



# 2015 - 2016 Annual Report

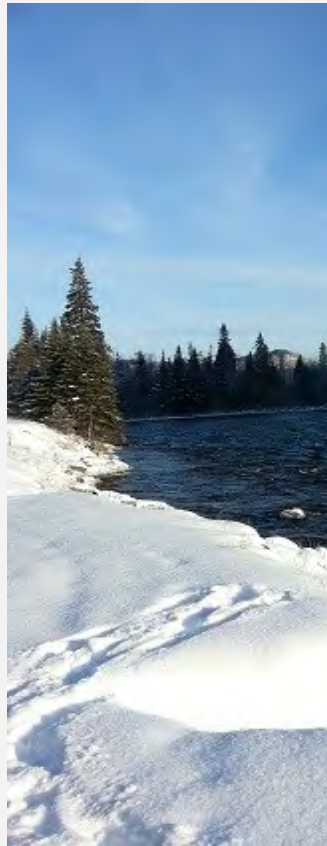


Qalipu  
FIRST NATION

## **QALIPU FIRST NATION**

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



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# About Qalipu

*The presence of Mi'kmaq populations living in Newfoundland was ignored in the Terms of Union when Newfoundland joined Canada in 1949.*

*In the 60 years that passed before recognition was achieved in 2011, the caribou people had roamed far and wide.*

**QALIPU (PRONOUNCED: HA-LEE-BOO, MEANING: CARIBOU)** is a vibrant Mi'kmaq First Nation established in 2011 as an Indigenous Band under the Indian Act. With some 24,000 members spread across many communities both on the island and abroad, we are one of the largest First Nation groups in Canada.

Qalipu has no reserve land; it is made up of 66 traditional Mi'kmaq communities, spread out over 9 Electoral Wards. An elected Chief and Council govern the Qalipu First Nation. Ward Councilors are elected to represent each of the nine Wards. Additionally, two Vice-Chiefs represent western and central Newfoundland and the Chief is the official spokesperson and leader of the Qalipu First Nation as a whole.

Qalipu has three satellite offices located in Glenwood, Grand Falls-Windsor, and St. George's and its central administrative office is in Corner Brook. These offices give representation to the regions of our dispersed Mi'kmaq communities.

Core programs and services are delivered by a growing body of staff. Our service offering includes education and training, health benefits and services, employment programs, registration assistance, environmental monitoring, culture and heritage and community economic development. Qalipu also conducts a variety of special programs which vary from year to year.

Economic and Corporate development are led by the Qalipu Business Trust Committee which is comprised of representation from Council, senior staff and members at large. The Committee, along with the Qalipu Business Network, and the Mawio'mi Business Forum, represent some of the avenues where relationships are built and partnerships are formed with industry and other stakeholders to foster Band prosperity and growth.

Get to know us better by exploring our website, [Qalipu.ca](http://Qalipu.ca), or spending time with us at National Aboriginal Day and other celebrations that are shared on our events calendar.





## MESSAGE FROM THE CHIEF-BRENDAN MITCHELL

Kwe'

On behalf of Council, Executive and staff, I would like to welcome you to our Annual General Assembly. Each year we take the opportunity to get together for a look at the year gone by—to share our financial report, our successes and challenges and to invite you, the membership, to ask questions and provide feedback.

On November 23, 2015 the newly elected Qalipu Council took office. In just seven short months a lot has been achieved. Particularly, we have accomplished a greater level of community engagement, improved on the relationship with our sister nation, Miawpukek First Nation, and placed greater attention to business development opportunities that are good not only for the economy, but also for the earth and future generations.

Our Members continue to benefit significantly by way of health and education benefits with contributions of approximately \$11.7 million to member medical program benefits and other health

initiatives. An additional \$6 million annually is being put towards the education pursuits of our membership.

Membership in the Qalipu First Nation continues to be in the process of finalization. In April it was announced that 6500 applications previously deemed invalid will now be processed. This situation has resulted in extending the enrolment process completion date to January 30, 2017. The Council and I are looking forward to the completion of this process and will continue to work in the best interest of members and their communities.

