

Qalipu First Nation  
5 Year Budget  
2020-2025

# Qalipu First Nation

## Consolidated Income Statement March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
DFO	349,660	215,000	215,000	215,000	215,000	215,000	215,000
Rent	3,200	0	0	0	0	0	0
ASCF Revenue	15,000	15,000	0	0	0	0	0
Intervale Revenue	77,295	77,295	66,345	66,345	66,345	0	0
Admin Fee	168,742	157,705	208,901	164,605	164,605	164,605	164,605
ISSETS	1,610,240	1,610,240	1,515,179	1,527,203	1,539,633	1,539,633	1,539,633
ISC Revenue BSF	471,235	471,235	471,235	480,660	490,273	510,080	520,282
ISC Revenue P&ID	141,336	60,327	0	0	0	0	0
ISC Revenue BEB	108,321	108,321	108,321	108,321	108,321	108,321	108,321
ISC Revenue Registry	176,153	176,153	176,153	179,676	183,270	186,935	190,674
ISC Revenue Climate Monitoring	7,931	7,931	0	0	0	0	0
Election Reserve Revenue	0	0	0	0	75,000	0	0
ISC Revenue LGCD	81,191	81,191	0	0	0	0	0
ISC Revenue LEDSP	939,654	939,654	941,923	960,762	979,977	999,576	1,019,568
ISC Revenue CORP	59,640	59,640	0	0	0	0	0
Emera Revenue	44,420	44,420	0	0	0	0	0
CEAA Revenue	42,534	28,885	21,794	0	0	0	0
BS Contribution to CORP	12,500	12,500	0	0	0	0	0
QDC Contribution to CORP	12,500	12,500	0	0	0	0	0
New Horizons Revenue	18,037	18,037	0	0	0	0	0
ISC Revenue PSSSP	6,077,742	6,052,490	4,974,272	5,074,954	5,171,591	5,273,220	5,273,220
Gov't of NL Health & Community Service	6,000	6,000	0	0	0	0	0
QNR Revenue Ec Dev.	8,600	8,600	0	0	0	0	0
NIHB Revenue	2,998,436	2,870,811	2,126,645	2,142,162	2,128,108	2,143,243	2,158,834
CMHC Revenue	6,500	0	0	0	0	0	0
Transport Canada	4,400	4,400	0	0	0	0	0
Interest Revenue	95,178	61,672	87,823	70,800	69,351	52,639	44,180
Miscellaneous Revenue	9,277	0	0	0	0	0	0
Draw from Surplus	0	46,030	0	0	0	0	0
Staff Fundraiser/Charity Revenue	454	0	0	0	0	0	0
Promotional Items Sales	1,017	0	0	0	0	0	0
<b>Total Revenue</b>	<b>\$13,547,192</b>	<b>\$13,146,037</b>	<b>\$10,913,591</b>	<b>\$10,990,488</b>	<b>\$11,191,474</b>	<b>\$11,193,252</b>	<b>\$11,234,316</b>

### Expenses:

Allowances	1,274,605	1,552,982	1,435,982	1,509,373	1,610,628	1,703,018	1,703,018
Tuition	2,866,158	3,874,671	3,110,683	3,136,393	3,134,469	3,134,469	3,134,469
Books	47,310	237,661	107,661	107,661	107,661	107,661	107,661
Fees	540,210	594,477	492,850	492,850	492,850	492,850	492,850
Salary and Wages	2,025,729	2,374,816	2,279,481	2,303,531	2,342,096	2,316,078	2,349,231
Scholarship	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Honorariums	71,170	83,200	79,200	79,200	79,200	79,200	79,200
EI Expense	41,786	50,636	49,061	49,586	50,010	49,718	50,445
CPP Expense	86,727	96,118	103,541	106,162	107,519	106,457	108,056
Workers Comp. Expense	36,544	43,847	41,501	44,288	45,105	44,377	44,968

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
Pension Plan Expense	95,238	136,997	136,323	136,870	139,232	141,590	143,704
Telephone	60,041	70,464	68,698	66,200	68,321	72,084	71,999
Counseling	499,847	450,450	450,000	450,000	450,000	450,000	450,000
Transportation	998,335	930,671	680,671	680,671	680,671	680,670	680,671
Meals	372,357	480,243	211,243	211,243	211,243	211,243	211,243
Accommodations	510,663	571,631	311,157	308,297	308,906	307,257	306,257
Travel	254,974	257,306	143,089	134,223	133,983	120,730	126,207
Field Supplies	28,767	12,928	1,067	785	1,904	0	0
Per Diems	28,642	27,200	29,113	29,113	27,613	27,613	27,613
Office Supplies	80,065	79,264	46,123	48,272	45,794	46,652	44,392
Postage & Courier	8,129	11,227	11,685	11,894	13,706	15,064	15,211
Rent	226,004	253,411	225,542	230,015	226,887	228,515	228,515
Interest and Service Charges	7,756	6,000	6,000	6,000	6,000	6,000	6,000
Vehicle Expense	1,095	1,438	900	900	900	900	0
Office Equipment	28,561	57,151	41,337	41,094	42,138	43,023	42,908
Admin Fee	113,124	170,655	153,974	156,474	153,974	146,949	146,949
Bookkeeping Expense	4,333	5,200	5,200	5,200	5,200	5,200	5,200
Staff Skills Dev.	25,556	42,425	41,500	34,976	37,799	34,449	30,469
Legal Fees	32,847	35,000	14,000	14,000	14,903	15,230	15,230
Capacity Building	3,067	4,807	5,250	8,000	7,500	7,000	7,000
Directors Benefits	265	1,500	1,500	1,500	1,500	1,500	1,500
Health Insurance	5,276	5,567	4,210	4,210	4,210	4,390	4,390
Consultant Fees	85,585	85,841	23,300	20,300	21,300	21,370	21,370
Professional Fees	5,767	53,300	24,000	22,000	67,000	22,000	22,000
Audit & Administration	17,263	17,263	23,703	24,681	24,509	24,507	24,507
Liability Insurance	10,072	10,072	22,870	21,870	22,870	22,870	22,870
Advertising and Promotions	12,104	25,171	11,000	11,000	17,897	16,220	17,220
Meeting Expense	51,358	57,450	44,000	43,448	43,000	44,500	45,250
Events & Conferences	0	0	7,200	7,200	7,200	7,200	7,200
Labour Force Database and Website	0	0	5,000	5,000	5,000	5,000	5,000
Office Cleaning and Maintenance	4,260	3,700	3,800	3,800	3,800	3,800	3,800
Cultural Activities	18,267	19,500	18,592	18,592	17,000	17,000	17,000
Program	157,821	272,091	310,355	310,355	310,355	308,495	308,495
Tech Support	0	10,000	10,000	10,000	10,000	10,000	10,000
Licences and Fees	11,605	22,000	20,000	15,000	15,000	15,000	15,000
Gifts & Donations	6,235	8,000	23,000	8,000	8,000	8,000	8,000
Miscellaneous	2,430	5,000	5,000	5,000	5,000	5,000	5,000
Contribution to Qalipu Programs	15,709	15,709	42,230	24,261	30,619	31,402	35,246
Reserve for Election	20,000	20,000	30,000	30,000	30,000	30,000	30,000
<b>Total Expenses</b>	<b>\$10,794,661</b>	<b>\$13,146,038</b>	<b>\$10,913,591</b>	<b>\$10,990,488</b>	<b>\$11,191,472</b>	<b>\$11,193,253</b>	<b>\$11,234,316</b>
<b>Net Income (Loss)</b>	<b>\$2,752,531</b>	<b>-\$1</b>	<b>-\$0</b>	<b>-\$0</b>	<b>\$2</b>	<b>-\$0</b>	<b>\$1</b>

