	39,564
Client recovery revenue			3,221
Stantec Consulting Ltd.	22,000	4,927	876
	<u>\$ 11,669,634</u>	<u>\$ 12,207,150</u>	<u>\$10,270,739</u>

The accompanying notes and supplementary schedules are an integral part of these financial statements

QALIPU FIRST NATION
CONSOLIDATED STATEMENT OF EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2018

	<u>Budget</u>	<u>2018</u>	<u>2017</u>
EXPENDITURES			
Skills development - University	\$ 4,511,777	\$ 4,830,912	\$ 3,614,163
Wages and benefits	2,557,048	2,332,812	2,074,670
Skills development - Community College	1,534,479	1,262,197	1,004,818
Health Benefits payments	1,233,570	1,166,024	512,705
Travel and meetings	327,162	275,145	259,846
Amortization of tangible capital assets	99,285	257,641	222,059
Maintenance and supplies	3,207	212,956	269,442
Office and postage	100,107	124,873	86,701
Wage subsidy	115,841	109,446	119,897
Honorariums and per diems	115,057	103,991	109,305
Consulting and research fees	141,412	92,854	260,094
Summer program	81,122	86,881	79,415
Rent	56,046	66,918	71,809
Telephone	57,109	64,807	60,697
Boat fuel and bait		63,301	88,475
RCMP youth program	67,609	57,839	42,203
Utilities		57,436	44,667
Staff skills development	44,845	55,621	46,536
Insurance	22,870	54,991	54,641
Professional fees	58,600	54,285	78,345
Interest on long term debt		48,188	48,188
Self employment assistance	60,000	40,358	45,225
Municipal tax		33,618	30,598
Gifts and donations	23,000	30,598	
Reserve for election (Note: 13)	30,000	30,000	30,000
Licences and fees	25,261	23,022	20,947
Contracted services		19,178	178,145
Graduate incentive	62,500	13,271	73,364
Cultural activities	12,000	12,600	17,057
Interest and bank charges	6,000	12,402	13,403
Career Threads Program	14,000	11,132	18,262
Advertising and promotion	19,746	9,233	23,484
Contribution to Qalipu programs	9,093	9,200	
Capacity building	21,623	6,780	3,129
Promotional items		5,665	4,975
Bad debts		3,655	
Miscellaneous	286	636	8,428
Communications	1,200	416	
Aboriginal health program	15,000		35,000
Targeted training program	70,000		22,284
Outdoor Education Program			4,500
Equipment purchases	91,985		
Income taxes		(341)	(917)
	<u>\$ 11,588,840</u>	<u>\$ 11,640,541</u>	<u>\$ 9,676,560</u>

The accompanying notes and supplementary schedules are an integral part of these financial statements

OPERATIONS DEPARTMENT

Operations provides the support systems for Qalipu to excel in the development of services and programs for membership. Through our Quality Management System, we will ensure that continued improvement is an integral part of the administrative culture of the Band.

DEPARTMENTAL UPDATE

The Operations Department has seen some changes in structure. The Finance Division has become its own Department under the leadership of Comptroller Jodie Wells. This change allows for a greater focus and accountability in our financial management.

The Department has also welcomed a new Health Manager, Mitch Blanchard. We thank former manager, Rene Dyer, for her service to the Band and its membership, and wish her well on her journey.

ISO CERTIFICATION

Qalipu First Nation has been successful in obtaining ISO 9001 Certification for all Departments of the Band. The ISO Certification is a result of the Band's introduction of a Quality Management Program. It has taken several years to establish, through analysis and developing processes and protocols to ensure the Band administration is performing at the highest possible level with membership and other stakeholders. This is a significant achievement as it reflects the importance that is placed on accountability in operating the Band efficiently and effectively.

MEMBERSHIP

The role of the Indian Registration Administrator (IRA) is to maintain the integrity of information contained within the Indian Register. Although the Qalipu enrolment process is still underway, the IRA is able to

maintain current membership information by updating the following information in the Indian Register:

Add a child under the age of 18 to the Register, provided the child has a parent who is a current member of Qalipu. The parents or legal guardians must submit the original long form birth certificate along with a completed Application for Registration of a Child under the Indian Act.

Change of name due to marriage. A copy of the marriage certificate must be included.

Change of name due to divorce. A copy of the certificate of divorce must be included.

Notification of death. A copy of one of the following documents must be provided: Funeral Director's Statement of Death; Death Certificate; or a Vital Statistics' Death Registration.

A Status Indian from another Band wishing to transfer their membership to Qalipu. Approval of such a transfer requires the permission of Chief and Council.

Correction of personal information contained within the Indian Register. If your personal information (such as name, date of birth, etc.) is incorrect in the Register, a member can request the information to be corrected. Documentation to support the correction must be provided.

Members wishing to update or correct their information in the Indian Register are asked to contact Charmaine Bath at (709) 679-2142 or cbath@qalipu.ca.

Members are reminded that SCIS cards expire. Adults within a ten-year time frame and children within a three-year time frame. Many children will have their cards expire this year and parents are asked to reapply. For help with this process in the St. George's or Corner Brook office contact Jodie Davis at (709) 634-4010 or by email at

jdavis@qalipu.ca. For assistance in the Grand Falls-Windsor or Glenwood office please contact Charmaine Bath at the contact information noted above.

HUMAN RESOURCES

Qalipu First Nation is supported by an Office Manager, who is responsible for Human Resources.

Fifty-six employees are employed with Qalipu First Nation, thirty-two employees work in the Corner Brook office; six in the St. George's office; four in the Glenwood office and two in the Grand Falls-Windsor office. Twelve people are employed as western and central River Guardians.

Prior to hiring new employees, all new job opportunities are posted on the Band's website and on the Career Beacon Job Opportunities website. Members are reminded to check regularly for any upcoming job postings.

ELECTION

An Elections Committee was established to evaluate and develop a new voting procedure for general elections to provide membership with greater ease and opportunity to vote in elections. The new voting process must be ratified by membership which will be done as part of the next general election in October of 2018. This means, if accepted, the new voting procedure will be used in the 2021 general election.

For more information on the proposed changes to our Custom Rules Governing Qalipu Mi'kmaq First Nation Band Elections, Please view the Q & A on our website here: <http://qalipu.ca/notice-of-referendum/>

2015–2020 STRATEGIC PLAN

Guiding Document

Strategic Planning is of critical importance to the ongoing development of Qalipu and the programs and services we provide to members.

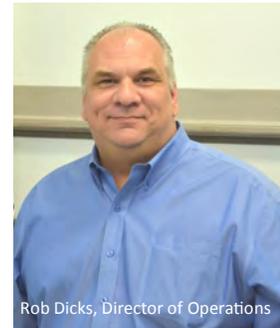


The current five year strategic plan was developed in consultation with Chief and Council, membership and staff.

