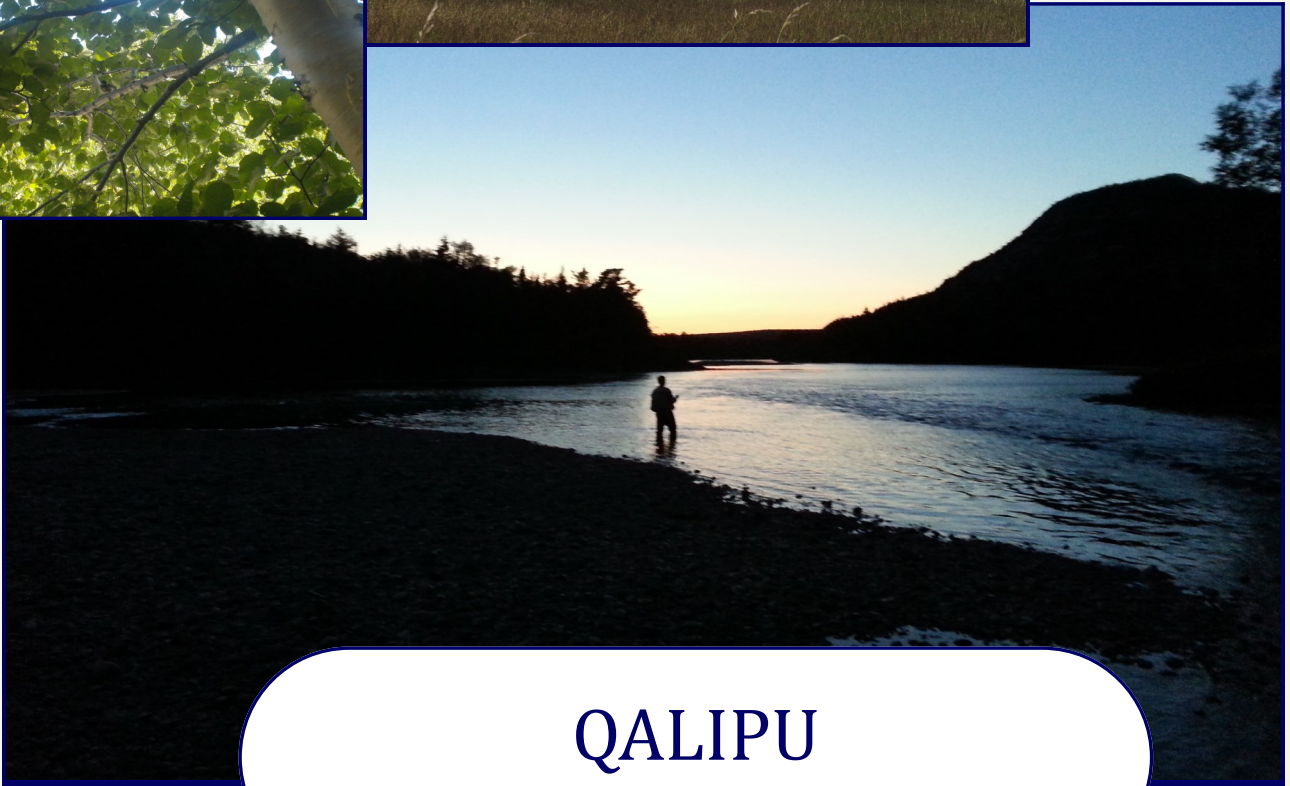


**Qalipu Mi'kmaq First Nation**  
**Annual Report**  
**2014-2015**



Photo by Qalipu member Megan Webb



# QALIPU

The Qalipu Mi'kmaq First Nation exists to achieve the advancement of our people. We accomplish this through being spiritual, accountable professional and progressive.

# Inside the Annual Report

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2014-2015

## MESSAGE FROM THE CHIEF



Dear Members,

On behalf of Council, executive and staff, I extend sincere greetings to each of you. Reflecting on the year gone by, I am perhaps most proud of the level of participation we saw from our membership at times when Qalipu reached out to talk and request input.

Members, elders in particular, provided insight into the practices of our shared heritage and culture in our Province, a unique corner of Mi'kma'ki. We also saw a high level of participation in the collection of Aboriginal Traditional Knowledge on Species at Risk, the Healing Waters Health Study and our Traditional Land Use Study.

Likewise, members of all ages have been involved with Qalipu consultations and planning at various levels including the development of an Artisans and Crafters Strategy and a Tourism Strategy. Most recently, we saw a record number of members contribute to our new three year Strategic Plan, the plan that will guide our work for the next three years.

Based on the feedback we received from membership, we know that Culture and Economic Development are important to membership. Let me assure you that we will certainly be focusing on these subjects over the next three years.

Another area that has been identified as important by nearly all members is health. For that reason, during the upcoming year you can expect to hear about Qalipu meeting with Health Canada and working toward the evolution of this sector of our organization. We intend to develop a holistic Health and Wellness Plan for our Nation and we will want to hear from members regarding this initiative.

We have also listened, and responded, to concerns raised by members at last year's Annual General Assembly regarding the tax free purchase of a vehicle on reserve as well as concerns regarding the enrolment process. Please visit our website at <http://qalipu.ca/membership-programs-and-services/tax-exemption-info/> for an update to the process of purchasing a vehicle and <http://qalipu.ca/enrolment/> for an update on the enrolment process.

If you have not taken the opportunity to have your voice heard by Qalipu over the past year please, take the time to do so. You might like to refer to the Communications section of this report to find out how to receive news, participate in consultations or surveys, and to stay in touch with all the happenings of your Band, the Qalipu Mi'kmaq First Nation.

It is with the hard work of many hands that we have accomplished all that you will read about in this Report. Let me say, "thank you" to the CEO, Directors, Managers and Staff of Qalipu for their dedication and hard work throughout the past year. I am honored to work with such an excellent group of individuals.

Thank you,

Chief Brendan Sheppard

2014-2015



## MESSAGE FROM THE CEO

Kwe' members of the Qalipu Mi'kmaq First Nation and stakeholders it is my pleasure to provide a snapshot of what has been happening with Qalipu over the past year. The Annual Report allows us to share the vision and heart of the challenges that Qalipu faces each day.