In the year to come you can expect to see a continued high level of engagement. We look forward to meeting many of you at cultural events, Town Hall meetings and other community events as we move forward in 2016. I also look forward to seeing all of you at the upcoming summer powwows in Conne River and Flat Bay.

**Wela'lin**

**Chief Brendan Mitchell**

## Snapshots 2015-2016



# Working Together

## MESSAGE FROM THE CEO-ANNIE RANDELL



*"It is my pleasure to announce that in 2015-2016 Qalipu received the best score in Atlantic Canada..."*

will provide the Band with greater flexibility to utilize funds that are provided by the department.

As **CHIEF EXECUTIVE OFFICER** (CEO) for the Qalipu First Nation oversight and management of day to day operations is my responsibility. As you will understand when you read through this report it certainly takes a well established and committed team to provide quality programs and services. As CEO I rely on the expertise and dedication of staff. Therefore, a sincere thank you to all Directors, Managers and front line staff for their dedication to assist our members to enhance their lives. I would also like to say thank you to the members at large who give so generously of their time to participate on Qalipu's various Standing Committees.

It is my pleasure to announce that in 2015-2016 Qalipu received the best score within Atlantic Canada from Indigenous and Northern Affairs Canada (INAC) for having the capacity to deliver programs and services. INAC and Health Canada complete a General Assessment each year to provide a score of the organization's performance. This score is relative to its funding agreement and highlights risks that may impact upon future performance. Organizations are categorized as low, medium or high risk. Qalipu is categorized as low risk with a score of 2.04. Risk factors that are considered include governance, planning, financial and program management. As a result of this low risk score Qalipu is working toward a Block Funding Agreement with INAC, such an agreement

In the spring of 2015-2016 Qalipu sent out a Planning Survey to its membership as one level of consultation for a 5-year Strategic Plan. More than 1100 members provided extensive feedback to this survey. The Strategic Plan was accepted by Council in September, 2015. The clear focus of Chief and Council on this strategy along with the dedication of our employees, is critical to delivering strong performance for you, our members. Thank you to each of you for providing your thoughts on the direction of this organization.

Qalipu held its second Chief and Council election on October 23, 2015. The election process is governed by an Election Code and is burdened with many issues that need correction. However, in order for the Election Code to be amended, ratification by the membership is required. One of the goals within the Strategic Plan under Operational Excellence is to seek a tool or method of voting in Qalipu elections that will provide more time to voters outside ward boundaries to vote.

The Band has been focused on quality, transparency and accountability since its inception. I am committed to provide Council with advice and dedication to continuously improve governance, planning, financial and program management.

Throughout this report, I am delighted to share many examples of operational success within Qalipu during 2015-2016.

## HOW QALIPU IS STRUCTURED

- Qalipu is governed by an elected **CHIEF AND COUNCIL**. Through their regular Council and Ward meetings with members, goals and objectives are brought forward for implementation into the Strategic Plan. This is our five year guiding document. Its objectives are also developed in consultation with members and Qalipu staff.
- The Chief works directly with the **CEO** to ensure that the goals and objectives of Council are understood, and can be actioned by staff in their Annual Operating Plans.
- The CEO holds regular meetings with Directors of the three Departments of Qalipu. **OPERATIONS** (Finance, Administration, Health), **WORK FORCE QALIPU** (Post-secondary education, demand-driven skills training, and employment programs ) and **SERVICE QALIPU** (Community Economic Development, Culture and Heritage, Natural Resources). Each of these teams carry out the core services available to members of the Band.
- STANDING COMMITTEES**, made up of members of Council, key staff and members at large, are in place to revisit Annual Operating Plans and ensure that Qalipu is on track with its Strategic Plan.
- Independent "arms" (QDC and QCF) of Qalipu have been established to oversee priority areas of responsibility that are important to the Band and require independent direction.
- The **QALIPU DEVELOPMENT CORPORATION** (QDC) and its Board of Directors has been established to pursue business development and economic opportunities.
- The **QALIPU CULTURAL FOUNDATION** (QCF) and its Board of Directors has been established to support Mi'kmaq culture in our province.