Strategic planning is of critical importance to the ongoing development of Qalipu and the programs and services it provides to its members. Identifying goals and objectives through the strategic planning process ensures that the Band is not only maintaining effective management, but also looks to the future for ways to improve upon the current structure for the benefit of its members.

During 2017-2018, initiatives from the Strategic Plan were acted on including the expansion of the administration of the Non-Insured Health Benefit program for members in Atlantic Canada and a plan has been developed in conjunction with Health Canada to take over the administration of Mental Health Counseling in 2018-2019 fiscal year.

Replacement of the Band's network system this past year ensured a high level of security and integrity for the next five years of all information collected by the Band through membership services and programs. The information collected forms an essential part of analyzing information to aid in the development of future services and programs for membership.



Rob Dicks, Director of Operations

Priority areas and Key Objectives



- 1 Environmental Stewardship**—become recognized as having expert knowledge regarding specific areas of environmental concern, increase engagement of our members, with a focus on youth.
- 2 Member Services**—Continue to increase services available to members, increase self-sufficiency of members, leverage Band size to obtain benefits for members
- 3 Operational Excellence**—Maintain INAC General Assessment score of no higher than 3.0; maintain program accountability to Council, funding agencies and members; pursue ISO 9001 Quality Management Certification within three years.
- 4 Economic Development**—Work towards creating Band self-sufficiency; market our willingness to partner; sell our skills to others; create a business park.
- 5 Culture and Heritage**—Support the work of the Cultural Foundation; capture cultural teachings and knowledge base of elders; increase member pride

HEALTH DIVISION

Health encompasses all aspects of a person's life, which of course includes the spirit. By encouraging health and well-being through spirituality and cultural awareness, we holistically heal, not simply treat a disease or illness.

TRADITIONAL HEALERS AND COUNSELLING: MENTAL HEALTH

In late winter of 2017, Qalipu First Nation and Miawpukek First Nation partnered to collect information on traditional healing and counselling services relating to mental health across the province. We asked individuals to complete a short survey to aid us in gaining a greater understanding of what traditional healing and counselling services means to them, and our communities.

The survey informed us that 95% of the participants surveyed would use traditional healing and counselling services if they were available. Participants identified 46 individuals that help them with traditional healing practices or counselling.

During March, Qalipu hosted three sessions with sixteen of the identified traditional healers. At these sessions, the Manager of Health Services and the Resource Coordinator sought answers to questions like:

What do you do as a healer?

What do you think our communities need to heal?

Why do you provide healing?

What do you think a traditional healer is?

Answers ranged from working with medicines and plants, sharing teachings, ceremony, provide leadership and mentorship, as well as providing help and support to individuals and community.

It was very clear that these identified traditional healers were focused on inclusion, respect, grassroots beliefs and practices and that they think of themselves as helpers, not healers.

PARTNERSHIPS

Western Health and Qalipu First Nation have signed a Memorandum of Understanding to integrate healing, spirituality and cultural teachings of Qalipu First Nation to enhance addictions treatment for residents of the Humberwood Program, which is located in Corner Brook. Cultural teachings and sharing will be delivered by knowledge keepers and volunteers. The format will include smudging, healing stone, and medicine/nature walks.

HEALTH PROMOTION VIDEOS

Over the past winter Qalipu has been working with members from across the Nation to design and develop a series of promotional health videos that focus on chronic disease prevention and self-management. These videos support the integration of culture and traditional practices. In particular they focus on how to inspire others to embrace prevention and self-management of their own health.





JOANNE'S JOURNEY

"When I smudge, I get more focused in the now. When I bring it to my heart, this is what's truly me. When I wash it over my legs, this is where I need help at the moment. I'm strong, I'm here, and I'm in the present"

Joanne Bennett was diagnosed with Multiple Sclerosis in 2012. This condition has caused a lot of challenges in her life, but Joanne says that she draws strength from her community, culture and a connection to the Creator.

Check out this touching video about Joanne's journey, and her holistic approach to healing.



ANNE MARIE'S JOURNEY

Anne Marie was always involved in her community until the tragic death of her young grandson made her feel lost and alone.

"I went to a very dark place where, all you can think about is the loss and the pain. Nothing else comes into your mind... until one day you get a phone call and all of a sudden, the light comes on and you remember... the moment that I got into the circle, it was like a weight lifted. The culture brought me back."

Anne Marie's journey reminds us that in times of sadness and loss, we can find courage in our family, friends and community.