This past year Qalipu signed a Socio Economic Agreement with EmeraNL. This type of agreement was the first of its kind and, while it is small in comparison to the Impact Agreements that have been signed with other First Nations, the impact of this agreement is far reaching. In fact, this agreement has been the backbone of the creation of Qalipu Business Trust, a branch that has been established within the organization to temporarily manage economic development opportunities for Qalipu. The vision of the Business Trust is to establish equity to create a Qalipu Development Corporation within two years.

This past year has been extremely busy for all that are employed with Qalipu. A huge thank you is extended to the senior management team as they have contributed 110% to assist me with the development of the Qalipu Business Trust; an overview of initiatives from this new branch of Qalipu is provided in the Annual Report.

It should come as no surprise that Qalipu, like all other First Nations in Canada, must generate their own revenue to provide some of the benefits, programs and services that our membership receives. For example, culture, heritage and the education of our youth in the K-12 school system. These are areas that many of us share an interest in however receive no financial support from outside funders. The vision of our people has just begun to unfold and, we dare to pursue the means to achieve it. The Qalipu Business Trust, and the revenues generated therein, is our way forward.

Each day at Qalipu we strive to deliver programs and services to our membership and that will remain a top priority. Qalipu will not be stagnate but, will continue to evolve these programs and services to better serve the members; such as was done this year in our partnership with Health Canada to transfer service delivery of the Non-Insured Health Benefits. This past year we have developed an effective and accountable model for Qalipu's management of the medical transportation benefit.

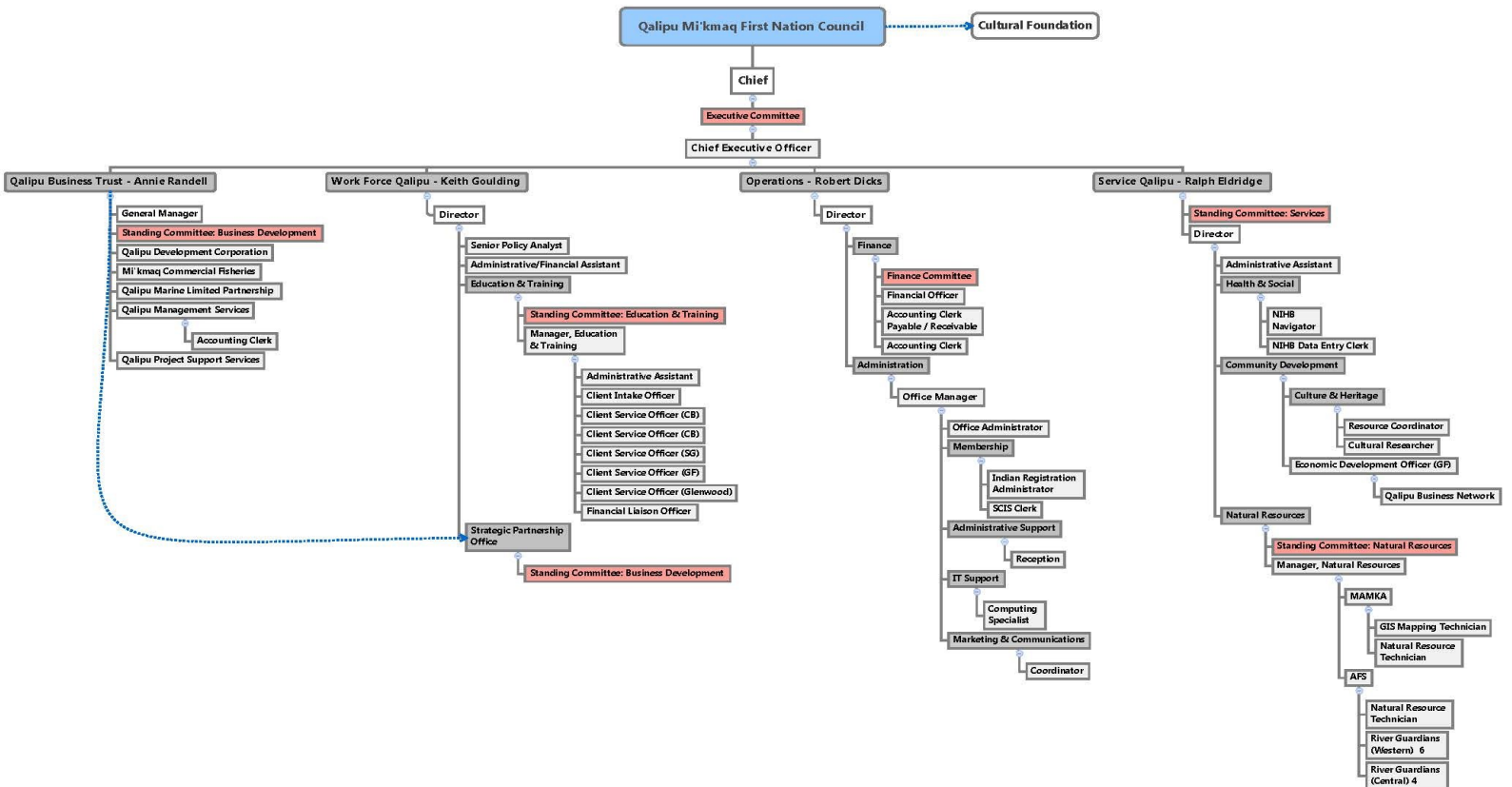
Qalipu staff don't just dare to dream of evolution. As evidenced in the development of the Qalipu Business Trust, we dare to pursue it. We dare to achieve it.

Thank you to Council and all the staff who support this dream, and thank you to our membership for your continued involvement and interest.

Annie Randell

# ORGANIZATIONAL STRUCTURE

The organization chart set out below illustrates the reporting structure for each of the departmental areas of the Qalipu Mi'kmaq First Nation. The chart continues to change as the Band evolves. During this year the band has expanded to include the Qalipu Business Trust branch as well as the addition of several new positions under the departments seen in last years report.



2014-2015

## QALIPU BUSINESS TRUST

Since Qalipu's last report to its membership we have been working hard to develop meaningful and valuable partnerships and business enterprises. These efforts will help Qalipu to not only create employment opportunities for members, and sales opportunities for member owned businesses, but also pave the way to financial independence, to securing the own source revenue that is needed to support the objectives we care about.