# Strategic Plan 2015-2020

## Priority areas and key objectives

### Operational Excellence

- Maintain INAC General Assessment score—no more than 3
- Maintain program accountability to Council, funding agencies and members
- Pursue ISO 9001 Quality Management Certification within three years
- Obtain block funding by February 2017

### Economic Development

- Work towards creating Band self-sufficiency
- Market our willingness to partner
- Sell our skills to others (E.g. Financial Management Services, Environmental Protection, etc.)
- Create an urban reserve

### Environmental Stewardship

- To be viewed as environmental stewards
- Become recognized as having expert knowledge regarding specific areas of environmental concern
- Increase engagement of our members, with a focus on youth.

### Member Services

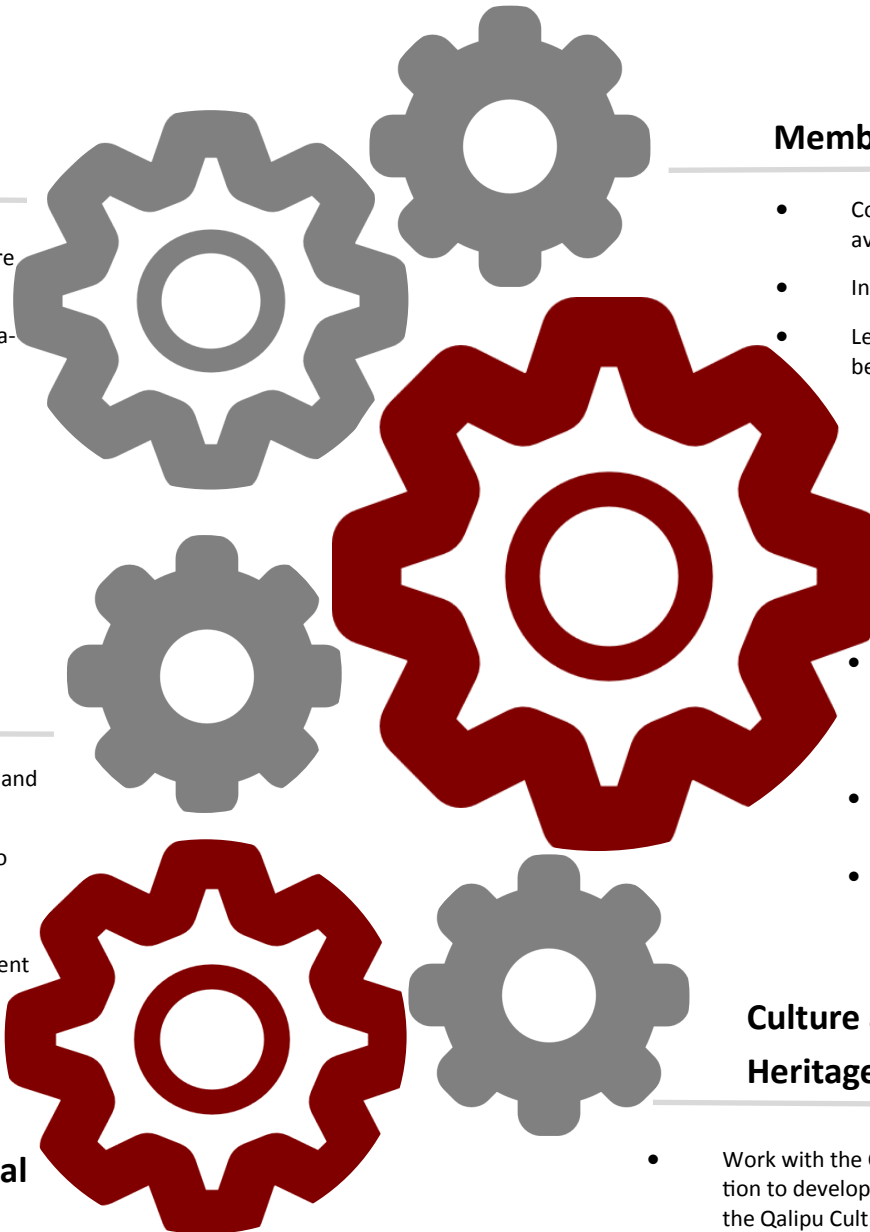
- Continue to increase services available to members
- Increase self-sufficiency of members
- Leverage band size to obtain benefits for members