# Qalipu First Nation

## Education and Training Income Statement March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
ISETS	1,610,240	1,610,240	1,515,179	1,527,203	1,539,633	1,539,633	1,539,633
ISC Revenue PSSSP	6,077,742	6,052,490	4,974,272	5,074,954	5,171,591	5,273,220	5,273,220
<b>Total Revenue</b>	<b>\$7,687,982</b>	<b>\$7,662,730</b>	<b>\$6,489,451</b>	<b>\$6,602,157</b>	<b>\$6,711,224</b>	<b>\$6,812,853</b>	<b>\$6,812,853</b>
<b>Expenses:</b>							
Allowances	1,274,605	1,552,982	1,435,982	1,509,373	1,610,628	1,703,018	1,703,018
Tuition	2,866,158	3,874,671	3,110,683	3,136,393	3,134,469	3,134,469	3,134,469
Books	47,310	237,661	107,661	107,661	107,661	107,661	107,661
Fees	540,210	594,477	492,850	492,850	492,850	492,850	492,850
Salary and Wages	557,513	692,332	612,728	639,686	649,150	658,803	663,661
Scholarship	1,000	1,000	1,000	1,000	1,000	1,000	1,000
EI Expense	12,255	15,240	14,438	15,056	15,273	15,494	15,604
CPP Expense	12,563	15,199	26,385	27,969	28,152	28,598	28,825
Workers Comp. Expense	10,391	13,545	12,906	13,254	13,675	13,652	13,752
Pension Plan Expense	13,875	18,305	36,366	36,688	37,326	38,011	38,350
Telephone	16,416	20,286	18,739	18,359	14,675	16,959	17,785
Accommodations	7,633	9,856	9,000	6,141	6,750	5,100	4,600
Travel	28,792	52,800	36,513	40,346	42,992	38,122	40,605
Office Supplies	15,840	25,091	17,603	18,641	17,064	18,436	15,972
Postage & Courier	2,705	3,809	4,837	4,700	5,500	5,500	5,500
Rent	62,748	72,835	74,574	74,574	70,263	74,574	74,574
Office Equipment	10,057	32,473	21,243	21,000	21,000	21,000	19,000
Admin Fee	29,862	35,834	35,834	35,834	35,834	35,834	35,834
Staff Skills Dev.	11,455	25,800	28,000	20,800	22,000	19,150	15,171
Legal Fees	2,000	4,000	2,000	2,000	2,903	3,230	3,230
Capacity Building	3,067	4,807	5,250	8,000	7,500	7,000	7,000
Health Insurance	4,000	3,571	2,200	2,200	2,200	2,200	2,200
Consultant Fees	5,160	10,000	10,000	7,000	8,000	9,370	9,370
Professional Fees	5,767	12,000	4,000	2,000	2,000	2,000	2,000
Audit & Administration	11,263	11,263	12,703	13,681	13,509	13,507	13,507
Liability Insurance	3,202	3,202	5,000	4,000	5,000	5,000	5,000
Advertising and Promotions	4,525	12,000	4,000	2,000	2,897	3,220	3,220
Meeting Expense	911	1,000	2,000	1,000	1,000	1,000	1,000
Labour Force Database and Website	0	0	5,000	5,000	5,000	5,000	5,000
Office Cleaning and Maintenance	2,650	2,600	2,600	2,600	2,600	2,600	2,600
Program	157,821	272,091	310,355	310,355	310,355	308,495	308,495
Tech Support	0	10,000	10,000	10,000	10,000	10,000	10,000
Licences and Fees	10,186	20,000	15,000	10,000	10,000	10,000	10,000
Miscellaneous	270	2,000	2,000	2,000	2,000	2,000	2,000
<b>Total Expenses</b>	<b>\$5,732,213</b>	<b>\$7,662,730</b>	<b>\$6,489,451</b>	<b>\$6,602,158</b>	<b>\$6,711,224</b>	<b>\$6,812,853</b>	<b>\$6,812,853</b>
<b>Net Income (Loss)</b>	<b>\$1,955,769</b>	<b>-\$0</b>	<b>-\$0</b>	<b>-\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-\$0</b>

2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
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# Qalipu First Nation

## Administration Income Statement March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
Rent	3,200	0	0	0	0	0	0
Admin Fee	168,742	157,705	208,901	164,605	164,605	164,605	164,605
ISC Revenue BSF	471,235	471,235	471,235	480,660	490,273	510,080	520,282
ISC Revenue P&ID	141,336	60,327	0	0	0	0	0
ISC Revenue BEB	108,321	108,321	108,321	108,321	108,321	108,321	108,321
ISC Revenue Registry	176,153	176,153	176,153	179,676	183,270	186,935	190,674
Election Reserve Revenue	0	0	0	0	75,000	0	0
ISC Revenue LGCD	81,191	81,191	0	0	0	0	0
Interest Revenue	95,178	61,672	87,823	70,800	69,351	52,639	44,180
Miscellaneous Revenue	9,277	0	0	0	0	0	0
Draw from Surplus	0	46,030	0	0	0	0	0
Staff Fundraiser/Charity Revenue	454	0	0	0	0	0	0
Promotional Items Sales	1,017	0	0	0	0	0	0
<b>Total Revenue</b>	<b>\$1,256,104</b>	<b>\$1,162,634</b>	<b>\$1,052,433</b>	<b>\$1,004,062</b>	<b>\$1,090,820</b>	<b>\$1,022,580</b>	<b>\$1,028,062</b>

### Expenses:

Salary and Wages	452,924	510,430	527,146	497,024	530,126	509,982	513,740
Honorariums	71,170	83,200	79,200	79,200	79,200	79,200	79,200
EI Expense	6,829	8,179	9,038	8,330	8,617	8,703	8,799
CPP Expense	49,538	43,457	19,680	18,358	19,074	19,382	19,566
Workers Comp. Expense	7,591	7,663	8,299	7,969	8,247	8,339	8,371
Pension Plan Expense	56,603	69,797	33,741	31,765	33,094	33,449	33,774
Telephone	13,691	14,400	14,160	14,160	14,660	14,160	14,160
Accommodations	14,190	28,518	14,000	14,000	14,000	14,000	14,000
Travel	66,120	92,260	53,200	53,200	53,200	53,200	53,200
Per Diems	27,800	26,400	27,613	27,613	27,613	27,613	27,613
Office Supplies	19,740	15,473	13,200	14,288	14,538	14,288	14,288
Postage & Courier	2,877	4,380	3,891	3,891	4,141	3,891	3,891
Rent	55,712	58,757	45,057	45,057	47,057	45,057	45,057
Interest and Service Charges	7,756	6,000	6,000	6,000	6,000	6,000	6,000
Office Equipment	11,977	5,852	3,682	3,682	4,726	5,611	6,697
Admin Fee	14,679	24,996	17,615	17,615	17,615	17,615	17,615
Legal Fees	30,847	31,000	12,000	12,000	12,000	12,000	12,000
Directors Benefits	265	1,500	1,500	1,500	1,500	1,500	1,500
Health Insurance	989	1,411	2,010	2,010	2,010	2,190	2,190
Consultant Fees	56,025	39,600	12,000	12,000	12,000	12,000	12,000
Professional Fees	0	0	20,000	20,000	65,000	20,000	20,000
Audit & Administration	5,000	5,000	10,000	10,000	10,000	10,000	10,000
Liability Insurance	0	0	11,000	11,000	11,000	11,000	11,000
Advertising and Promotions	3,836	3,900	0	0	2,000	0	0
Meeting Expense	25,099	29,360	22,000	22,000	22,000	22,000	22,000
Events & Conferences	0	0	7,200	7,200	7,200	7,200	7,200
Office Cleaning and Maintenance	1,610	1,100	1,200	1,200	1,200	1,200	1,200
Cultural Activities	17,000	17,000	17,000	17,000	17,000	17,000	17,000