**Marine Contractors Incorporated Qalipu (MCIQ)** has been created as a partnership between Qalipu and Marine Construction, one of largest civil and heavy construction companies in Newfoundland. This partnership has enabled Qalipu to bid on civil construction opportunities from EmeraNL and its many contractors. In 2014, the MCIQ partnership was awarded a major contract to perform the civil site preparation work for EmeraNL. Several other bids are currently being evaluated.

**Qalipu Project Support Services (QPSS)** has been created to bid on work camps for the transmission line companies erecting the towers and installing the necessary infrastructure for the Maritime Link Project. Qalipu has partnered with ATCO Structures and Logistics (an \$18B enterprise with 9,800 employees) to be the primary supplier and operator of two camps needed for the Maritime Link Project. The camp bid is currently being evaluated by EmeraNL's electrical contractor, Abengoa.

**Qalipu Safety and Industrial Supply (QSIG)** is a partnership with the Band and MWG Apparel (manufacturer of Denver Hayes for Marks Work Warehouse) to supply contractors with safety, industrial and fire suppression related materials required for the workforce on the Project.

**Eastern Door Logistics** is a new venture in partnership with Velogistix (based in Buffalo NY) to engage in opportunities to supply and transport supplies for EmeraNL and its primary contractors.

**Qalipu Management Services** has been created to provide payroll and support services to contractors working on the Project. This enterprise has led to one new permanent hire.



# OPERATIONS DEPARTMENT

## FINANCE AND ADMINISTRATION

ROB DICKS, DIRECTOR



*"The Operations Department is responsible for the financial and administration systems. This includes Finance, HR, IT, Communications, Membership and Records Management"*

### FINANCE

It has been a busy year for the Finance Department. In addition to recording and reporting on Qalipu's financial operations, there have been a number of improvements to business processes. Operational efficiencies were created with the implementation of an Electronic Records Management System. As well, a new purchasing process was commenced to streamline activities, and enhance efficiencies, which support increased productivity. In addition, the department participated in a strategic planning session that will help align its activities with Qalipu's strategic goals. These goals include: provision of financial accountability to funders, Qalipu members and interested stakeholders.

The Finance Department had a successful year in meeting its financial reporting requirements. The financial statements included herein represent the consolidated operations of the Band and its wholly-owned commercial enterprises, Qalipu Development Corporation (QDC), Mi'kmaq Commercial Fisheries (MCF), Marine Contractors Incorporated Qalipu (MCIQ), and Qalipu Management Services (QMS). In 2014-2015, the Band earned revenues of \$9.1 million and had total expenditures of \$8.3 million, resulting in a surplus of \$777,552. The Band's auditors completed their final report on June 1, 2015

Consolidated financial statements, including the Auditor's Report, for the year ended March 31, 2015 can be found on the Website at <http://qalipu.ca/departments/finance-and-administration/>.



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QALIPU MI'KMAQ FIRST NATION ANNUAL REPORT

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2014-2015

Qalipu Mi'kmaq First Nation  
Consolidated Statement of Revenue and Expenses  
For the Year Ended March 31, 2015

Revenue

Federal Government		
Aboriginal Affairs and Northern Development Canada	\$	6,081,951
Employment and Social Development Canada		1,242,330
Department of Fisheries and Oceans		515,000
Health Canada		121,889
Provincial Government		
Women's Policy Office		9,814
Congress of Aboriginal Peoples		3,323
Emera		232,824
Management and administration fees		35,437
Rent		110,623
Miscellaneous		60,288
Client Recovery Revenue		34,999
Government assistance		150,184
Commercial Enterprises		522,903
		<hr/>
		9,121,565
		<hr/> <hr/>

Expenses

Post-secondary education programs		4,490,056
Wages, benefits, honorariums and per diems		1,718,271
Rent, insurance, office expenses, and maintenance		459,903
Consulting and research fees		358,146
Employment Assistance Programs		326,357
Travel and meetings		264,897
Professional Fees		215,225
Amortization of tangible capital assets		211,189
Fishing activities		96,324
Interest and bank charges		51,362
Staff skills development		32,194
Reserve for Election		30,000
Utilities		20,225
Advertising, promotion and communications		18,282
Municipal tax		15,551
Cultural activities		13,738
Licences and fees		11,199
Aboriginal Health Program		10,000
Miscellaneous		1,094
		<hr/>
		8,344,013
		<hr/> <hr/>

2014-2015

## **STRATEGIC PLANNING**

Strategic planning is of critical importance to the ongoing development of the operational structure, which in turn provides relevant programs and services 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. The development and completion of the 2015-2018 Strategic Plan is an ongoing requirement and will be reviewed annually to ensure that we are staying the course for the advancement of the Band. Strategy sessions were held with staff and council during the last quarter of the 2014-2015 fiscal year to identify what should be contained in the Plan. Band members were invited to provide their suggestions through an online questionnaire with more than 1000 members participating in this process. It is anticipated that the completed Plan should be available to members in September 2015 on the Band's website.

## **ADMINISTRATION**

### **JANET MCAULEY, OFFICE MANAGER**



## **HUMAN RESOURCES**

Qalipu Mi'kmaq First Nation is supported by an Office Manager, who along with her other duties, works closely with the CEO and is responsible for Human Resources. The organization chart illustrates the reporting structure for each of the main areas of the Qalipu Mi'kmaq First Nation. There are a total of forty-six employees working for the Qalipu Mi'kmaq First Nation, twenty-five employees work in the Corner Brook office; five in the St. George's office; four in the Glenwood office and two in the Grand Falls-Windsor office. Ten people are employed as western and central River Guardians.

Members are reminded to check the Band's website on a regular basis for job opportunities. Prior to hiring new employees, all job postings appear on the Band's website and on the Jobs in NL website.

2014-2015

## 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](mailto:cbath@qalipu.ca). (Toll Free a-855-263-6440)

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 Jody Davis at (709) 634-4010 or by email at [jdavis@qalipu.ca](mailto:jdavis@qalipu.ca). For assistance in the Grand Falls-Windsor or Glenwood office please contact Charmaine Bath at the contact information noted above.