### Brand and Communications

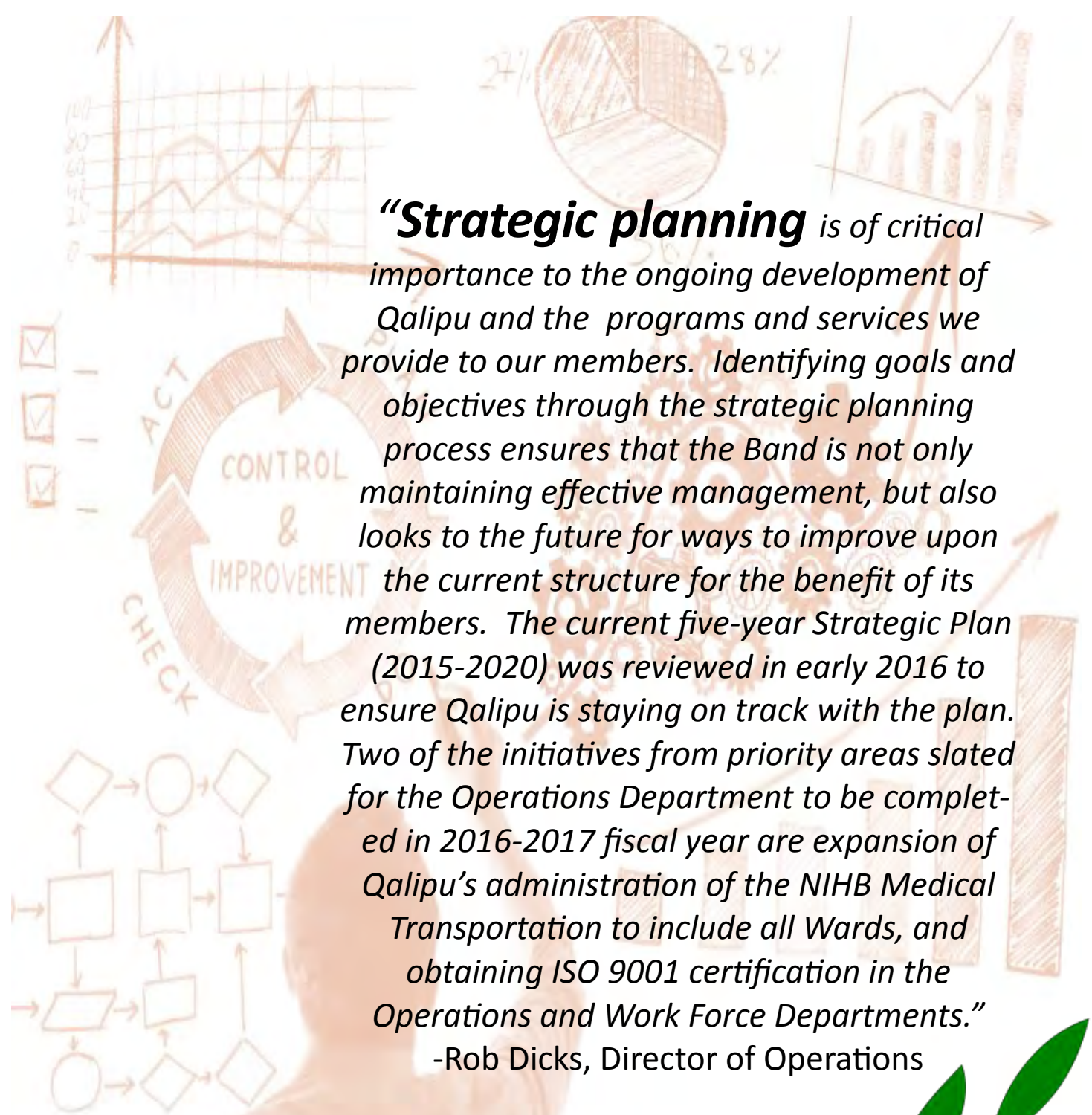
- Continually develop and maintain relationships with key funders and other stakeholders to advance our mandate
- Develop a public relations strategy
- Increase Council engagement with members within Wards.