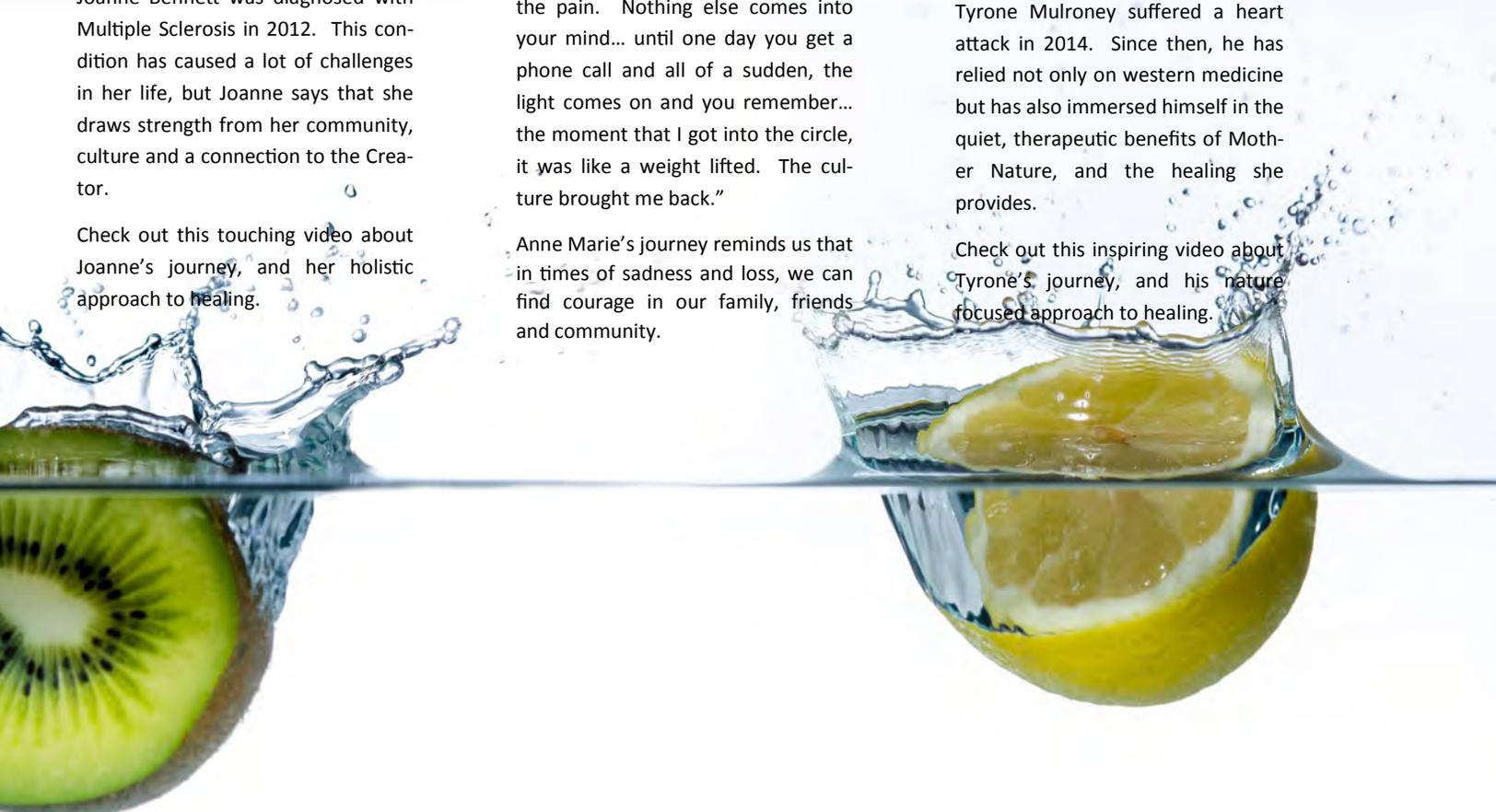


TYRONE'S JOURNEY

"My biggest therapy is Mother Nature... I feel responsible, as a Mi'kmaq person, to help Mother Nature. We look at everything, whether it is a rock or a tree, as life."

Tyrone Mulroney suffered a heart attack in 2014. Since then, he has relied not only on western medicine but has also immersed himself in the quiet, therapeutic benefits of Mother Nature, and the healing she provides.

Check out this inspiring video about Tyrone's journey, and his nature focused approach to healing.





Qalipu
FIRST NATION

HEALTH SERVICES

Improving the health and wellness of our members by bridging culture and tradition with enhanced access to health programs and services



To learn more about membership health benefits, services, and upcoming events visit the health section of our website

QALIPU.ca

ASK US ABOUT YOUR NIHB BENEFITS

Qalipu members are eligible for a variety of benefits including vision, dental and medical. For more information, and to find the forms you need to get coverage. To learn more, find our health team here: <http://qalipu.ca/about/office-and-e-mail-addresses/>



MEDICAL TRANSPORTATION BENEFIT

This benefit is an element of the Non Insured Health Benefit health plan which all members of Qalipu are eligible to receive. If you have to travel for medical attention, you may be eligible.

Contact us at 1-709-679-5743
Toll Free 1-855-263-6440



HEALTH DIVISION

Mitch Blanchard, Manager of Health Division



“BY ENCOURAGING HEALTH AND WELL-BEING THROUGH SPIRITUALITY AND CULTURAL AWARENESS, WE HOLISTICALLY HEAL, NOT SIMPLY TREAT A DISEASE OR ILLNESS.” -Mitch Blanchard

44 % of members surveyed

said that Aboriginal teachings and ceremonies help them with their mental health.



What’s impacting our ability to have a healthy diet? **43% of members** said it was their work schedule, **41% said stress** has the greatest impact.

Needs Assessments and surveys tell us about the health needs and concerns of members.



What program or initiative would you like to see from the Qalipu

Health Division? Email your thoughts to Manager Mitch Blanchard at

mblanchard@qalipu.ca

The five most influential factors on mental health:

Physical health, relationships, body image, finances and self-esteem.



Wow! **82% of members surveyed** agree that health initiatives should be culturally sensitive.



Follow the Health Division on Facebook here: <https://www.facebook.com/qalipuhealth/>





Jonathan Strickland, Director

HIGHLIGHTS

CONSULTATION MANAGEMENT

QNR has continued to participate in the engagement process of a number of projects. Consultation management is an increasingly important part of operations within the group and QNR is actively providing feedback and recommendations on Provincial and Federal Environmental Assessments.

YOUTH ENGAGEMENT

QNR Staff were rewarded with a number of opportunities to work with community youth. This years highlight was World Ocean's Day. With celebrations at seven schools over four days, QNR was able to engage with 600 students to focus on the importance of our oceans through games, activities, and presentations.

TRADITIONAL LAND USE

Interviews for Qalipu First Nation 2017/18 Traditional Land Use Study were conducted in the Corner Brook and Burgeo regions from November 20th, 2017 to January 8th, 2018 and sought participation from members. In total, 21 interviews were conducted whereby valuable traditional knowledge was successfully captured, recorded and stored in Trailmark, adding depth and breadth to the existing collection of information.

R NATURAL RESOURCES

Environmental consultation, Species at Risk, river monitoring, local traditional knowledge, invasive species, fishing licenses and quotas, community outreach and youth engagement.

"NATURE IS A MIRACLE WE DEPEND UPON"

Departmental Growth and continued success from Qalipu Natural Resources (QNR)

After the completion of an Organizational Review, QNR has graduated to receive its own Departmental Status. Jonathan Strickland is now the Director of this expanding portfolio.



Commercial Fishing provides financial security to families while allowing our members to live in their home province and honor our culture of sustainable resource harvesting. During the winter of 2017, QNR successfully received funding from DFO's Allocation Funding program (ATP) allowing the purchase of a new fishing enterprise including a 13A Lobster, Groundfish, Crab, Mackerel, Capelin, and Scallop with a 64'11" registration. The management of all Commercial Fishery assets will be

transitioned from QNR to Qalipu Development Corporation (QDC) during 2018. **Juvenile American Eel (Elver) Monitoring** QNR has been conducting American Eel research pre-dating Qalipu formation in 2011. The movement of Juvenile Eel (Elver) remains an area of research that QNR is particularly interested in. Several years of net modification and site selection has led to improved trapping success. 1249 juvenile eel were captured during May - July 2017. Continued trapping success will provide critical data to further understand juvenile eel movement.

Piping Plover are migratory shorebirds and a protected species at risk in Canada. QNR conducted 53 surveys

on Sandy Point/Flat Bay Peninsula during the 2017 field season. Three nests were located with a total of nine fledglings observed. Human disturbance remains a threat to these birds. Best practices for the protection of this species includes walking your dog on leash and avoiding ATV/UTV use on beaches where Piping Plover could frequent.