## RECORDS MANAGEMENT

Over the past year we have made a significant step forward in developing and implementing an Electronic Records Management System for the Band. The generation of documents continues to increase as a result of ongoing development of internal/external administrative processes and programs offered through Workforce Qalipu and Service Qalipu. As a result, it is imperative that we maintain secured and detailed control of all records. To meet this need, the IT department has developed infrastructure to ensure the security of records, and documents are now being generated and recorded electronically thus reducing the reliance on paper documents, which over time is inefficient and expensive to maintain. The move to the Electronic Records Management System also supports our green initiative as an organization to reduce the use of paper. Finally, it allows us to effectively access information for the various enquires we receive from Band members and also provides a more efficient use of information internally for Finance and Administration, and the various programs and services of Workforce Qalipu and Service Qalipu.

## COMMUNICATIONS

Since the creation of Qalipu Mi'kmaq First Nation Band the development of internal and external communications continues to be imperative. As a continuation of identifying and addressing key components of our Communication Plan, one of the significant strategic initiatives that has been addressed in the 2014-2015 fiscal year, has been the hiring of a Marketing and Communications Coordinator, Alison White. This position has been indispensable in shaping and defining key messages to groups of people that are important to Qalipu including, members, council, employees, government partners including other aboriginal governments, the general public, media, interested investors and developers and other stakeholders. We encourage a dialogue between the Qalipu and its members therefore we encourage you to keep in contact:

[Ginu membership database](#) Listing an email on your membership profile ensures you receive all of our regular communications. Need help to update? Contact Charmaine Bath at (709) 679-2142 (Toll Free 1-855-263-6440) or Vicki MacDonald at (709) 634-8611

[Website \[www.qalipu.ca\]\(http://www.qalipu.ca\)](#) (access to regular news updates, upcoming events, messages from the Chief, Mawpmi'tjik Qalipu'k [our monthly newsletter], job opportunities, programs, benefits and services)

[Facebook "Qalipu Mi'kmaq First Nation Band"](#) (click 'like')

[Twitter @Qalipu2011](#) (click 'follow')

[Elder Communications](#) We offer a communications mail out to elders who are not familiar with using computers or are unable to visit a public library to use a computer. Please contact Alison White at (709) 634-5163 to set this up or email [awhite@qalipu.ca](mailto:awhite@qalipu.ca).



Home News & Events Governance Departments Programs & Services Qalipu's Story Contacts Enr...



# WORK FORCE QALIPU

TRAINING, EDUCATION, EMPLOYMENT & STRATEGIC PARTNERSHIP OFFICE

KEITH GOULDING, DIRECTOR



*"The mission statement for Work Force Qalipu is to enhance the training level of our people and to secure employment opportunities to ensure our people are self-sufficient."*

## POST-SECONDARY STUDENT SUPPORT PROGRAM (PSSSP)

2014-2015 has proven to be another successful year for the Post-Secondary Student Support Program. This program provides funding for tuition, books and a living allowance for eligible students. In this past year we have funded 718 students under the Post-Secondary Program in a variety of college diplomas as well as undergraduate and post-graduate studies.

Work Force Qalipu works continuously to ensure that its programs and services are highly responsive to the needs of our clients and the labour market in which we live and work. In 2013 – 2014 we struck an ad-Hoc committee to look at the Local Guidelines to ensure that they are clear, detailed enough to be helpful and that our programs can be positioned to work collaboratively with other funding programs that are out there to help our students. The outside stakeholders that were invited to the table included representation from;

- Department of Advanced Education & Skills (AES): Student Aid Division
- Miawpukek First Nation (Conne River)
- Grenfell Campus Memorial University's Aboriginal Liaison Office
- AES: Employment Service Division

Recommendations made by this Committee were forwarded to our council for review in early 2014-2015 and effective September 2014 we focused our funding dollars on tuition and books. Qalipu no longer offers support for living allowances. This fundamental change has allowed us to fund the remaining students on our deferred lists and we hope that we can assist more of our members than we have in the past. In order to further reward students for taking the initiative to obtain summer work programs and other tuition vouchers, scholarships and bursaries we have also determined that these forms of funding are not going to be factored into funding considerations thereby giving funded students the flexibility to direct their funds where they are needed the most.

2014-2015

## **PSSSP CONT'D**

We would encourage people to carefully review our application criteria and to make sure that you apply early to ensure your file is reviewed in a timely manner. Our program is administered by a dedicated staff spread out throughout our region including our offices in St. George's, Corner Brook, Grand Falls-Windsor and Glenwood.

## **EDUCATION AND EMPLOYMENT**

**MONIQUE CARROLL, MANAGER**



## **ABORIGINAL SKILLS EMPLOYMENT AND TRAINING STRATEGY (ASETS)**

Our ASETS program focuses on a number of different initiatives. 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 32 clients with employment programs:

- Self-Employment Assistance Program – 14
- Graduate Incentive Program – 5
- Wage Subsidies – 14