### Culture and Heritage

- Work with the Cultural Foundation to develop a framework for the Qalipu Cultural Identity
- Capture cultural teachings and knowledge base of elders
- Increase member pride







**“Strategic planning** is of critical importance to the ongoing development of Qalipu and the programs and services we provide to our 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 current five-year Strategic Plan (2015-2020) was reviewed in early 2016 to ensure Qalipu is staying on track with the plan. Two of the initiatives from priority areas slated for the Operations Department to be completed in 2016-2017 fiscal year are expansion of Qalipu’s administration of the NIHB Medical Transportation to include all Wards, and obtaining ISO 9001 certification in the Operations and Work Force Departments.”

-Rob Dicks, Director of Operations

Spiritual, Accountable,  
Professional, Progressive

**Q**alipu's Operations Department is responsible for Finance, Health, and Administration (Admin. Support, IT Support, Membership and Communications)

## FINANCE

It has been a busy year for the Finance division. In addition to recording and reporting on the financial operations of the Band, there have been a number of improvements to business processes. Operational efficiencies were created with the implementation of an Electronic Records Management System during the 2015-2016 fiscal year and continues to be developed with the introduction of additional software that will provide a high degree of security while allowing access/sharing of information as required. In addition, it will allow Band administration to communicate more effectively with Qalipu members through the Band's website by using fillable application forms for various programs offered to members which will be submitted electronically. This new software will continue to be developed and enhanced during the 2016-2017 fiscal year. As well, the new purchasing process, introduced last year, is now complete and has enhanced the efficiencies of the department.

## NEW POSITION: MANAGER OF FINANCE



Jodie Wells, Manager of Finance

During the 2015-2016 fiscal year the Finance division hired Jodie Wells as Finance Manager. In this position Jodie oversees all components of the Band's financial systems, such as accounting

management, budgeting and reporting. She supports the Directors of the Band in budget development and long range financial planning. She also continually evaluates best industry practices in comparison to internal systems to work towards future needs.

Jodie joined Qalipu in 2012. She graduated with a Bachelor of Business Administration from Memorial University in 2011, and completed her CPA designation in 2015 while employed with Qalipu.

The Finance division had a successful year in meeting its financial reporting requirements. The financial statements included on the following page represent the consolidated operations of the Band and its wholly-owned commercial enterprise, Qalipu Development Corporation (QDC). In 2015-2016, the Band earned revenues of \$9.6 million and had total expenditures of \$9 million, resulting in a surplus of \$592,486. The Band's auditors completed their final report on June 1 and reported that the financial statements are fairly presented.

Consolidated financial statements, including the Auditor's Report, for the year ended March 31, 2016 can be found on the Website at <http://qalipu.ca/reports-and-financial-statements/>.

## MEMBERSHIP

A key responsibility within Operations is Indian Registration Administration (IRA) which ensures 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.

**TRANSFER OF A STATUS INDIAN** from another Band to the Qalipu Band. 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, you can request the information to be corrected. Documentation to support the correction must be provided.

## MEMBERS ARE REMINDED THAT SECURE STATUS OF INDIAN STATUS 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 Nancy O'Connell at (709) 634-4010, toll free 1-855-263-6440 or by email at [noconnell@qalipu.ca](mailto:noconnell@qalipu.ca). For assistance with this process in the Grand Falls-Windsor or Glenwood office please contact Charmaine Bath at (709) 679-2142, toll free (855) 263-6440, or by email at [cbath@qalipu.ca](mailto:cbath@qalipu.ca).