17-18

WETLANDS

Newfoundland and Labrador is a province largely covered by wetlands. Interestingly enough, this province is the only one in Atlantic Canada that does not have a detailed wetland inventory complete. Wetland Inventories are important for biological research as well as conservation and land use planning.

In 2017 QNR staff received funding from the National Wetland Conservation Fund (NWCF) to participate in Wetland Delineation training and Wetland Ecosystem Services Protocol Atlantic Canada (WESPAC) training. Once certified, QNR staff formally delineated four wetlands in Port au Port and Stephenville Crossing. Soil, vegetation, and hydrological indicators are used to determine the exact boundaries of each wetland. An Unmanned Aerial Vehicle (UAV) will also be used to assist in delineation using Aerial imagery.



PROTECTING OUR INLAND AQUATIC RESOURCES

The Qalipu Natural Resources Department is proud of its Aboriginal Fisheries Strategy Program. 12 River Guardians work seasonally in Western and Central Newfoundland, carrying out Fisheries Enforcement Activities and assisting with Biological Research.

Aquatic Invasive Species (AIS)

QNR staff are currently studying a number of Aquatic Invasive Species throughout the island of Newfoundland to understand the prevalence of the species, as well as the impact they are having on native species and their habitats. The most common of these species is Green Crab. In 2017, QNR trapped 7,047 green crab at three

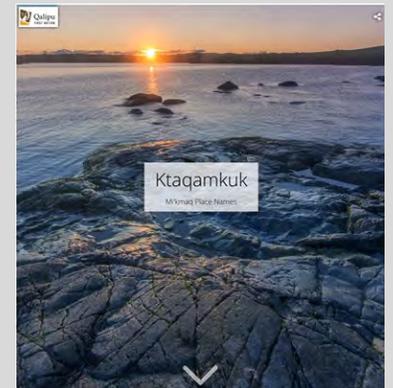
sites in western NL during July and August. Mitigating the effects of green crab on our local ecosystems will assist in Eelgrass protection, an important habitat for native species.



KTAQMKUK PLACE NAMES PROJECT—MAPPING OUR HISTORY

Our Mi'kmaq ancestors moved through this land and remained dependent on its resources for their very survival. As our history was shaped, we named geographic features that were important for many reasons. QNR's Geographic Information Systems (GIS) group worked with Qalipu's Culture and Heritage group to map some of those important places using Mi'kmaq language. Being an interactive map, a user can click on specific points of interest and get more information about that location as well as listen to a recording of the place

name spoke in Mi'kmaq. Please check it out at <http://bit.ly/placenames>





COMMUNITY DEVELOPMENT

“Our program and service offerings continue to advance each year. I am proud to report on the exceptional projects, programs and workshops delivered by our staff.” - Ralph Eldridge, Director of Community Development

2017-18 proved to be a year of transition for Service Qalipu, with the department realigning its programs and services to better meet the needs of our communities. The biggest operational change resulted in the Natural Resources division becoming its own department, with Jonathan Strickland leading a separate Operational Plan as new Director with QFN. This operational change allowed for a refocus of the programs we deliver, and an opportunity to provide more support to K-12 educational curriculum development. The departmental name was updated from Service Qalipu to the department of Community Development to better describe the program and service offerings we provide. Preparations have been made to perform a full review of programs and services in 2018-19,

allowing for a more comprehensive realignment of our resources in our three core program areas: Education and Youth, Tourism and Culture, and Entrepreneurial Support.

Community partnerships have remained core to the success of our department this year. The signing of Memoranda of Understanding with Parks Canada, Western Health and the NLESD Western Region have guided our special projects and community services. We have seen considerable growth in community development this past year through the strengthening of the Outdoor Education Program, working towards the creation of a social and emotional toolkit and through providing new visitor experiences in our National Parks.

ENTREPRENEURIAL SUPPORT

Our entrepreneurial support program aids members in business start-ups or improvements, wage subsidies and self-employment assistance programs, labor market research, business planning and assistance and referrals to funding sources or research partners.

The Economic development team has seen an increase in members seeking business support in the 2017-18 year. We currently have 261 active clients engaged in business investigation, planning, launching, business buy-out, operation or expansion. Last year 261 members sought out funding and general business information, 127 were assisted with labor market research, 68 members were assisted with business plan development and guidance, 49 members were referred to our Training and Education department for wage subsidy or the self-employment assistance program and 50 members were referred to external agencies.

In 2017-18, our outcome numbers show 35 clients have expanded their business, 58 members who have made improvements, 21 members bought out previously owned businesses and we had 18 new start-ups.

This past year, we have worked with members who proposed business ideas in a variety of sectors including agriculture, farming, fishing, bakeries, restaurants and health services. There has been a steady increase, again this year, in business opportunities surrounding Indigenous tourism, accounting for nearly one quarter of all inquiries.



EDUCATION OUTREACH

The Education Outreach division is dedicated to the development of Indigenous education by actively identifying opportunities to integrate Mi'kmaq traditional knowledge, history, language and culture in the delivery of provincial curriculum and through the development of programs, resources and events.

OUTDOOR EDUCATION (OEP) PROGRAM

Last year marked the 19th offering of the Outdoor Education Program; the only curriculum based, immersive outdoor education experience offered to grade five students in Newfoundland and Labrador. Seeing more than 19,000 students since its inception, the Outdoor Education Program has shaped the educational landscape and has offered a unique lens on teaching approaches. Through the formation of a strong partnership with Qalipu First Nation in 2014, to incorporate elements of Indigenous traditional knowledge, the Outdoor Education Program has grown to represent a successful model for experiential education rooted in the natural and cultural history that shapes this land and its people. It is one of the ways in which we are proudly making steps forward in education for reconciliation.

ABOUT THE OEP PROGRAM

The Outdoor Education Program is a 2.5-day program offered to all grade five students in the Western Region of the Newfoundland and Labrador English School District. It is made possible by the shared vision of its partners which include the NLESD, Qalipu First Nation, Qalipu Cultural Foundation, Parks Canada and Killdevil Camp and Conference Centre. This program is offered in the picturesque Gros Morne National Park where students, teachers and chaperones gather annually. The program is framed by a hands-on learning approach and fulfills provincial curriculum outcomes through the completion of seven lessons and a range

of additional activities. It is a unique fusion of core studies and Indigenous traditional knowledge that encourages environmental stewardship among our youth. The program also provides a safe space that promotes inclusivity, supports diversity, and encourages social growth.

SCHOOL OUTREACH AND THE MINI POWWOW

The School Outreach Program brings aspects of Mi'kmaq culture into the classroom. Here, children are provided with an introduction to Mi'kmaq culture and history by participating in a traditional talking circle, an interactive history lesson and a hands-on learning experience in rattle-making. In 2017, five schools participated in this program with four schools attending the larger Mini-Powwow events held at the Corner Brook Royal Canadian Legion. The Mini-Powwows were a celebration of Mi'kmaq culture through singing, drumming and dancing, concluding with a giveaway ceremony.