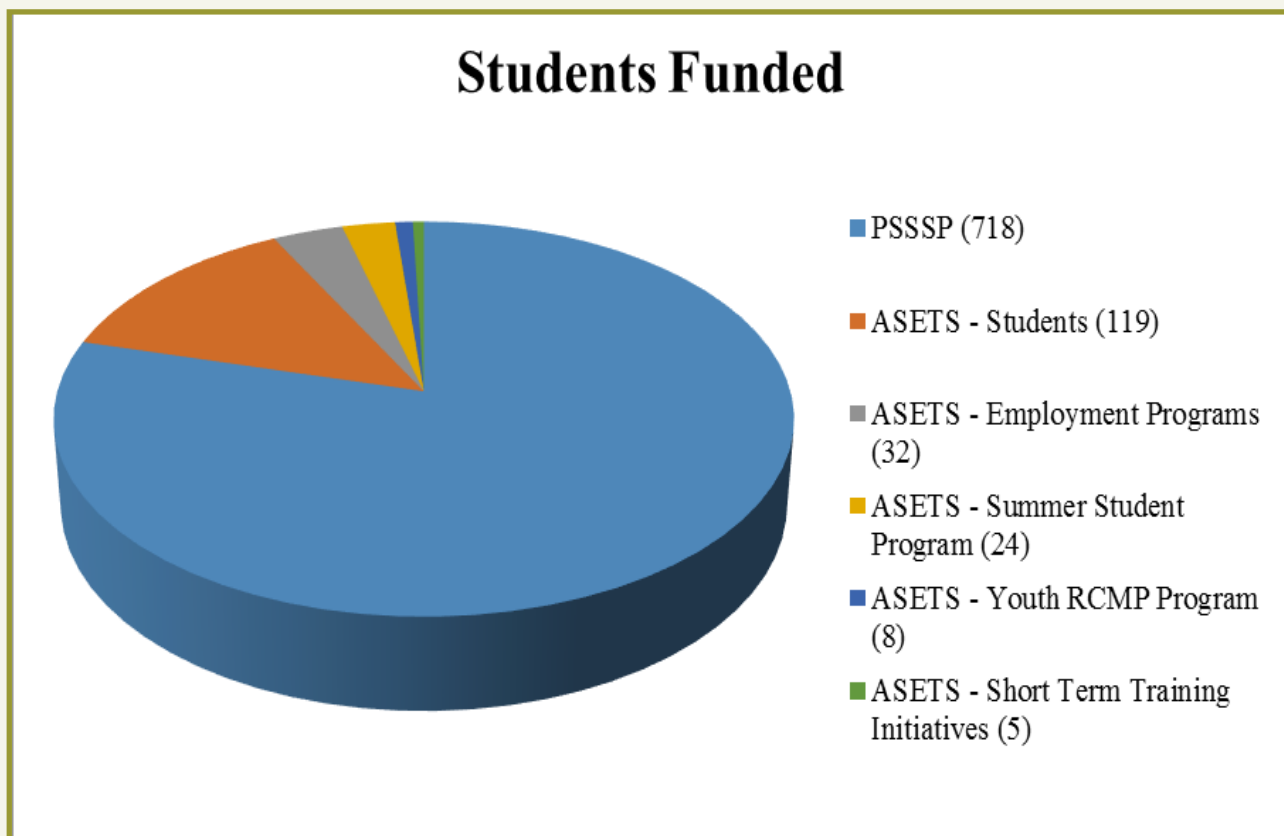
In addition, we funded 119 students for post-secondary education in programs with strong labour market demand. While we are proud to be able to support these students, it is critical that youth get a chance to help themselves through relevant work opportunities. In this effort we are pleased to offer our youth summer work opportunities. This past year, we funded work programs for 23 summer students and for one in collaboration with the Congress of Aboriginal People (CAP). Our RCMP Summer Student Program has thrived in the past year as well with 8 students participating and a new detachment in Bay Roberts coming on board in the process. This program is a partnership with the RCMP in which our youth are able to work with the RCMP in select detachments in western and central NL in community outreach and youth engagement.

## ASETS CONT'D

We also launched our Skills Parachute program in January, 2014. Some members are unable to find work because they are in need of some short courses; that is where the Skills Parachute helps. Skills Parachute provides funding for members with job prospects however, are in need of some additional training. These are courses that are usually no longer than 5 days. We saw 5 additional clients supported through these initiatives.

This brings our total for the ASETS program to 188 clients and the total number of clients supported through Work Force Qalipu in 2014 – 2015 to 906.

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/wf/>. 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/wf/scholarships-and-bursaries/>.



## STRATEGIC PARTNERSHIP OFFICE

The Qalipu Mi'kmaq First Nation has established a Strategic Partnership Office to capitalize on opportunities from major industrial project development in our province. The function of the office is fourfold;

- Firstly, to foster the development of business partnerships between private industry and the Band to ensure reinvestment back into the community.
- Secondly, to act as liaison between member businesses and project proponents to ensure members derive benefit from procurement and supplier development opportunities.
- Thirdly, to oversee the development of training tools within the Qalipu Business Development Centre to enable new and existing entrepreneurs capacity to benefit from business opportunities on major projects.
- And lastly, to ensure the integration of our workforce through education and employment training ensuring that Band members derive representation in the project workforce.

We have engaged numerous partners this year that we would like to thank for their dedication and their willingness to support our members and our programs. In the past year some partners of Work Force Qalipu included: RCMP, Emera NL, Bay St. George Cultural Revival Committee, Lifelong Smiles Dental Hygiene Cliinc, JNJ Bison Inc, Caregivers, Marine Contractors Inc., to name a few.

This office can only be effective if we can connect our members to opportunities as well. 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 Work Force Qalipu website to help connect our members to opportunities. Please follow the link to <http://qalipu.ca/wf/>.





2014-2015

# SERVICE QALIPU

## COMMUNITY ECONOMIC DEVELOPMENT, HEALTH & SOCIAL, CULTURE & HERITAGE AND NATURAL RESOURCE DIVISION

RALPH ELDRIDGE, DIRECTOR



*It is the vision of Service Qalipu to contribute to a stronger and more sustainable Nation based on individual and collective values of economic security, healthy lifestyles, pride in heritage and stewardship commitment to the natural environment*

### COMMUNITY ECONOMIC DEVELOPMENT

The Band has placed an emphasis on building healthy vibrant communities in which members can live, work and raise their families. Particular focus has been on ensuring that members can participate in the economy and capitalize on development activity currently happening in Southwestern Newfoundland.

#### Socio-Economic Agreement

The Maritime Link, EmeraNL's transmission line mega-project, represents a major investment into the regional economy, with western and southwestern Newfoundland seeing the bulk of project related activity. As partner in the Muskrat Falls Hydroelectric Project, EmeraNL is investing more than \$1.57 Billion in infrastructure to transport electricity from the Island of Newfoundland to markets in Nova Scotia and the rest of North America. The entirety of the Maritime Link Project in Newfoundland falls within the traditional territory of the Qalipu Mi'kmaq First Nation.

The Newfoundland portion of the Maritime Link Project presents unique employment and business opportunities for the region. Initially, our primary concern was minimizing impacts the Project might have on traditional territory, such as intersecting with ceremonial grounds, disturbing the path of migrating caribou herds, and the placement of a salt water grounding site near lobster grounds.

2014-2015

### **Socio-Economic Agreement Cont'd**

The Band has participated in the Environment Assessment process that EmeraNL has undertaken, and has held its own community consultations to gauge a better understanding of the impact the Project might have on the membership. The next focus for Qalipu was in maximizing benefits that members may derive from the Project.