QALIPU MI'KMAQ FIRST NATION  
CONSOLIDATED STATEMENT OF REVENUE AND EXPENSES  
FOR THE YEAR ENDED MARCH 31, 2016

Revenue

Federal Government	
Aboriginal Affairs and Northern and Development Canada	\$ 6,094,917
Employment and Social Development Canada	1,286,141
Health Canada	299,269
Fisheries and Oceans Canada	200,000
Department of Canadian Heritage	46,608
Atlantic Canada Opportunities Agency	21,438
Humber Community Development Corporation	5,000
Provincial Government	
Department of Advanced Education & Skills	36,274
Department of Business, Tourism, Culture and Rural Development	10,800
Women's Policy Office	7,186
Commercial Fishery	485,133
Other Commercial Enterprises	417,074
Emera	255,917
Rent	146,017
Government assistance	132,772
Management and administration fees	121,555
Transfer from Election Reserve	90,000
Congress of Aboriginal Peoples	65,641
Miscellaneous	15,302
Client Recovery Revenue	11,040
	<hr/>
	9,748,084

Expenses

Post-secondary education programs	4,774,415
Wages, benefits, honorariums and per diems	2,172,172
Rent, insurance, office expenses, and maintenance	531,456
Contribution to Qalipu Development Corporation	382,000
Consulting, research fees, and contracted services	359,901
Travel and meeting	201,873
Health Benefits payments	153,429
Professional fees	125,710
Amortization of tangible capital assets	116,348
Election expenses	108,720
Employment Assistance Programs	93,163
Fishing Activities	62,260
Reserve for election	55,175
Interest and bank charges	50,541
Advertising, promotion, and communications	25,100
Utilities	22,180
Municipal tax	16,729
Staff skills development	15,830
Licences and fees	14,420
Cultural activities	19,204
Miscellaneous	4,637
Income taxes	- 1,059
	<hr/>
	9,304,204



**HEALTH BULLETIN** *Let's Talk About Health* is an online publication intended to raise awareness of the many health programs, events and services available to you. The health bulletin is posted on Qalipu.ca and on our Facebook page "Qalipu First Nation"

Have Renée write about something you want to know! Send your question to [letstalkabouthealth@qalipu.ca](mailto:letstalkabouthealth@qalipu.ca)



#### QALIPU HEALTH SERVICES DIVISION (QHS)

It has been fundamental for the Band to expand, and enhance access to, health programs and services for the betterment of members. Currently, the division is working to enhance the delivery of the Non-Insured Health Benefits (NIHB) Program, and health promotion/population health initiatives.

#### NEW POSITION, MANAGER OF HEALTH SERVICES:

During the 2015-2016 fiscal year, QFN hired a Manager of Health Services, Renée Dyer. Renée has six years experience as a Registered Dietitian working in a variety of areas. She has worked independently, co-founded private practice *Nutritionally Your Best* and also spent time working with Western Health in the areas of clinical die-

tetics and health promotion. Renée's educational credentials include a Bachelor of Science in Food and Nutrition and an Integrated Dietetic Internship Program from the University of Prince Edward Island, and a Diploma in Food Service and Nutritional Management from the College of the North Atlantic.

**NIHB PROGRAM:** The QHS team supports members with access, awareness and understanding of the NIHB program. In 2015-2016 QFN has been administering the Medical Transportation Benefit as a pilot program in the 3 central wards, and the organization will expand program administration to all wards during 2016-2017 fiscal year. Future initiatives include taking on the administration of other NIHB programs such as short-term crisis intervention and mental health counselling, dental, and vision care benefits. During the fiscal year 2015-2016 a total of \$11.7 million was paid out on behalf of Qalipu members receiving NIHB from Health Canada.

**FUTURE PRIORITY AREAS** Until an updated health needs assessment is completed, the organization's leadership has identified the following as priority areas:

- Healthy living across the life span
- Chronic disease prevention and management
- Diabetes
- Mental health and addictions
- Strengthen and build partnerships and collaborations.



Renée Dyer, Manager of Health Services

#### QFN CHRONIC DISEASE PREVENTION AND SELF-MANAGEMENT

QFN has been awarded a Health Service Integration Fund in the amount of \$100,000 to implement the QFN Chronic Disease Prevention and Self-Management Project. The Project will be conducted in two phases over a two year time frame. The first is the development stage. A Steering Committee, made up of key representatives from NL regional health authorities, the provincial and federal government, other first nation organizations, and non-government agencies identified as stakeholders, has been established for the development phase.