MOCCASIN JOURNEY

From June 26th to 30th, Qalipu First Nation partnered with Memorial University, Grenfell Campus to offer Moccasin Journey. This summer camp invited children from ages five to eight to celebrate Mi'kmaw culture through music, dance, craft, language and play.

CENTRAL SCHOOL OUTREACH

This past year, Qalipu was pleased to have had the opportunity to visit schools in the central wards to provide cultural teachings. We visited schools in Badger, Gander, Buchans and Grand Falls-Windsor. We were able to connect with about 200 students through these sessions. Teachings, stories and demonstrations were provided on medicine bags, dream catchers, jewelry making, medicine wheel, drumming, and bannock making.

WELL AHEAD PROJECT

In December, the department was awarded grant funding from the McConnell Foundation to develop a social and emotional toolkit to address identified needs faced by school-aged youth. The project was one of nine funded projects out of more than 120 applicants across the country. This multi-year project aims to provide a cultural approach to student health through the collaboration of multiple partners dedicated to this shared goal. In turn, we hope to impact systems change and disseminate the toolkit both provincially and nationally.



**“I LOVE KILLDEVIL
BECAUSE I FEEL SAFE WITH
MOTHER EARTH PROTECTING ME.”**

**“KILLDEVIL IS ONE OF MY FAVOURITE
PLACES IN THE WORLD!
I LOVE YOU GUYS!”**

**“I LOVE KILLDEVIL
BECAUSE IT GIVES YOU AN
OPPORTUNITY TO LEARN ABOUT NATURE,
TO SEE AND BE WITH NATURE.”**

The Nature of Education

The light in a child's eyes
beams with wonder, curiosity
at the beauty of Mother Earth

as ears are tuned to the splashing of the waves,
the chirping of the birds,
the rustling of the leaves

and hands are dusted with soil,
digging in gentle exploration
of treasures that lie beneath.

The scent of medicines
is lifted in prayer for all these things,
by the wind under Kitpu's feathery wings.



CULTURE & HERITAGE

The Qalipu Nation is committed to taking an active role in supporting the advancement of our culture in all our communities. We particularly strive to engage our Youth and Elder members, often bringing them together to share knowledge and teachings. This past year we held a number of celebrations, hosted events and workshops, and a major advancement was made in our Outdoor Education program.

WALTES

A community workshop of the traditional Mi'kmaq bone dice game of Waltes was presented with demonstrations at 11 events/locations on the west and central areas of K'taqamkuk. Approximately 255 people of all ages participated and were able to walk away with a knowledge of the game. Information was gathered, and a general rules document and rack tri-fold card were created and made available. The overall reception of the game was readily accepted, and participants emphasized that they would love to continue to learn about the game.



RNC JUNIOR POLICE ACADEMY



The Corner Brook Detachment of the Royal Newfoundland Constabulary, in partnership with the Qalipu First Nation, hosted the annual Junior Police Academy at Killdevil Camp in August for youth.

This camp provided an opportunity for participants and volunteers to take part in a fun filled and educational experience. The program's intent was to foster stronger and healthier relationships between the participants and the police by breaking down historical barriers and teaching the children about the importance of communication, trust, anti violence, responsibility, respect for nature and their surroundings, as well as, First Nation culture and heritage.

This years' camp was very successful with 52 participants taking part. A hit with the campers involved a special presentation with Cst. Mosher and his K9 Unit Garvey. As part of our cultural curriculum in 2017, we shared the importance of tobacco ties and medicine bags and had a demonstration of the Waltes game.

A FISH TALE

Dr. Jamie Skidmore, Associate Professor and Playwright, wrote the play, A Fish Tale. The lantern play is an outdoor theatrical spectacle that is rich with Mi'kmaq culture, folklore, and traditions, while exploring Newfoundland and Labrador fishing history.

This past year, he partnered with the Qalipu First Nation to complete research for the work, as well as recruit volunteers for puppetry workshops and play performances. In April, Dr. Skidmore hosted a drop-in workshop at the Corner Brook Community Room, where families and volunteers partook to create lantern puppets made of willow branches and other materials that were to be used during the play. On July 25th, participants, volunteers and the over 100 individuals from the community gathered at Margaret Bowater Park to enjoy the artistic production.

JILAQAMI'MU'TIEG

WE MAKE SNOWSHOE TRACKS

This past winter, a new workshop project called Jilaqami'mu'tieg - We Make Snowshoe Tracks was designed to engage participants in the traditional knowledge and craft of snowshoe making. The program was delivered in two phases. The first phase was to engage community members in the craft of snowshoe making, personal wellness and health education; and the second phase involved the promotion of physical activity and the formation of snowshoeing clubs. Two courses were held, one in Badger and the other in Gander. Both workshops had great uptake and received positive feedback. A follow-up project is planned for next year.



THE ELDER-FACE PROJECT

The Elder-Face project was held from May 2017 through to March 2018. The Elder-Face project was brought to various communities within the nine Qalipu wards. The 250 Seniors who took part in the sessions received information from organizations such as the health authorities, Victim Services, violence prevention organizations, the RCMP and SeniorsNL. The project led to the formation of an Elders group who are now knowledgeable of Elder/Senior abuse and who are able to advocate in their communities.

KTAQMKUK: MI'KMAQ PLACE NAMES



In 2017, an extension of our Mi'kmaq Place Names research project took place to broaden the original project's place name map, digitize it and add orthographical reference.

We conducted a great deal of research to find the place names and references documented throughout our rich history. We discovered over 250 place names, which were then documented, identifying their locations, references and history. This new project included an inclusive place name booklet and interactive website, with sound clips in both the local and Eskasoni dialects.

DANCERS AND DRUMMERS OF THE NEW DAWN

Violence and bullying are prevalent in our society with an estimated one in three Canadian adolescent students having experienced bullying recently. In response to this high incidence, Qalipu First Nation developed and delivered a program in August 2017, entitled Dancers and Drummers of the New Dawn: A Cultural Approach to Violence and Bullying Prevention. This program took place at the Indigenous Friendship Centre in St. George's offering cultural teachings and activities, including dancing and drumming, as well as a range of organization-led presentations. Throughout the course of the four-day program, 14 participants learned from community leaders, engaged in cultural practices and formed friendships along the way.

The program was also extended in the central region with sessions at the Kilmory Resort in Swift Current. During the 3 days, 14 youth participated in many team building and cultural activities. Violence and bullying information was provided by the RCMP, Eastern Health, NL Victim Services and Violence Prevention South and Central.