Advanced discussions ensued between EmeraNL and the Qalipu Mi'kmaq First Nation to mitigate the concerns of the Nation, while setting in place a structure for Qalipu to capitalize on opportunities during the short 3-4 year construction period. Additional focus was placed on realizing benefits throughout the operations phase of the project, an expected 50 plus years. These talks led to a negotiated Socio-Economic Agreement that was signed in September, 2014. The agreement gives the Band a hands-on role in Environmental Monitoring while ensuring members can avail of project specific training and employment. In addition, Band owned enterprises and member companies would receive support in bidding on contracting opportunities. A joint Advisory Committee has been formed and a detailed work plan developed to oversee the implementation of the Agreement.

### **Qalipu Business Network (QBN)**

During the past year, work continued on the development of the Qalipu Business Network (QBN). The QBN is intended to provide business owners with an opportunity to network with each other and act as a means of communication between the Band and business owners around potential opportunities, market trends, training, and partnership development. A marketing campaign in the summer resulted in identifying additional Qalipu businesses, with nearly 200 member companies currently listed. Updates on the Maritime Link and procurement and supplier opportunities are posted on the QBN web portal.

### **Mawio'mi 2015**

The Days Inn in Stephenville was the site for Qalipu's fourth annual Aboriginal Business Forum, Mawio'mi 2015, held March 26<sup>th</sup>. The forum's intent was to facilitate connections between aboriginal entrepreneurs, member-owned business and industry. More than 80 business owners, project leads and other delegates turned out for the event. Delegates were given updates on the Maritime Link, Muskrat Falls and the Hebron Offshore Oil projects and how member companies might participate as a diverse aboriginal company.

### **Asset Mapping**

An Asset Mapping Project commenced in the last quarter of 2015 to further identify member companies located in the proximity of the Maritime Link Project. Lynna Kendall of Eltoq Consulting performed the scoping study to build a comprehensive database of aboriginal companies in the region. Results are currently being compiled and will be available to Project contractors prior to the ramp up of construction activity later this year.

2014-2015

### **Business Wings**

The Band has finalized its Business Wings business training project. The modularized program is comprised of several online learning sessions to be made available to members requiring training in a variety of disciplines. The modules will develop learning outcomes in the following areas: Marketing, Human Resource Management, Borrowing and Financing, Operating a Business in Newfoundland, Business Planning, Professional Development and Motivation, Taxation, and Accounting. A pilot project is currently being devised to test the system with a full rollout later this year.

### **Business Support**

In 2014-2015, the Qalipu Community Economic Development Office has been in touch with 98 Qalipu business clients seeking to either start their own business or make improvements to their existing business.

Donald Quigley, Community Economic Development Officer for the Band works out of the Grand Falls satellite office. He is responsible for responding to member requests for business advice and guidance. Most inquiries are driven from the need for funding for a business start-up or improvements. Qalipu is often able to aid in the planning required to access any funding, and help improve the chance of success for the business.

Small construction and contracting businesses were the most prevalent business idea proposed by members. Other business ideas ranged from retail and wholesalers to daycares, health clinics, bakeries, and automotive services. 53 members were seeking to start a new business, 14 were looking to improve a business, and 31 were investigating the purchase of an existing business.

### **Tourism**

Late in 2014, the Band awarded a contract to create a 5 year Tourism Strategy and Implementation Plan. The Band had previously established guidelines for tourism development and now requires an in-depth strategy in order to address the multiple stakeholders and components in this sector. The contract was to develop an overall management and delivery structure for tourism, create a comprehensive plan that ensures market ready products and experiences, address capacity issues related to training and human resource development, and create a comprehensive implementation plan that creates responsibilities and accountabilities for tourism development within the Band.



2014-2015

### **Arts and Crafts**

A companion project to Tourism was also awarded to complete an Artisans and Craft Producers Plan. The objective of the project is to develop a comprehensive business plan to guide the Mi'kmaq communities in Newfoundland and Labrador in the development of a viable Qalipu enterprise to purchase, finish, manufacture, and market Mi'kmaq products regionally, nationally and internationally.

The business plan will be completed in two phases. Phase 1 will be primarily an analysis and profile of the Industry currently and historically. Phase 2 will consist of the development of the comprehensive business plan. Both the Tourism and the Artisan plan will be finalized for presentation to Qalipu later this year.

## **NATURAL RESOURCE DIVISION**

### **JONATHAN STRICKLAND, MANAGER**



2014-2015 has been a busy but rewarding year for Qalipu Natural Resources (QNR). With three new energetic staff on board, the division has been busy improving existing projects and seeking funding to explore new opportunities. In addition to new research projects, QNR is excited to announce the start of its Geographic Information Science (GIS) section, and the new full time position it brought to the team. As the summer field season comes around, QNR staff look forward to another busy, but very exciting year in 2015-2016.

### **Aboriginal Fisheries Strategy (AFS)**

A wide range of projects were completed over the last year, thanks in part to QNR's Aboriginal Fisheries Guardian Program (AFS). The AFS program employs 6 enforcement staff in Western NL and 4 in Central NL as well as one program coordinator responsible for both regions. In addition to regular inland fisheries enforcement activities, AFS staff offers regular assistance to QNR research projects.

2014-2015

### **Marine Resource Inventory (MRI)**

The MRI section focuses on the documentation of Aquatic habitat, identification of habitat disturbances, as well as restoration of those habitats through various habitat stewardship initiatives. During 2014-2015, QNR documented marine eelgrass meadows along a 270 km latitudinal gradient along the west coast in an attempt to better understand the distribution of eelgrass in our region and the effect Aquatic Invasive Species, pollution, and coastal development may be having on these important nursery grounds for the majority of our commercially fished species. An educational presentation/activity was delivered in Corner Brook for “World Water Day” explaining the importance of eelgrass as well as the negative effects Aquatic Invasive Species may have on these eelgrass meadows.

In freshwater systems, Salmon Redd Surveys were conducted on two tributaries in Western NL, habitat obstructions were documented on numerous tributaries in Western and Central NL, and funding was acquired to remove two habitat obstructions on a tributary of Harry’s River and four obstructions on tributaries of Flat Bay Brook in Western NL. Pre- assessment of the six candidate sites commenced in fall 2014 with removal scheduled for summer 2015.