The purpose of this project is to create a culture and traditional practices resource, which contains modules that can support the existing *Improving Health My Way* program offered by Provincial Regional Health Authorities. This resource will be a foundation to future health promotion initiatives offer through our organization, as it can be used to integrate cultural aspects that are relevant to our members.

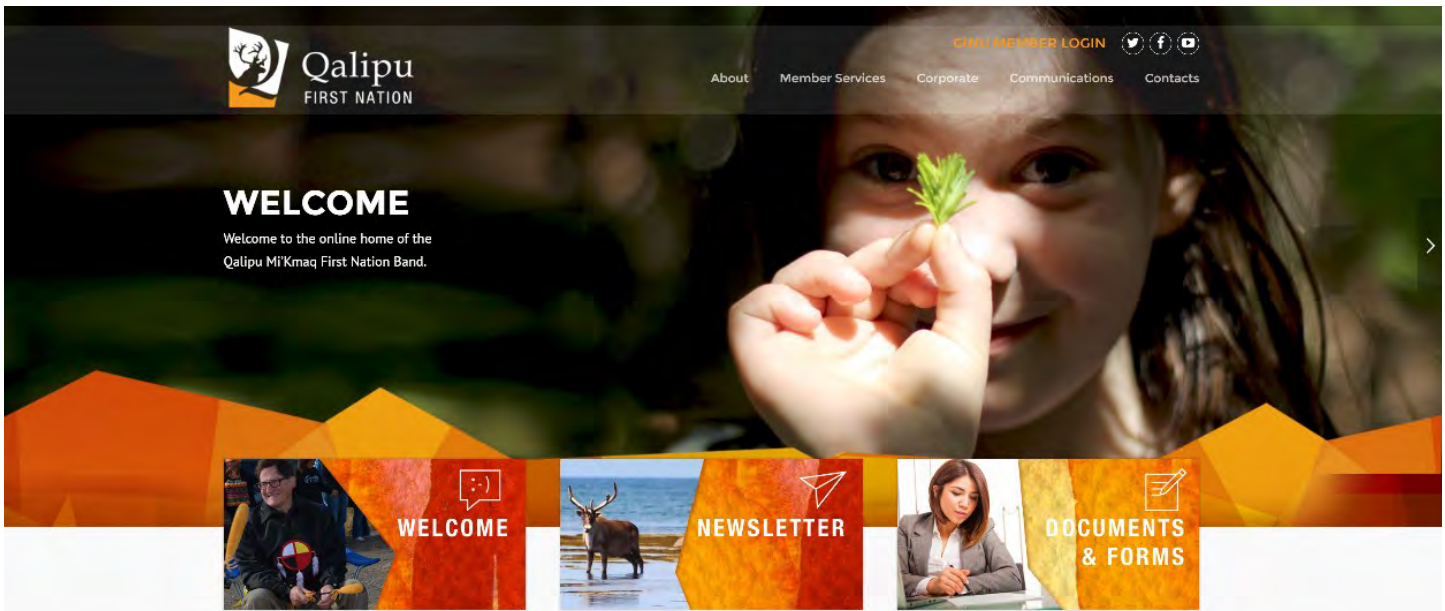
#### BAGGIE BOOK PROJECT

The Health Services division has completed a baggie book kit that focuses on aspects of healthy living and Mi'kmaq culture. Each kit includes copies of small books for students, as well as big books and a supplementary cultural activity USB resource guide for teachers. The kit also includes a hand-crafted talking stick, rattle, and dream catcher. The books will be distributed in kindergarten classrooms located within QFN's 9 wards.

#### DANCER OF THE NEW DAWN PROJECT – A CULTURAL APPROACH TO VIOLENCE AND BULLYING PREVENTION PROJECT

This project will provide teachings in a program model that will standardize basic Mi'kmaq teachings and draw upon the strength of traditional Aboriginal dances to build on local capacity and leadership throughout our 9 wards.