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
Licences and Fees	1,419	2,000	5,000	5,000	5,000	5,000	5,000
Gifts & Donations	6,235	8,000	23,000	8,000	8,000	8,000	8,000
Miscellaneous	2,159	3,000	3,000	3,000	3,000	3,000	3,000
Reserve for Election	20,000	20,000	30,000	30,000	30,000	30,000	30,000
<b>Total Expenses</b>	<b>\$1,049,682</b>	<b>\$1,162,634</b>	<b>\$1,052,434</b>	<b>\$1,004,062</b>	<b>\$1,090,819</b>	<b>\$1,022,580</b>	<b>\$1,028,062</b>
<b>Net Income (Loss)</b>	<b>\$206,422</b>	<b>\$0</b>	<b>-\$0</b>	<b>-\$0</b>	<b>\$0</b>	<b>-\$0</b>	<b>-\$0</b>

# Qalipu First Nation

## Health Services Income Statement March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
New Horizons Revenue	18,037	18,037	0	0	0	0	0
Gov't of NL Health & Community Service	6,000	6,000	0	0	0	0	0
NIHB Revenue	2,998,436	2,870,811	2,126,645	2,142,162	2,128,108	2,143,243	2,158,834
CMHC Revenue	6,500	0	0	0	0	0	0
<b>Total Revenue</b>	<b>\$3,028,974</b>	<b>\$2,894,848</b>	<b>\$2,126,645</b>	<b>\$2,142,162</b>	<b>\$2,128,108</b>	<b>\$2,143,243</b>	<b>\$2,158,834</b>
<b>Expenses:</b>							
Salary and Wages	257,189	319,137	332,487	339,137	327,714	334,268	340,953
EI Expense	5,725	7,061	7,486	7,636	7,376	7,523	7,674
CPP Expense	11,947	12,029	15,514	15,824	15,305	15,610	15,923
Workers Comp. Expense	4,812	6,006	6,363	6,490	6,285	6,410	6,538
Pension Plan Expense	13,612	21,691	19,900	20,298	20,704	21,118	21,541
Telephone	11,720	15,128	9,869	7,751	13,056	15,035	14,124
Counseling	499,847	450,450	450,000	450,000	450,000	450,000	450,000
Transportation	998,335	930,671	680,671	680,671	680,671	680,670	680,671
Meals	372,357	480,243	211,243	211,243	211,243	211,243	211,243
Accommodations	480,532	518,557	281,657	281,657	281,657	281,657	281,657
Travel	127,481	17,681	9,286	8,863	5,977	7,014	10,550
Per Diems	842	800	1,500	1,500	0	0	0
Office Supplies	12,636	9,847	4,090	5,914	5,914	6,562	10,132
Postage & Courier	2,180	2,671	2,800	3,303	4,065	5,673	5,820
Rent	31,242	41,454	41,392	45,865	45,048	45,865	45,865
Office Equipment	2,681	7,395	9,895	9,895	9,895	9,895	10,695
Admin Fee	14,333	32,300	30,200	32,700	30,200	30,200	30,200
Bookkeeping Expense	4,333	5,200	5,200	5,200	5,200	5,200	5,200
Staff Skills Dev.	427	2,625	3,000	3,676	5,299	5,299	5,299
Health Insurance	179	543	0	0	0	0	0
Audit & Administration	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Advertising and Promotions	644	2,408	0	0	0	0	0
Meeting Expense	12,093	7,453	1,500	1,948	1,500	3,000	3,750
Cultural Activities	1,267	2,500	1,592	1,592	0	0	0
<b>Total Expenses</b>	<b>\$2,867,417</b>	<b>\$2,894,848</b>	<b>\$2,126,645</b>	<b>\$2,142,162</b>	<b>\$2,128,107</b>	<b>\$2,143,243</b>	<b>\$2,158,833</b>
<b>Net Income (Loss)</b>	<b>\$161,557</b>	<b>-\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1</b>	<b>-\$0</b>	<b>\$1</b>

# Qalipu First Nation

## Community Development and Natural Resources

### Income Statement

March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
DFO	349,660	215,000	215,000	215,000	215,000	215,000	215,000
ASCF Revenue	15,000	15,000	0	0	0	0	0
Intervale Revenue	77,295	77,295	66,345	66,345	66,345	0	0
ISC Revenue Climate Monitoring	7,931	7,931	0	0	0	0	0
ISC Revenue LEDSP	939,654	939,654	941,923	960,762	979,977	999,576	1,019,568
ISC Revenue CORP	59,640	59,640	0	0	0	0	0
Emera Revenue	44,420	44,420	0	0	0	0	0
CEAA Revenue	42,534	28,885	21,794	0	0	0	0
BS Contribution to CORP	12,500	12,500	0	0	0	0	0
QDC Contribution to CORP	12,500	12,500	0	0	0	0	0
QNR Revenue Ec Dev.	8,600	8,600	0	0	0	0	0
Transport Canada	4,400	4,400	0	0	0	0	0
<b>Total Revenue</b>	<b>\$1,574,134</b>	<b>\$1,425,825</b>	<b>\$1,245,062</b>	<b>\$1,242,107</b>	<b>\$1,261,322</b>	<b>\$1,214,576</b>	<b>\$1,234,568</b>
<b>Expenses:</b>							
Salary and Wages	758,103	852,916	807,118	827,684	835,106	813,025	830,877
EI Expense	16,977	20,155	18,099	18,564	18,745	17,998	18,369
CPP Expense	12,678	25,432	41,963	44,012	44,988	42,867	43,743
Workers Comp. Expense	13,750	16,633	13,933	16,575	16,898	15,977	16,306
Pension Plan Expense	11,148	27,204	46,317	48,120	48,108	49,013	50,039
Telephone	18,214	20,650	25,930	25,930	25,930	25,930	25,930
Accomodations	8,308	14,700	6,500	6,500	6,500	6,500	6,000
Travel	32,582	94,566	44,089	31,814	31,814	22,394	21,853
Field Supplies	28,767	12,928	1,067	785	1,904	0	0
Office Supplies	31,849	28,852	11,230	9,430	8,278	7,366	4,000
Postage & Courier	366	366	156	0	0	0	0
Rent	76,303	80,365	64,519	64,519	64,519	63,019	63,019
Vehicle Expense	1,095	1,438	900	900	900	900	0
Office Equipment	3,845	11,431	6,517	6,517	6,517	6,517	6,517
Admin Fee	54,250	77,525	70,325	70,325	70,325	63,300	63,300
Staff Skills Dev.	13,674	14,000	10,500	10,500	10,500	10,000	10,000
Health Insurance	108	43	0	0	0	0	0
Consultant Fees	24,400	36,241	1,300	1,300	1,300	0	0
Professional Fees	0	41,300	0	0	0	0	0
Liability Insurance	6,870	6,870	6,870	6,870	6,870	6,870	6,870
Advertising and Promotions	3,099	6,863	7,000	9,000	13,000	13,000	14,000
Meeting Expense	13,255	19,637	18,500	18,500	18,500	18,500	18,500
Contribution to Qalipu Programs	15,709	15,709	42,230	24,261	30,619	31,402	35,246
<b>Total Expenses</b>	<b>\$1,145,350</b>	<b>\$1,425,825</b>	<b>\$1,245,062</b>	<b>\$1,242,107</b>	<b>\$1,261,321</b>	<b>\$1,214,576</b>	<b>\$1,234,568</b>
<b>Net Income (Loss)</b>	<b>\$428,783</b>	<b>-\$0</b>	<b>-\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-\$0</b>	<b>\$0</b>