CELEBRATIONS



NATIONAL ABORIGINAL DAY

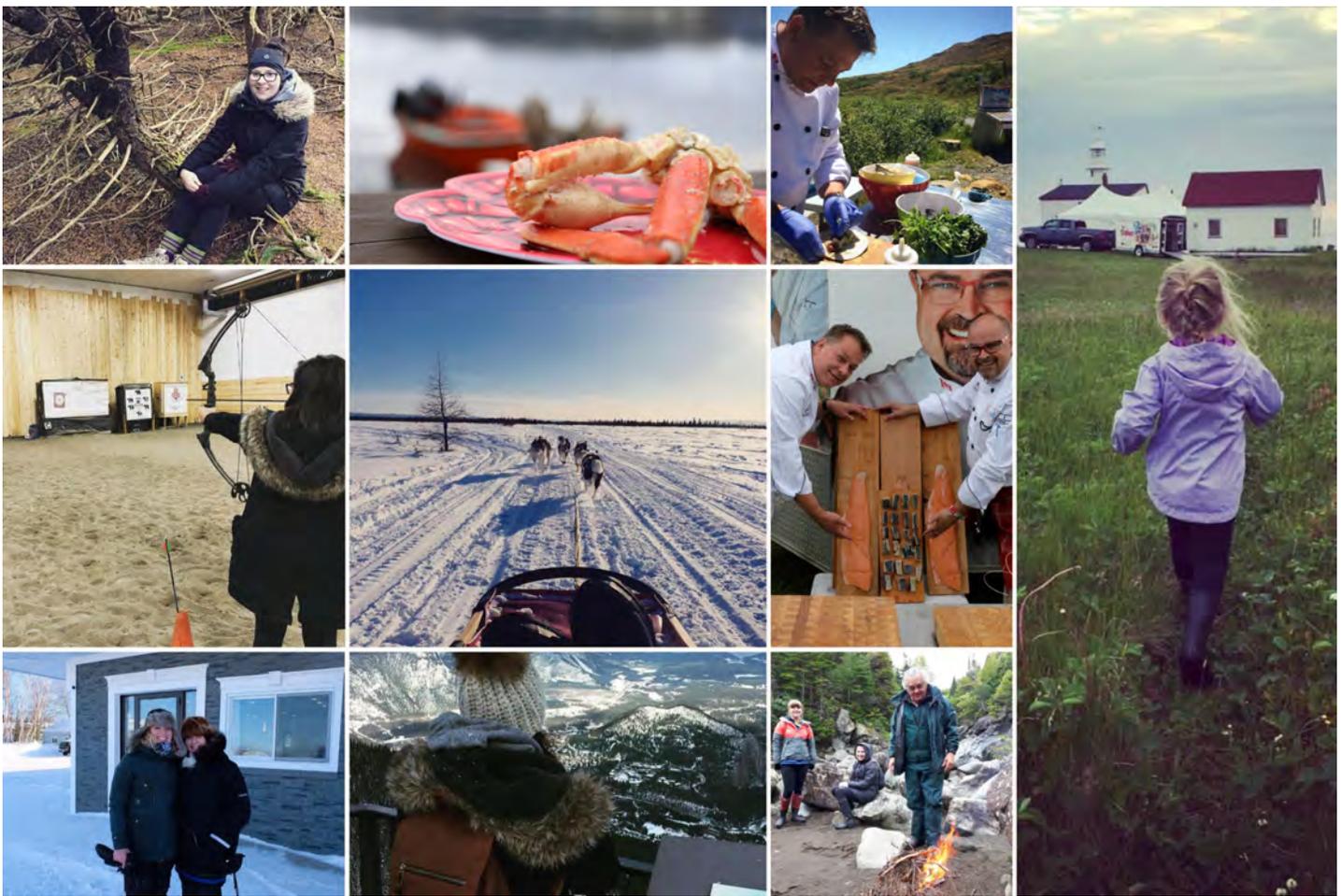
National Aboriginal Day 2017 was another great success thanks to the support of the community and our many partners. We had various Aboriginal groups host ceremonies throughout the day, along with community partners on site at Margaret Bowater's Park to perform demonstrations and share knowledge. Local vendors and Aboriginal artists were in the park selling their crafts and art. The day was highlighted with a concert in the park with Aboriginal musicians from our communities sharing their music. Fancy shall dancers took part and taught the many youth to dance during the concert.

ST. ANNE'S DAY

The Mi'kmaq people are known for honouring their Elders. The love, wisdom and teachings of our grandparents are important to us. Some say this is the reason why St. Anne, the mother of Mary and grandmother of Jesus, is so revered and celebrated in our culture. In fact, she has been the patron saint of the Mi'kmaq people since the early 1600's.

In 2017 again, we invited all to come out and be a part of this centuries old Mi'kmaq tradition of coming together to honour St. Anne, at the Sacred Heart Parish in Curling. This year, we had a variety of people join us while we held prayers, songs and feasting in honor of the celebrations.






EXPERIENCE QALIPU

Our goal is to help foster a strategic, scalable and sustainable tourism industry which will contribute to the economic, cultural and community development of the Qalipu First Nation and the Mi'kmaq People of Newfoundland and Labrador.

2017-2018 marked the second year of tourism development for the Qalipu First Nation. Guided by the five-year tourism strategy, this past year's activities focused on providing professionalization initiatives for current and emergent tourism operators, marketing Indigenous Tourism as a product within Newfoundland and Labrador and strengthening partnerships to foster a powerful tourism industry for our members.

Initiatives were primarily directed toward the development of people and place-based programming. Experience development workshops were offered by industry leaders such as Lori MacArthy, Don Enright, The Gros Morne Institute for Sustainable Tourism and Cal Martin from Frog in the Pocket. Themes explored were Indigenous interpretation, land-based experiences, story telling and product development.



STRENGTHENING PARTNERSHIPS

QFN has been working closely with the Indigenous Tourism Association of Canada (ITAC), sitting on the provincial conference planning committee and provincial working group. In November, QFN representatives attended the International ITAC conference, and in March we presented at the provincial forum in Goose Bay. ITAC and its partnering First Nations continue to work toward enhancing Indigenous tourism within the province, the Atlantic provinces and the Nation as a whole.

To further its mission, Qalipu has also taken seats on the NL Craft Council and Go Western Newfoundland Board. This past year, QFN continued to work in partnership with Parks Canada to provide educational visitor experiences within NL's National Parks and Historic Sites.



PETROGLYPH PAINT NIGHT



During the Summer of 2017, QFN partnered with Mi'kmaq artist, Marcus Gosse to offer a series of Indigenous themed paint nights around the

west coast of the Island. Paintings were completed using traditional petroglyphs that were traditionally used by Mi'kmaq people. Events were held in Corner Brook, Stephenville, St. George's and Pasadena. All proceeds from the events went to the facilitating artist.