### **Aquatic Invasive Species (AIS)**

During 2014-2015, QNR’s AIS program has matured significantly with strong research being completed on Green Crab and Tunicates (a biofouling colony forming organism) in western NL. QNR staff successfully removed over 8000 Green Crab during the last field season and documented the abundance and distribution of Green Crab from Port aux Basques to St. Paul’s, NL. Fisheries and Oceans Canada and QNR staff successfully studied the abundance and distribution of two recently discovered invasive Tunicates in southwestern NL. This was the first time these organisms have been studied in southwestern NL and is an important step towards understanding how these organisms may alter Newfoundland’s coastal ecosystems.



2014-2015

### **Species at Risk (SAR):**

QNR has conducted research projects on a number of species at risk throughout the year. During the last year we have investigated Elver movement into Harry's River and documented length/weight ratios and health of adult American Eel obtained through the Commercial Eel Harvest.

Additionally, 4 stakeholder consultations were held throughout Western and Central NL where traditional knowledge was gathered on species at risk. Traditional knowledge allows our research biologists to design more effective research projects to compliment our knowledge, answer questions our elders may have, and document changes in species distribution, abundance, and health over time.

### **Geographic Information Science (GIS)**

The flagship study for our GIS section is Qalipu's Traditional Land Use Study (TUS). In 1999, the Federation of Newfoundland Indians (FNI) began the first TUS, which was later transferred to Qalipu and updated and managed since. In 2014-2015 a TUS update was completed in the Flat Bay and Stephenville Wards. Although TUS questions have remained consistent between annual TUS updates, new technology is now being used for the efficient collection of data. Technology includes the use of iPads, with projectors, a mobile GIS software installed on the iPad for data collection and a user-based cloud server system used to securely store TUS. This technology has dramatically improved the ability to query the TUS database to ask specific questions about land use or supplement the TUS database with very specific land use questions.

Our GIS section is also largely responsible for land use inquires, project planning, and GPS data management. During 2014-2015, GIS has been utilized to document the impact of industrial development on traditional land use as well as recommend site-visit areas for the Environmental Monitoring Study, a component of Qalipu's Socio-Economic Agreement with Emera Newfoundland and Labrador (ENL).

### **Commercial Fishing:**

Mi'Kmaq people of Newfoundland have long depended on coastal fisheries for sustenance and employment. Qalipu strives to remain active in commercial fisheries in NL, and works to provide opportunities for its members to remain active in the fishery, a career closely tied to our culture heritage, including a tight relationship with the land and sea. During 2014-2015, QNR has acquired two additional commercial fishing enterprises, one for each the Bay St. George and Bay of Islands Regions. Following a formal recruitment process, an individual has been designated to fish each of the enterprises for Qalipu in exchange for an annual administration fee. Qalipu currently operates 15 commercial fishing enterprises throughout Newfoundland in exchange for an annual administration fee and/or percentage of catch arrangement.

2014-2015

## **HEALTH AND SOCIAL**

### **Non-Insured Health Benefits (NIHB) Program**

To support the Qalipu First Nation peoples in reaching an overall health status that is comparable with other Canadians, Health Canada's NIHB Program provides coverage for a range of health related goods and services.

The NIHB Program is Health Canada's national, medically necessary health benefit program that provides coverage for benefit claims for a specified range of drugs, dental care, vision care, medical supplies and equipment, short-term crisis intervention mental health counselling and medical transportation for eligible First Nation peoples and Inuit.

Howard Thistle works out of the Glenwood satellite office and is the Band's NIHB Navigator. His role is to increase the understanding of the NIHB Program and share information on eligible benefits; help clients and communities to resolve NIHB-related issues; and link with health departments and agencies to help improve client access to NIHB benefits and related health services. During the fiscal year of 2014-2015 a total of \$10.7 million was paid out on behalf of Qalipu members receiving NIHB from Health Canada.

### **Medical Transportation Pilot**

In 2014-2015 the Qalipu Mi'kmaq First Nation took a bold first step toward administering the IHB Program on behalf of the membership. A pilot project began in January to administer the Medical Transportation portion of the program for the three Central Wards. A new NIHB clerk, Jasmin Collis, was hired for the Glenwood office to assist in the processing of claims. An internal process audit was performed in March and revealed very positive feedback on the system that has been put in place. Qalipu found efficiencies in a significant reduction to processing time, and time members wait to receive payment, compared to the 6-8 week average processing time previously by Health Canada. It is anticipated that Qalipu will take over the administration of Medical Transportation for all 9 wards in 2015, with a further investigation into the administration of other NIHB coverage areas.

### **Healing Waters Project**

Healing Waters, a four month needs assessment project completed an environmental scan of Band member's health, reviewed perceptions of health and wellbeing, and interviewed both health service providers and cultural practitioners. Brenda Gillingham and Heather Mousseau were hired as Aboriginal Wellness Researchers to administer the Healing Waters initiative. The program included consultation with stakeholders, health service providers, community groups, government agencies and led to the identification of individuals who are known for traditional healing practices.

2014-2015

### **Healing Waters Project Cont'd**

The Band believes that having a strong cultural identity is important to an individual's health and well-being along with the well-being of the Mi'kmaq community. Culture and ethnicity are among the key determinants of health now being recognized by Health Canada.

## **CULTURE AND HERITAGE**

### **Mi'kmaq Cultural Authenticity Project**

A Mi'kmaq Cultural Authenticity Project took place in 2014. It was composed of two symposia: The Elder's Authenticity Symposium in Stephenville, August 26-27, 2014 and The Elders Traditional Teachings Symposium in Grand Falls, December 3, 2014.

The Authenticity Symposium in Stephenville consisted of three main components. The Band's cultural researcher, Michelle Matthews, first met with communities to introduce the project and to identify Elders in the communities. She then interviewed the Elders in an attempt to document their knowledge of Mi'kmaq Culture. Then these Elders were brought together to compile data, discuss and authenticate what the Qalipu Elders felt true to their culture.

The second symposium consisted of a gathering of Elders in the Central Ward to find areas of cultural commonality, define areas that need further research, and share cultural teachings. Over sixty members participated in the project which led to valuable information being added to our Aboriginal Traditional Knowledge Directory.