MAMKA  
5 Year Budget  
2020-2025

# MAMKA

DFO-Mamka  
Income Statement  
March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
DFO	332,691	272,690	262,491	262,491	262,491	262,491	262,491
<b>Total Revenue</b>	<b>\$332,691</b>	<b>\$272,690</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>
<b>Expenses:</b>							
Salaries and Wages	104,873	151,549	162,605	159,961	167,598	185,341	185,424
El Expense	2,290	3,495	3,752	3,691	3,867	4,445	4,450
CPP Expense	5,013	6,885	7,384	7,265	7,612	8,452	8,456
Workers Comp. Expense	2,159	2,887	3,100	3,049	3,195	3,525	3,613
Pension Plan Expense	8,808	10,857	10,405	11,148	11,563	13,424	13,437
Telephone	6,131	4,740	4,740	4,740	4,740	4,740	4,740
Accommodations	0	800	800	800	800	800	800
Travel	16,496	31,326	26,826	25,130	22,826	15,424	15,424
Supplies & Equipment	3,515	11,951	9,500	11,208	10,911	5,012	4,819
Postage & Courier	15	70	70	70	70	70	70
Rent	22,223	14,400	9,778	14,400	9,778	9,778	9,778
Interest and Service Charges	761	1,080	1,080	1,080	1,080	1,080	1,080
Skills Training	656	2,000	2,000	0	0	0	0
Contractors	5,000	6,000	6,000	6,000	6,000	0	0
Audit & Administration	0	3,800	3,800	3,800	3,800	3,800	3,800
Liability Insurance	22	6,000	6,000	6,000	6,000	6,000	6,000
Communications	366	2,000	2,000	2,000	0	0	0
Boat Equipment and Storage Rental	860	600	600	600	600	600	600
Property Plant and Equipment	0	10,200	0	0	0	0	0
Vehicle Expense	578	2,050	2,050	1,550	2,050	0	0
<b>Total Expenses</b>	<b>\$179,767</b>	<b>\$272,690</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>	<b>\$262,491</b>
<b>Net Income (Loss)</b>	<b>\$152,925</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

# MAMKA

## DFO-Marine Spatial Income Statement March 31, 2020

	2019-20 Actual	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget	2024-25 Budget
<b>Revenue:</b>							
DFO Marine Spatial	154,934	154,934	97,629	97,629	97,629	0	0
<b>Total Revenue</b>	<b>\$154,934</b>	<b>\$154,934</b>	<b>\$97,629</b>	<b>\$97,629</b>	<b>\$97,629</b>	<b>\$0</b>	<b>\$0</b>
<b>Expenses:</b>							
Salaries and Wages	0	54,240	48,294	48,748	48,697	0	0
EI Expense	0	0	1,271	1,283	1,282	0	0
CPP Expense	0	0	2,227	2,248	2,246	0	0
Workers Comp. Expense	0	0	995	1,004	1,003	0	0
Pension Plan Expense	0	0	3,864	3,900	3,896	0	0
Accommodations	0	0	3,000	3,000	3,000	0	0
Travel	0	10,000	10,000	10,000	10,000	0	0
Supplies & Equipment	0	46,300	12,399	11,867	11,926	0	0
Rent	0	5,400	5,400	5,400	5,400	0	0
Admin Fee	0	14,994	8,179	8,179	8,179	0	0
Skills Training	0	24,000	2,000	2,000	2,000	0	0
<b>Total Expenses</b>	<b>\$0</b>	<b>\$154,934</b>	<b>\$97,629</b>	<b>\$97,629</b>	<b>\$97,629</b>	<b>\$0</b>	<b>\$0</b>
<b>Net Income (Loss)</b>	<b>\$154,934</b>	<b>\$0</b>	<b>-\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

# Qalipu First Nation 2020-2021 Budget

## Departmental Profile

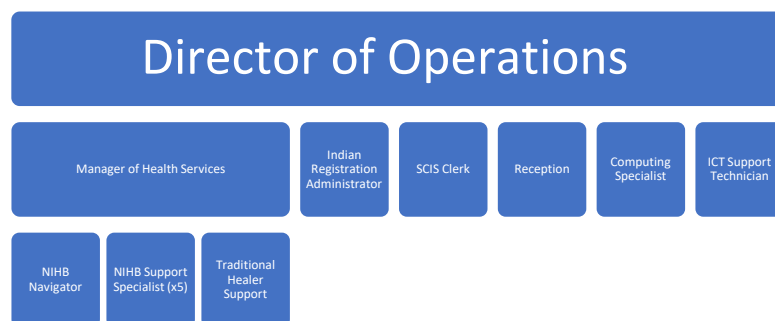
### 1.0 Overview of Department

The Operations Department supports the day to day running of QFN. The administration division provide support to the other departments, so they can effectively execute their mandates. As well, the Operations Department has front line workers that deal directly with the membership through the Health and IRA.

Department Structure Summary:

1. Director (1 Position)
2. Administration
  - a. Indian Registration Administrator (IRA) (2 Positions)
  - b. Administrative Support (1 Position)
  - c. IT and Computing Support (2 Position)
3. Health (7 Full Time, 1 Half Time Positions)

### 2.0 Organizational Flow Chart



### 3.0 Mandate

To execute administrative processes to support the day to day operations of QFN. Provide support to staff and departments in the areas of finance, administration and human resources. Provide member services in the area's health and social and Indian Registration.

### 4.0 Current Programs and Services

Administration: Human Resources, Reception, General Administration support and IT support.

IRA: provides service to membership in registering births, deaths, marriages, divorces, name changes, SCIS application and provides general information to members.

Health: NIHB – Medical Transportation  
NIHB - Mental Health Counselling

## 5.0 Proposed Programs and Services

### NIHB – Vision Care

In 2020-2021 QFN will see the transfer and the administration of Vision Care (VC) from ISC – NIHB to QFN. Members within Atlantic Canada will have this program benefited delivered by QFN. It is anticipated that this will create four additional positions: NIHB Accounting Clerk (2), NIHB Support Specialist, NIHB Support Coordinator. The salary and administration fees for these new list position and will be supported through ongoing Contribution Agreements from ISC.

See attached job description.

QFN as a service provider for NIHB – Mental Health. QFN will hire a social worker to provide cultural and western approach to the community.

The Community Health and Wellness Liaison is responsible for delivering outreach to Qalipu communities by providing a continuum of services such as: prevention, promotion, and education; assessments and care planning for individuals and families; consultation on cultural and clinical interventions.

ISC – NIHB has agreed that QFN current CA for NIHB-MHC can cover salary and benefits, additional agreements/ CA modifications need to be signed for administrative cost. At this time there is no administrative funding for this position.

See attached job description.

## 6.0 Current and Proposed Special Projects

### *Administration*

### *Health and Social*

1. Traditional Healers Program (current/ongoing)
2. Cancer Care
3. Feather Carriers – Life Promotions

## 7.0 Human Resource Statistics

	2019-2020	2020-2021
# of full-time employees	13	16
# of temporary employees	1	1
# of seasonal employees		
# of casual employees	1-2	1-2

**8.0 Description of your target client(s) if applicable.**

Administration: Staff/QFN Departments and Membership

IRA: membership

Health: Staff and Membership

**9.0 Budget Summary (compared to previous fiscal year)**

**Band Support**

2019-2020	\$618,643.00
2021-2020	\$

**Health**

Overall Budget

2019-2020	\$1,622,730.00
2020-2021	\$3,456,444.71

Health Budget Break Down

NIHB Medical Transportation Member Benefits

2019-2020	\$1,173,570.00
2020-2021	\$1,173,570.00

NIHB Management Support

2019-2020	\$247,274.00
2020-2021	

Navigator

2019-2020	\$94,929.00
2020-2021	\$96,828.00

Mental Health

2019-2020	\$81,957.00
2020-2021	\$84,416.00

NIHB Management Support – Mental Health

2019-2020	\$ 450,000.00
2020-2021	\$ 450, 000.00

Traditional Healer Support

2019 -2020	\$26,250.00
2020-2021	\$27,500.00

Proposed Vision Care

2019-2020	NA
2020-2021	\$1,090,000.00

Proposed NIHB Management Support – Vision Care

2019-2020	NA
2020-2021	\$239,800.00

**IRA (Indian Registration)**

2019-2020	\$176,153.00
2020-2021	



## **Job Description**

### **Accounting Clerk – NIHB Payments**

Reporting to: Director of Finance

The Accounting Clerk is responsible for providing financial, administrative and clerical services in order to ensure effective, efficient and accurate financial and administrative operations. The Accounting Clerk must comply with established organizational policies and procedures.