1ST ANNUAL TOURISM FORUM

The 2017 Experience Qalipu Tourism Forum was held at the Marble Inn Resort in Steady Brook, with over 60 tourism operators, industry partners and community members in attendance. The event included cultural demonstrations, presentations from Hospitality NL and the Gros Morne Institute for Sustainable Tourism and an afternoon training session on cultural interpretation.

CRAFT DEVELOPMENT

During 2017-2018, QFN established a craft advisory committee that will oversee the development of a craft authentication program for Indigenous craft persons. The committee met in March and determined that the program should be open to all Mi'kmaq craft producers and include a set of quality standards that will greatly enhance the value of Indigenous products within the province.



To see what our Indigenous tourism operators and crafts people have to offer, visit our site ExperienceQalipu.ca. Created to highlight both member owned businesses as well as other tourism assets within the Province, ExperienceQalipu.ca connects potential visitors to the many experiences throughout our communities.

ExperienceQalipu.ca

If you are an Indigenous tourism business owner or craft person we would love for you to join our site. Visit our "Member's Page" or contact Tara Saunders, Qalipu Tourism Development Officer, for more information. tsaunders@qalipu.ca or 709-634-5972

Information You Should Know for the Qalipu Election on October 23

2018 is an election year for the Qalipu First Nation. Keep an eye on our website for all information. Here's what we want you to know now:

**AMENDMENT
VOTE**

Review the Q & A on our website and be ready to decide

**OCTOBER
09**

Your last chance to request a Mail-in Ballot

**ADDRESS
CHANGE?
UPDATE NOW**

Call Charmaine Bath at
709-679-2142

VISIT QALIPU.CA

EDUCATION AND TRAINING

Our mandate is to enhance the training level of our people and to secure employment opportunities to ensure our people are self-sufficient. The Education and Training Department offers a number of services for members in areas such as education, training, employment and partnerships.
—Monique Carroll, Director of Education and Training

POST-SECONDARY STUDENT SUPPORT PROGRAM (PSSSP)

2017-2018 has been another successful year for the Post-Secondary Student Support Program. This program provides funding for tuition, fees, books and or a living allowance for eligible clients. In this past year, we have funded 806 students under the Post-Secondary Program in a variety of college diplomas as well as undergraduate and post-graduate studies.

Education and Training works continuously to ensure that its programs and services are as responsive as possible to the needs of our clients and the labour market in which we live and work.

WORKING GROUP WITH THE ASSEMBLY OF FIRST NATIONS TO IMPROVE PSSSP

In the Federal Budget 2017 it was announced that the government would “undertake a comprehensive and collaborate review with Indigenous partners of all current federal programs that support Indigenous students who wish to pursue post-secondary education.” As part of this collaborative review, the Director of Education and Training was selected as one of four representatives from the Atlantic Region to sit on a Working Group with the Assembly of First Nations and other representatives from various First Nations across Canada for a Post-Secondary Education Federal Review. The working group has two tables, one with a focus on Institution and the other on students. The group was tasked with compiling recommendations for policy and programming change. The group met at three different times throughout the year for three days at a time. Two drafts of the review have already been submitted with edits and feedback. Some recommendations from the review have already been implemented into the INAC 2018-2019 Guidelines. The final PSE review report went to the Chiefs in Assembly as a resolution for directive at the Assembly of First Nations Annual General Assembly in July 2018.

APPLY FOR THE POST SECONDARY STUDENT SUPPORT PROGRAM

We encourage prospective students to carefully review our application criteria and make sure to apply early. This will ensure that your file is reviewed in a timely manner. Our program is administered by a dedicated staff throughout our offices in St. George’s, Corner Brook, Grand Falls-Windsor and Glenwood. Please visit our website for more information, and to contact members of our team.

My name is Shaunna Patey, also known as Shaunna Stares as I was recently married this summer! I began the Practical Nursing Program at the College of the North Atlantic in Grand Falls-Windsor in September of 2015, and successfully graduated in December of 2016. I was lucky enough to have received support from the Qalipu education funding program. The resources I obtained from Qalipu were what assisted me in completing this incredibly challenging course. I graduated the program with academic honours, and received the Mental Health Clinical Award, the Clinical Excellence Award, and the President's Medal, which is awarded to the student who achieved the highest-grade point average at their campus for the Practical Nursing Program. I am currently working as a permanent full-time LPN float with Central Health and am very fortunate to be working on units such as the Medical Unit, Orthopaedic Surgery Unit, and General Surgery Unit. I have worked very hard to be where I am today, but I could not have achieved these things without the resources and support that I received from Qalipu First Nation. I want to say thank you, from the bottom of my heart, for all that Qalipu has done for me, as well as what you continue to do for countless other students who are now able to pursue their career aspirations.

Thank You!

Shaunna



ABORIGINAL SKILLS EMPLOYMENT AND TRAINING STRATEGY (ASETS)

Our ASETS program focuses on several different initiatives to improve the employability skills of our members. Through the ASETS program, we offer a full palette of programs to help connect members to employment opportunities. We offer employment programs, summer student programs, training programs and funding for students attending post-secondary education. In the past year, we have supported 26 clients in employment programs;

Self-Employment Assistance Program – 8

Graduate Incentive Program – 1

Wage Subsidies – 17

Training programs such as the Skills Parachute and Short-Term funding programs are also available for members. The Skills Parachute program has a directive to increase the skills of the client and improve their chances of maintaining or gaining employment. It is for a maximum of 5 days in length and a maximum cost of \$1,500. The Short-Term courses are longer than 5 days but less than 12 weeks in duration. In the past year, we have supported 12 clients in the Skills Parachute program and 1 client in the Short-Term funding program.

In addition, we funded 99 students for post-secondary education in programs with strong labour market demand. While we are proud

to be able to support these students, it is critical that youth get a chance to help themselves through relevant work opportunities. In this effort we are pleased to offer our youth summer work opportunities. This past year, we funded work programs for 30 summer students.