### **Outdoor Education Program**

The Newfoundland and Labrador English School District and the Qalipu Mi'kmaq First Nation Band partnered for the delivery of the Outdoor Education Program.



The camp based program provides students in the region an opportunity to participate in an intensive 2.5 day learning adventure that brings their learning into the great outdoors. Qalipu was able to provide support for a cultural interpreter position to deliver Mi'kmaq teachings. These teachings introduce students to the long and rich history of the Mi'kmaq people including unique cultural, social, political and spiritual traditions, and values of respect and caring for the environment.

Approximately 900 students, 200 parent chaperones and 40 teachers participated at Killdevil Camp.



2014-2015

### **Culture & Heritage School Outreach**

This past year, the Qalipu Mi'kmaq First Nation and the Newfoundland Labrador English School District – western region renewed their partnership in delivering the grade 5 social studies curriculum. Based on the success of the previous year, the Band and School District expanded the program to 11 classrooms in 4 schools reaching out to 187 youth in the Corner Brook area.



Qalipu Mi'kmaq First Nation and the Newfoundland Labrador English School District – western region successfully delivered a full day mini powwow with 90 grade five students from the region participating. This celebration marked the closing of the grade five social studies program. The mini powwow engaged the students to incorporate language, music, arts and crafts and brought this to life for the students.

### **Cultural Workshops**

Culture and Heritage is one area that has no core funding source however, through the hard work of our Cultural Resource Coordinator, Mitch Blanchard, we are able to partner with other groups and avail of project specific funding to deliver cultural workshops. In 2014-2015, Qalipu has actively promoted cultural awareness and education in our communities. During this time, Qalipu hosted various community workshops including: Medicine Walks, an Authenticity Symposium, a Women's Retreat, Craft Workshops in Moccasin making, two Elders Symposia, Cultural Sharing Circles, a Medicine Wheel – Mental Health Gathering, and a Traditional Medicine Workshop.

### **Qalipu Cultural Foundation**

This past February, the Qalipu Cultural Foundation was officially launched. The event took place at the K'taqmkuk Mi'kmaq Museum in St. George's with nearly one hundred people participating. This served as an opportunity for the press to be made aware of the organization and the planned focus for the group in the upcoming year. There was sharing of songs by traditional singers and drum groups with local visual artists displaying their work. If you or anyone you know would like to volunteer with the Foundation, or would like to have more information on the Qalipu Cultural Foundation please visit [www.qalipuculturalfoundation.ca](http://www.qalipuculturalfoundation.ca)



2014-2015

# Federation of Newfoundland Indians Annual Report

## ENROLMENT UPDATE

### **Government of Canada and Federation of Newfoundland Indians (FNI) bolster Qalipu Mi'kmaq First Nation Enrolment Process**

April 2, 2015 Ottawa, ON Aboriginal Affairs and Northern Development Canada

The Honourable Bernard Valcourt, Minister of Aboriginal Affairs and Northern Development, and Brendan Sheppard, Chief of the Qalipu Mi'kmaq First Nation, today announced that the Government of Canada and the Federation of Newfoundland Indians (FNI) have doubled the number of members to the Qalipu Mi'kmaq Enrolment committee.

The new Enrolment Committee members will apply the same approach to reviewing the files in accordance the 2008 Agreement and the 2013 Supplemental Agreement. The additional four members continue to offer equal representation from the Mi'kmaq and the Government of Canada.

Further, the parties have agreed to extend the deadline for the Enrolment Committee to review the 94,000 eligible applications for enrolment in the Qalipu Mi'kmaq First Nation. The new deadline for completion of the review process will be June 30, 2016 and, as a result, the deadline for completion of the appeals process will be January 31, 2017.

The extension will ensure that the decisions rendered by the Enrolment Committee on eligibility will be the result of a sound, equitable and a rigorous process of evaluation.

Canada and the Federation of Newfoundland Indians are committed to ensuring that all applicants for membership in the Qalipu Mi'kmaq First Nation are treated fairly and equitably. When the enrolment process concludes, applicants will be notified by mail with regard to their eligibility.

# SNAPSHOTS

Launch of the Qalipu Cultural Foundation



Qalipu School Outreach



Chief and Council participate in Outdoor Education at Killdevil



QNR participates in World Water Day



Strong Women's Drum Group perform at Launch of Qalipu Cultural Foundation



Elders Traditional Teachings Symposium



Elders Traditional Teachings Symposium



Mini Powwow



Medicine Workshop

## YOUR GINU PROFILE

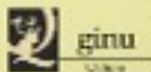
Each member of Qalipu has an individual profile created in ginu, our membership database. It is important that you continuously manage your own member profiles on our database. We urge you to actively keep your information up to date.

If you need help updating your information please contact Charmaine Bath at (709) 679-2142 (toll free 1-855-263-6440)

If you are an elder who is not familiar with using computers or if you have physical difficulty getting to your local public library for free computer access, please contact Alison White to be included on our limited mailing list for future communications. Tel. (709) 634-5163 Email [awhite@qalipu.ca](mailto:awhite@qalipu.ca)

**ginu** for  
Members

Labour Force  
**Profiles** Work  
Membership History  
Profiles Resume  
Builder



### Why Should I update my GINU profile?

It is important that you keep your membership information to vote in Band elections, to receive our regular communications (must have an email listed), as well as provide important demographic information about our population for the delivery of programming and services. Use the **ginu member login** button on the Qalipu website to access your profile. Contact Charmaine Bath at (709) 679-2142 (Toll Free 1-855-263-6440) if you require assistance accessing your account or need any assistance updating your information.

### Q: Can Ginu help me find employment?

A: When you log into Ginu you will notice there are tabs to provide detailed information regarding your education, training and work experiences. We are able to use this data to match employers looking for workers with particular skills.

### Q: Is my personal information secure?

A: Please be assured of privacy and confidentiality. Your personal profile information will not be shared and is secured using a VeriSign SSL encrypted certificate.

### The Qalipu Business Network



The Qalipu Business Network (QBN) is an online portal that supports business development among its members. It

provides opportunities to network, market your business to other Qalipu entrepreneurs, develop strategic alliances and partnerships, encourage joint ventures, provide business opportunity awareness, share market research and build relationships among Qalipu members. Visit [qbn.qalipu.ca](http://qbn.qalipu.ca) to register.