The Accounting Clerk is responsible for a range of activities that includes processing and monitoring payments and expenditures and preparing and monitoring the NIHB member payment system. Providing these services in an effective and efficient manner will ensure that members are paid in a timely and appropriate manner and that vendors and suppliers are paid within established time limits.

### **Responsibilities:**

1. Perform the day to day processing of financial transactions to ensure that Band finances are maintained in an effective, up to date and accurate manner.

Activities include:

- Receive and verify invoices and requisitions for goods and services
- Verify that transactions comply with financial policies and procedures
- Prepare, verify, and process invoices and coding payment documents
- Prepare batches of invoices for data entry
- Data enter invoices for payment
- Process backup reports after data entry
- Manage the cheque runs
- Record all cheques
- Prepare vendor cheques for mailing
- List all vendor cheques in the system
- Prepare manual cheques as and when required
- Maintain listing of accounts receivable and payable
- Maintain the general ledger
- Maintain updated vendor files and file numbers
- Print and distribute monthly financial reports

2. Complete payment functions in order to ensure that members are reimbursed in an accurate and timely manner.

Activities include:

- Establish and maintain confidential NIHB claim files
- Process all necessary claim related NIHB forms
- Verify payment amounts
- Verify coding and obtain signatures
- Batch payment sheets for data entry
- Enter payment data information
- Prepare and remit source deductions and payroll tax
- Prepare and remit union dues, project funds and any other employee benefit.
- Prepare monthly reports

3. Provide administrative support in order to ensure effective and efficient office operations.

Activities include:

- Maintain inventory files
- Monitor and order office supplies
- Prepare purchase orders
- Review and verify claims
- Maintain a filing system for all financial documents
- Ensure the confidentiality and security of all financial and claim files

4. Perform other related duties as required

## **KNOWLEDGE, SKILLS AND ABILITIES**

### ***Knowledge***

Educational requirements will include a post-secondary certificate and/or diploma in a related accounting function from an accredited institution. The Accounting clerk will have 3+ years of experience with similar duties and responsibilities, including:

- Knowledge of office administration and bookkeeping procedures
- Knowledge of accounts payable, accounts receivable and maintaining general ledgers
- Knowledge of payroll functions and procedures
- Ability to maintain a high level of accuracy in preparing and entering financial and payroll information
- Confidentiality concerning financial and employee files
- Excellent interpersonal and communications skills
- Analytical and problem-solving skills
- Attention to detail and high level of accuracy
- Effective organizational skills
- Excellent computer skills including the ability to operate computerized accounting, spreadsheet and word-processing programs.

### ***Skills***

- Excellent written communication
- Excellent interpersonal communication
- Computer skills including advanced knowledge of accounting software
- Stress management skills
- Time management skills

### ***Personal Attributes***

The incumbent must maintain strict confidentiality in performing the duties of the Accounting Clerk. The incumbent must also demonstrate the following personal attributes:

- Be honest and trustworthy
- Be respectful
- Possess cultural awareness and sensitivity
- Be a self-starter and able to work independently
- Be flexible
- Demonstrate sound work ethics
- Be creative

### **Work Environment**

This is an office-based position with duties predominantly met during regular working hours. Some travel and flexibility of work schedule may be required.

**Direct Reports:** None



## Job Description

### Non-Insured Health Benefits (NIHB) Support Specialist

Reporting to: Manager of Health Services

The NIHB Support Specialist is responsible for providing financial, administrative and clerical services to ensure effective, efficient and accurate delivery of the NIHB program based on an established set of policies and guidelines. The NIHB Support Specialist must also comply with established organizational policies and procedures.

The NIHB Support Specialist is responsible for a range of activities including evaluating, analyzing and processing NIHB client files and monitoring payments. This is accomplished through the incumbent's progressive development as a program specialist/expert in providing analytical interpretation and professional judgement for the NIHB program. Providing these services in an effective and efficient manner will ensure that client and service providers files are processed and paid in a timely and appropriate manner, that all records are appropriately created and stored, and that all reports are filed for Indigenous Service Canada (ISC).

### Responsibilities:

1. Preparation of documents using: computer word processing, spreadsheet, and database software
2. Ensure recipient information is correctly inputted into the claims processing system
3. Respond to member queries regarding claims
4. Respond to members queries regarding mental health counselling
5. Prepare and coordinating accommodations, transportation and meal reservations for members following Health Canada's guidelines
6. Prepare preapprovals and process mental health counselling claims.
7. Provide secretarial and administrative support to management and other staff, as needed
8. Ensure files are stored and maintained as per the Qalipu Electronic Records Management System and Quality Management Protocols
9. Other duties as required

# KNOWLEDGE, SKILLS AND ABILITIES

## ***Knowledge***

Post-secondary education in Office or Business Administration or other similar education. Medical terminology or previous experience working in a medical environment would be preferred. The NIHB Support Specialist will have 3+ years of experience with similar duties and responsibilities, including:

- Knowledge of office administration and records management procedures
- Knowledge of data entry systems
- Confidentiality concerning client health and financial records
- Excellent interpersonal and communications skills
- Analytical and problem-solving skills
- Attention to detail and high level of accuracy
- Effective organizational skills
- Excellent computer skills including the ability to operate spreadsheet and word-processing programs.

## ***Skills***

- Excellent written communication
- Excellent interpersonal communication
- Computer skills including strong knowledge of MS Office
- Stress management skills
- Time management skills

## ***Personal Attributes***

The incumbent must maintain strict confidentiality in performing the duties of the NIHB Support Specialist. The incumbent must also demonstrate the following personal attributes:

- Be honest and trustworthy
- Be respectful
- Possess cultural awareness and sensitivity
- Be a self-starter and able to work independently
- Be flexible
- Demonstrate sound work ethics
- Be creative

# Work Environment

This is an office-based position with duties predominantly met during regular working hours. Some travel and flexibility of work schedule may be required



## Job Description (Draft)

### Non-Insured Health Benefits (NIHB) Support Coordinator

Reporting to: Manager of Health Services

The NIHB Support Coordinator is responsible for providing financial, administrative and clerical services to ensure effective, efficient and accurate delivery of the NIHB program based on an established set of policies and guidelines. The NIHB Support Coordinator will provide guidance and leadership to NIHB Support Specialist on training, policies, procedures, best practices on established organizational policies and procedures.

The NIHB Support Coordinator is responsible for a range of activities including evaluating, analyzing and processing NIHB client files and monitoring payments. This is accomplished through the incumbent's progressive development as a program specialist/expert in providing analytical interpretation and professional judgement for the NIHB program. Providing these services in an effective and efficient manner will ensure that client and service providers files are processed and paid in a timely and appropriate manner, that all records are appropriately created and stored, and that all reports are filed for Indigenous Service Canada (ISC).