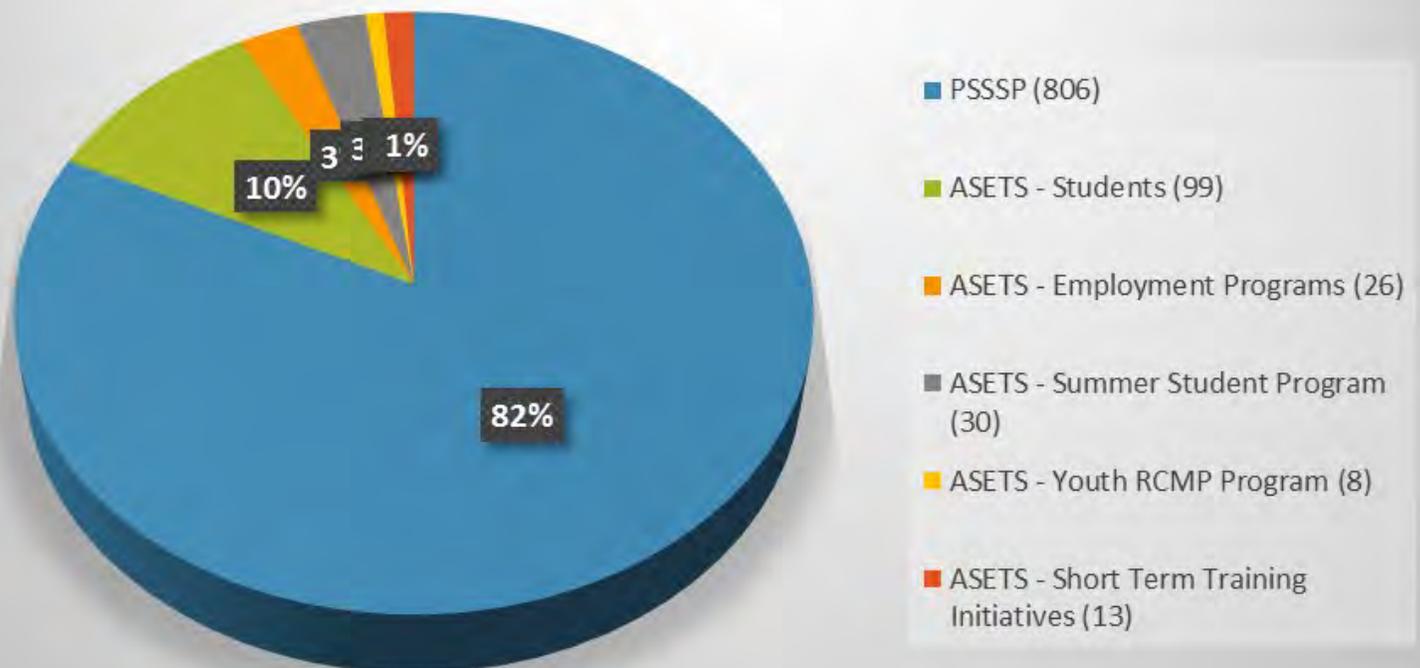
Our RCMP Summer Student Program has thrived in the past year as well with 8 students participating. This program is a long-time partnership with the RCMP in which our youth can work with the RCMP in select detachments in western and central NL in community outreach and youth engagement.

This brings our total for the ASETS program to 138 clients and the total number of clients supported through Education and Training in 2017-2018 to 806.

In order to allow our members to fully understand the funding programs and services provided by our Band, we have made our policy available on our website. The full “Local Guidelines” is available to our members online at <http://qalipu.ca/education-and-training/post-secondary-student-support-training/>

In addition to help support our members there is also a page dedicated to available bursaries, grants and scholarships available to aboriginal people. These links may be found at <http://qalipu.ca/education-and-training/scholarships-and-bursaries/>

Students Funded



PARTNERSHIPS

The Education and Training Department engaged in numerous partnerships this year. We would like to thank our partners for their dedication and their willingness to support our members and our programs. In the past year some partners of Education and Training included: RCMP, The Olde Brake House and Bay of Islands Inn, Flat Bay Indian Band, B. Gallant's Roofing, Newfoundland Smoke from the Sea, John F. Cammie Professional Corp., B & V Enterprises, Merles Parts and Recreation, and Raven Contracting, just to name a few.

The Department also continued to work with the Atlantic Association of Registrars & Admissions Officers (AARAO) to ensure that we participate in career fairs in each of the high schools that service students in our Wards. Client Service Officers attended the AARAO Career Fairs in each of their perspective areas in September 2017 to bring program information to members.

This office can only be effective if we can connect our members to these opportunities. In order to help facilitate this, we ask all members to update their education, training and work profiles on Ginu, our Labour Force Database at <http://qalipu.ca/login-options/>. In addition, we have procurement and employment links on our Education and Training website to help connect our members to opportunities.

RCMP STUDENT SUMMER PROGRAM 2017



Qalipu and the RCMP continue to work together to build a worthwhile work experience for Indigenous Youth who are interested in a career in policing and/or justice. This exciting job opportunity gives youth an insightful look at the RCMP and may help them decide if this is a career opportunity they wish to pursue. This is a nine week program which runs from June-August. Successful applicants attend a one week training session at the RCMP Headquarters in St. John's prior to being placed at the RCMP detachment closest to their home. This program is a great stepping stone for individuals interested in pursuing a career in the RCMP.

HEALERS OF TOMORROW GATHERING

The Healers of Tomorrow Gathering is a one-week summer camp held at the Grenfell campus in Corner Brook. This past year, the Education and Training Department partnered with Memorial University's Medical School to conduct this program which gives students an overview of various health care professions and explores a cross-section of College and University careers including Indigenous cultures and medicines. Facilitators for the sessions are people who work in these specific areas. Increased knowledge of in westernized medicines was enhanced through sessions about Indigenous medicines and healing practices presented by elders and/or healers from various First Nations/Inuit/Metis communities in the province. Camp participants earned a certificate in First Aid and, in addition to the facilitated sessions, students had the opportunity to participate in hands-on-activities simulating health care procedures. The activities were designed to include both western and Indigenous medicines.



EDUCATION & TRAINING DEPARTMENT PROFESSIONAL DEVELOPMENT



CANNEXUS 2018

Cannexus 2018 is a National Career Development Conference designed to promote the exchange of information and explore innovative approaches in the areas of career counselling and career development. This Career Development Conference is a way to connect with other career practitioners in career development to gain ideas and practices that will help in giving our clients a well-rounded experience along their career path. The wide variety of topics for the sessions gave the Education and Training staff the opportunity to choose the sessions that best fit our organization. This conference has helped the Client Service Officers and the Education and Training department to make connections with others in our field which will help keep up to date on any new and beneficial approaches that will grant better success to the clients. Many of the sessions have allowed the Education and Training staff to gain knowledge in career development areas that otherwise they would not have had access to. This conference was a huge success and all Education and Training staff who attended have expressed their excitement and appreciation in being able to attend such a great event. Staff in the Education and Training Department look forward to keeping up with the contacts made during these sessions and working toward gaining as much information that we can pass along to our clients.



Education and Training staff, Yvonne MacDonald and Vickie MacDonald participated in Grenfell Campus' 2nd Career and Entrepreneurial Expo on Tuesday, March 6th. With more than 180 undergraduate and graduate students about to receive their Degrees in May, this networking event was the perfect opportunity to connect highly skilled graduates and alumni with potential employers



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