The NIHB Support Coordinator will work with the Manager of Health Services to ensure client files are accurately processed, identify budgetary requirements for NIHB benefits managed by Qalipu First Nation (QFN) and identify efficiencies in policies and procedures.

### Responsibilities:

10. Preparation of documents using: computer word processing, spreadsheet, and database software.
11. Ensure recipient information is correctly inputted into the claims processing system
12. Respond to member queries regarding claims.
13. Identify efficiencies in policies, procedures, and best practices.
14. Prepare and coordinating accommodations, transportation and meal reservations for members following organizational policies and guidelines.
15. Prepare preapprovals and process client's benefits administrated by QFN.
16. Provide guidance and leadership to NIHB Support Specialist team.
17. Provide secretarial and administrative support to management and other staff, as needed.
18. Ensure files are stored and maintained as per the Qalipu Electronic Records Management System and Quality Management Protocols for the Health division team.
19. Other duties as required

## KNOWLEDGE, SKILLS AND ABILITIES

### ***Knowledge***

Post-secondary education in Office or Business Administration or other similar education. Medical terminology or previous experience working in a medical environment would be preferred. The NIHB Support Coordinator will have 5+ years of experience with similar duties and responsibilities, including:

- Knowledge of office administration and records management procedures
- Knowledge of data entry systems
- Confidentiality concerning client health and financial records
- Excellent interpersonal and communications skills
- Analytical and problem-solving skills
- Attention to detail and high level of accuracy
- Effective organizational skills
- Excellent computer skills including the ability to operate spreadsheet and word-processing programs.

### ***Skills***

- Excellent written communication
- Excellent interpersonal communication
- Computer skills including strong knowledge of MS Office
- Leadership skills
- Time management skills

### ***Personal Attributes***

The incumbent must maintain strict confidentiality in performing the duties of the NIHB Support Coordinator. The incumbent must also demonstrate the following personal attributes:

- Be honest and trustworthy
- Be respectful
- Possess cultural awareness and sensitivity
- Be a self-starter and able to work independently
- Be flexible
- Demonstrate sound work ethics
- Be creative

## Work Environment

This is an office-based position with duties predominantly met during regular working hours. Some travel and flexibility of work schedule may be required



## Job Description

### Community Health and Wellness Liaison (Draft)

Reporting to: Manager of Health Services

The Community Health and Wellness Liaison is responsible for delivering outreach to Qalipu communities by providing a continuum of services such as: prevention, promotion, and education; assessments and care planning for individuals and families; consultation on cultural and clinical interventions.

The Community Health and Wellness Liaison supports Qalipu First Nation with the development and delivery of mental health and wellness programs that utilizes cultural, spiritual, and mainstream practices to address the wholistic health of individuals, families, and the community. the incumbent supports and collaborates with individuals, the community and partnering organizations with a combination of cultural supports and professional clinical information that improves the mental health and wellness of the community.

The Community Health and Wellness Liaison supports and collaborates with provincial governments, courts, child and youth services and organizations to advocate for the youth protection, welfare and justice.

### Responsibilities:

1. Provide and develop individual, family and group counselling which utilizes both cultural and mainstream systems.
2. Establish therapeutic goals with individuals and groups.
3. Assesses participant needs for mental health supports and interventions - in partnership with community supports.
4. Liaise with the individuals and group participant's external supports, as required.
5. Collect and maintain statistics and documentation for evaluation and reporting purposes.
6. Provide clinical consultation and collaboration, where applicable with other partner organizations; including but not limited to: assessments, referrals, follow-up and treatment planning for individuals, couples and families.
7. Participate in applicable committees and working groups
8. Contribute to and support the development of practice standards, procedures, and tools that include both cultural and mainstream approaches.
9. Participate in community education and community development activities as required.
10. Provide client advocacy and social justice for youth in protection and child welfare cases.

11. Ensure files are stored and maintained as per the Qalipu Electronic Records Management System and Quality Management Protocols for the Health division team.
12. Other duties as required

## KNOWLEDGE, SKILLS AND ABILITIES

### *Knowledge*

Post-secondary education in Psychiatric Nursing, Social Work or equivalent degree, along with current registration in good standing within their respective professional regulatory body/college, that meet the Indigenous Service Canada standards for NIHB Mental Health Care Providers. The Community Health and Wellness Liaison will have 2+ years of experience with similar duties and responsibilities, including:

- Knowledge of mental health wellness program development
- Effective clinical counselling skills
- Confidentiality concerning client health and financial records
- Excellent interpersonal and communications skills
- Analytical and problem-solving skills
- Attention to detail and high level of accuracy
- Effective organizational skills
- Excellent computer skills including the ability to operate spreadsheet and word-processing programs.

### *Skills*

- Excellent written communication
- Excellent interpersonal communication
- Computer skills including strong knowledge of MS Office
- Stress management skills
- Time management skills
- Culturally engagement with the indigenous community.

### *Personal Attributes*

The incumbent must maintain strict confidentiality in performing the duties of the NIHB Support Officer. The incumbent must also demonstrate the following personal attributes:

- Be honest and trustworthy
- Be respectful
- Possess cultural awareness and sensitivity
- Be a self-starter and able to work independently
- Be flexible
- Demonstrate sound work ethics
- Be creative

## Work Environment

This is an office-based position with duties predominantly met during regular working hours. Some travel and flexibility of work schedule will be required

**Qalipu First Nation**  
**2020-2025 Budget**  
**Finance**  
**Departmental Profile**

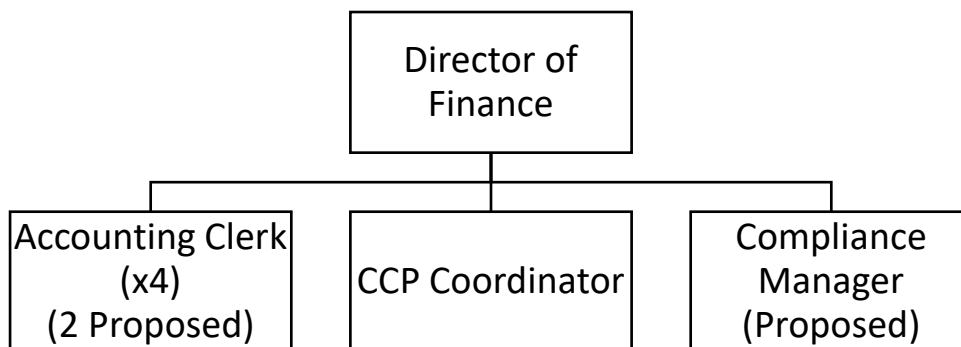
**1.0 Overview of Department**

The Finance Department supports effective management of QFN's money. The responsibilities of this department include budgeting, planning, reporting, managing cash, spending, borrowing, managing risks and capital assets. These activities support the First Nation in outlining and prioritizing its strategic goals and work plans and managing these through budgeting, reporting and reducing risks to the First Nation. The finance department also produces the Band's financial statements. In addition, the department is working to support the development of Qalipu Comprehensive Community Plan,

Department Structure Summary:

1. Director (1 Position)
  - a. Accounting Clerks (4 Positions with 2 Proposed positions)
  - b. CCP Coordinator
  - c. Compliance Manager (Proposed)

**2.0 Organizational Flow Chart**



**3.0 Mandate**

The Finance Department helps the Qalipu First Nation develop and implement strong and sustainable fiscal and financial policies and programs. It plays an important central role, working with other departments to ensure that the Band's agenda is carried out and that Council are supported with high-quality analysis and advice.

#### 4.0 Current Programs and Services

- General Financial Support
  - Reporting
  - Accounts Payable/Receivable, Payroll
  - Payment of NIHB benefits
  - Economic Development Support
  - Procurement
  - Managing Contracts
  - Budget Maintenance
  - Asset Management
  - Banking
- Council Support
  - Audited Financial Statements
  - Finance and Audit Committee
  - Budgeting Process
  - FMB Policy
  - Continuous Improvement of internal systems
- Comprehensive Community Plan
  - Consultation
  - Development

#### 5.0 Proposed Programs and Services

1. Compliance Manager (Job Description Attached)
2. NIHB Vision Project (2 New Accounting Clerks, Job Description Attached)

#### 6.0 Current and Proposed Special Projects

1. ERP Review
2. Economic Development Structure for QDC

#### 7.0 Human Resource Statistics

	2019-2020	2020-2021
# of full-time employees	6	9
# of temporary employees		
# of seasonal employees		
# of casual employees		

#### 8.0 Description of your target client(s) if applicable.

- Support of the Qalipu First Nation Function
  - Staff
  - Council

- Management
- Band Members
- Funders
- Interested Parties

## **9.0 Budget Summary (compared to previous fiscal year)**

Budgets already summarized in other Departments

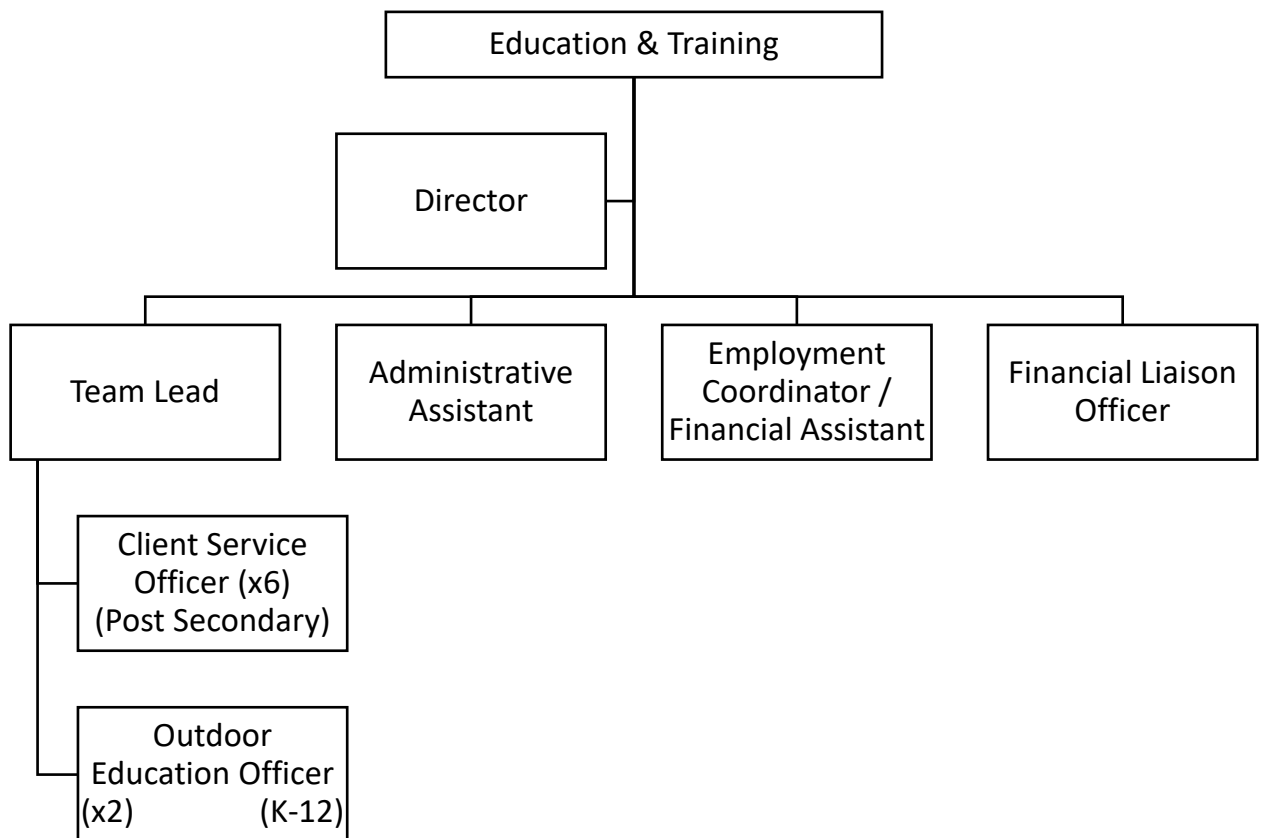
**Qalipu First Nation  
2020-2025 Budget**

**Education & Training Departmental Profile**

**1.0 Overview of Department**

Education & Training is a division of the QFNB Department of Education and Training. It provides access to career exploration, skills training, and employment assistance through the Indigenous Skills and Employment Training Program (ISETP) and the Post-Secondary Student Support Program (PSSSP). In addition, it provides K-12 Cultural Education programs.

**2.0 Organizational Flow Chart**



### **3.0 Mandate**

To improve the employability of individuals and help ensure they enter the labour market with adequate jobs. In particular to:

- Support the creation of local opportunities in the labour market;
- Help communities develop and implement measures likely to solve their labour market problems; and
- Encourage employers to assume responsibility for satisfying the labour market's changing needs for skills.
- Encourage students to achieve their full potential by improving student achievement and well-being through culture, and Education and Youth programs

### **4.0 Current Programs and Services**

- Post-Secondary Support
- Employment programs
- Youth Summer Employment Programs (YSEP & RCMP)
- Special Projects – Targeted Training - Initiative
- Skills Parachute/Short Term Programs
- Career Exploration for Youth between ages of 15-29 (Aboriginal Health Initiative (Pre-Med Summer Initiative, Med Quest, Healers of Tomorrow Gathering, High School Trades Camp)
- Career Counselling
- Employment Assistance Services
- K-12 Curriculum Development
- School Outreach Program
- Outdoor Education Program
- Education Partnerships Program

### **5.0 Proposed Programs and Services**

- Post-Secondary Support
- Employment programs
- Youth Summer Employment Programs (YSEP & RCMP)
- Special Projects – Targeted Training- Initiative
- Skills Parachute/Short Term Programs
- Career Exploration for Youth between ages of 15-29 (Aboriginal Health Initiative (Pre-Med Summer Initiative, Med Quest, Healers of Tomorrow Gathering, High School Trades Camp)
- Career Counselling
- Employment Assistance Services
- Education Partnerships Program

## 6.0 Current and Proposed Special Projects

- Well Ahead K-12 Wellness Project
- Education Partnership Program

## 7.0 Human Resource Statistics

	2019-2020	2020-25
# of full-time employees	11	13
# of temporary employees		1
# of seasonal employees		
# of casual employees		

## 8.0 Description of your target client(s) if applicable.

- Employment Programs to include Wage Subsidies, Seasonal Wage Subsidies, Graduate Incentive Programs and Self-Employment Assistance Programs. Target 15 placements
- Youth Summer Employment Programs to include Summer employment in each of the Ward areas, RCMP program and the RNC program. Target 33 placements.
- Career Exploration for Youth between ages of 15-29 (Aboriginal Health Initiative (Pre-Med Summer Initiative, Med Quest, Healers of Tomorrow Gathering). Target 15 placements.
- Post-Secondary Support for individual training. Target 27 clients funded under ASETS and 500 clients funded under PSSSP.
- Special Projects – Targeted Training Initiative. This will include Skills Parachute programs, Aboriginal Health Initiative (Pre-Med Summer Institute). Target 34 clients supported.
- Employment Assistance Services to include case management, career counselling, labour market information, employment referral, and program navigation. Target 109 served, participate in 1 career exploration session in each area, Central, Corner Brook, and Western.
- K-12 students in the Newfoundland English School District

## 9.0 Budget Summary (compared to previous fiscal year)

### PSE Budget

2019-2020	\$ 6,077,741.64
2020-2021	\$ 4,974,271.83
2021-2022	\$ 5,074,954.49
2022-2023	\$ 5,171,590.97
2023-2024	\$ 5,273,220.01
2024-2025	\$ 5,273,220.01

### NWT Budget

2019-2020	\$90,139.00
2020-2025	\$ 90,139.00

**ASETS CRF Budget**

2019-2020	\$1,111,352.00
2020-2021	\$1,014,792.00
2021-2022	\$1,021,494.01
2022-2025	\$1,031,205.00

**ASETS EI Budget**

2019-2020	\$ 498,888.00
2020-2021	\$ 500,387.00
2021-2022	\$504,344.00
2022-2025	\$508,428.00

**Well Ahead Project**

2019-2020	\$46,000.00
2020-2021	\$36,000.00

**Outdoor Education Program**

2019-2020	\$19,000.00
2020-2021	\$19,000.00
2021-2022	\$19,000.00

## Qalipu First Nation 2020-21 Budget

### Community Development

### Departmental Profile

#### 1.0 Overview of Department

The department currently has three pillars: Culture, Tourism and Craft and Community Economic Development. These pillars encompass numerous projects that help develop and build capacity within our Indigenous community.

#### 2.0 Organizational Flow Chart

The Management of the department includes the director and team lead for tourism and culture. The Cultural Resource Coordinator and Experience Development Officer report directly to the team lead and the Community Economic Development Officer reports to the director. Department admin also reports to the director.

#### 3.0 Mandate

To increase capacity within the Qalipu First Nation Community through cultural and economic development

#### 4.0 Current Programs and Services

- Tourism development
- Entrepreneurship
- Business Training
- Cultural events
- Community based projects

#### 5.0 Proposed Programs and Services

- Language program
- Recreation funds
- New Horizons for Seniors

#### 6.0 Current and Proposed Special Projects

- MMIWG Commemoration project
- Participark Project
- Provincial Indigenous Tourism Support

#### 7.0 Human Resource Statistics

	2019-2020	2020-2021
# of full-time employees	4	5
# of temporary employees	1	
# of seasonal employees		

# of casual employees		
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**8.0 Description of your target client(s) if applicable.**

**9.0 Budget Summary (compared to previous fiscal year)**

# **Qalipu First Nation 2020-25 Budget**

## **Natural Resources**

### **Departmental Profile**

#### **1.0 Overview of Department**

Qalipu Natural Resources (QNR) is responsible for the promotion of sustainable development of Qalipu territory. QNR conducts Research and Monitoring, Consultation Management, Enforcement, and Community Engagement initiatives under the categories of Fisheries, Forestry, Agriculture, Mining, Oil and Gas, and Habitat. QNR also provides Geographic Information System (GIS) services to Qalipu First Nation (QFN).

#### **2.0 Organizational Flow Chart**

- Qalipu Natural Resources (QNR)
  - Director
    - Administrative Assistant/Receptionist
    - Manager
    - Natural Resources Technician
    - Natural Resources Technician
    - Fishery Guardian (x12)
    - GIS Technician

#### **3.0 Mandate**

“The Natural Resources Division embraces the stewardship of all resources from the water, earth and air. We ensure stewardship through responsible resource management, community outreach, and the protection of biodiversity through the preservation and restoration of the environment”

#### **4.0 Current Programs and Services**

- Fisheries Enforcement
- Research/Monitoring
- Community Engagement
- Geographic Information Systems (GIS)
- ATK/TUS studies
- Consultation Management (i.e. participation in Environmental Assessment process)

#### **5.0 Proposed Programs and Services**

#### **6.0 Current and Proposed Special Projects**

- Coastal Restoration
- Marine Spatial Planning
- Community Nominated Priority Places
- Consultation Management
- Green Crab mitigation
- Golden Star and Violet Tunicate monitoring
- Marine temperature monitoring
- Eelgrass monitoring
- Salmon Redd Surveys
- Piping Plover monitoring
- Bat monitoring
- Banded Killifish population study
- Eel elver study
- Commercial Eel Harvest monitoring
- Climate Change Impact Study
- Climate Change Monitoring Study
- Woodland Caribou Study
- Wetland Inventory
- Winter Eel Harvest (Spearing) monitoring
- World Oceans Day School events
- World Water Day School event
- Joint fishery patrols with other enforcement agencies (DFO, contract guardians)
- Explore new opportunities in Forestry and Agriculture

## 7.0 Human Resource Statistics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
# of full-time employees	6 <sup>2</sup>	8 <sup>1</sup>	7 <sup>2</sup>	7 <sup>2</sup>	7 <sup>2</sup>	7 <sup>2</sup>
# of temporary employees	0	2	1	1	0	0
# of seasonal employees	12	12	12	12	12	12
# of casual employees	0	0	0	0	0	0

1. Including Karen Tiller who reports to Jodie Wells but is fully funded by QNR and a portion of Alison White who reports to Keith Goulding.
2. Including Karen Tiller who reports to Jodie Wells but is fully funded by QNR.

## 8.0 Description of your target client(s) if applicable.

- Research and Management Agencies

- Members/Community Members through Community Engagement
- Recreational Anglers
- Represent Members interests in sustainable development, resource management, conservation, and protection of local ecosystems.

## 9.0 Budget Summary (compared to previous fiscal year)

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
AFS	\$215,000	\$215,000.00	\$215,000.00	\$215,000.00	\$215,000.00	\$215,000.00
DFO-AFSAR-Eel	\$31,600	\$31,600.00	\$31,600.00	\$31,600.00	\$31,600.00	\$31,600.00
DFO-AFSAR-Killifish	\$21,359	\$21,359.00	\$21,359.00	\$21,359.00	\$21,359.00	\$21,359.00
EC-AFSAR-Bats	\$23,120.00	\$23,120.00	\$0 <sup>1</sup>	\$0 <sup>1</sup>	\$0 <sup>1</sup>	\$0 <sup>1</sup>
EC-AFSAR-Piping Plover	\$22,035	\$22,035.00	\$22,035.00	\$22,035.00	\$22,035.00	\$22,035.00
INAC – Climate Change	\$0	\$0	\$0	66,340.09	66,340.09	66,340.09
AAROM	\$262,491	\$262,491	\$262,491	\$262,491	\$262,491	\$262,491
CEAA	\$29,278.00	\$40,273.82	\$3,800.00	\$0 <sup>4</sup>	\$0 <sup>4</sup>	\$0 <sup>4</sup>
ASCF	\$20,919.59	\$0 <sup>1</sup>	\$0 <sup>1</sup>	\$0 <sup>1</sup>	\$0 <sup>1</sup>	\$0 <sup>1</sup>
CRF	\$119,900.00	\$190,080.00	\$67,760.00	\$84,700.00	\$0 <sup>2</sup>	\$0 <sup>2</sup>
CNPP	\$77,295.00	\$66,345.00	\$66,345.00	\$66,345.00	\$0 <sup>4</sup>	\$0 <sup>4</sup>
MSP	\$97,629.00	\$97,629.00	\$97,629.00	\$97,629.00	\$0 <sup>4</sup>	\$0 <sup>4</sup>
<b>Total</b>	<b>\$920,627</b>	<b>\$969,933</b>	<b>\$788,019</b>	<b>\$867,499</b>	<b>\$618,825</b>	<b>\$618,825</b>

1. Possible to re-apply after 2020-21 complete.
2. Funding Discontinued.
3. Possible to re-apply after 2021-22 complete.
4. Opportunities will exist to apply for new funds.