QFN feels it is vital to empower members, especially our women, to have a strong voice within their communities to help raise awareness and provide opportunities to involve and engage our youth by preventing violence and bullying related behaviors. The purpose of this project is to influence the health outcomes of our members by educating and transferring this knowledge and skills to younger generations. Traditional dance teachings and leadership building in Indigenous women will lay the foundation of the Band's anti-violence and bullying program for Indigenous youth.



## Communications

Qalipu.ca, regular newsletters and emails, social media and the elders mailing list make it easier than ever to communicate with our members

With a membership of approximately 24,000, reaching everyone can be a challenge. In addition to being one of the largest First Nations in Canada, we are also geographically dispersed. We are spread out not only throughout our Mi'kmaq communities on the island of Newfoundland, but also around the world. For this reason, Qalipu relies primarily on online modes of communication.

**QALIPU.CA** Our website was given a makeover in 2015-2016. This site is a one stop shop for everything you need to know. Programs, services, benefits, upcoming events and all the latest news can be found there. If you haven't visited the site lately, check it out. We hope you will enjoy the new layout, including an updated logo, and added sections including Council Meeting Reports, a Health Bulletin and Natural Resources Reports, to name a few.

**FACEBOOK** Can you believe the Chief's touching *Prayer for Alberta* reached more than 15,000 people? Facebook is one of

the most widely used and most accessible forms of communication. In 2015-2016, more than a thousand new users "liked" our page. We post all our news on Facebook, as well as share news and events of other indigenous groups and organizations. Find us by searching "Qalipu First Nation". **Note-Some other groups are using our name, make sure it's us.**

We also use **TWITTER**—our handle is @Qalipu2011

**GINU EMAILS TO MEMBERSHIP** Some 10,000 members of the Band have taken the time to list an email on their ginu membership profile. We're glad you did. It would cost about \$20,000 to send all members a letter in the mail, so we'd much prefer email. Please take the time to sign up. The most important news comes through ginu, as well as our newsletter and other communications. In 2015-2016, Qalipu used the ginu email network to send 25 emails; sharing information about the Election, Messages from the Chief, employment opportunities enrolment updates and more.

**MAW-PEMITA'JIK QALIPU'K** is our monthly newsletter. You're invited to be a part of the story. Send your photos, news or story idea to the Editor at [awhite@qalipu.ca](mailto:awhite@qalipu.ca)

**SURVEYS** Occasionally we put out a survey in order to gauge the opinion of our membership on key topics. When you see one, please participate. We will report back to you on our findings.

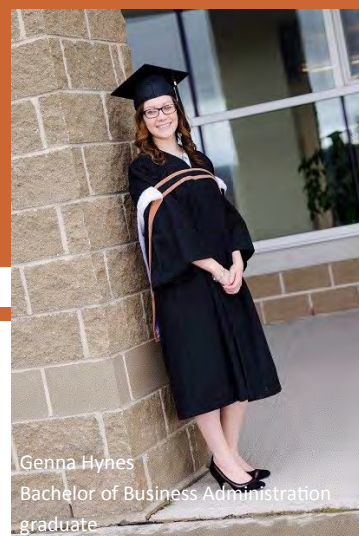
**COUNCIL MEETINGS** The newly elected Chief and Council want to see and hear from members at all Ward and regular meetings of Council. Stop by, tell them what you think!

**ELDERS MAILING LIST** We recognize that for some, such as our elderly members, using a computer may not be possible. If you'd like to sign up to receive the newsletter and other communications by mail, please contact Communications Officer Alison White at (709) 634-5163. You must be over 60 years of age to access this service.



# ENHANCING OUR SKILLED WORKFORCE, ONE STUDENT AT A TIME

Qalipu is an advocate for the education of members. Our service is built on the pillars of **ACCOUNTABILITY AND FAIRNESS**

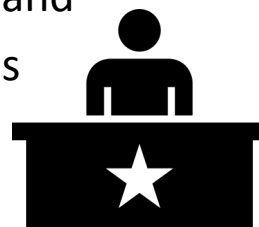


Genna Hynes  
Bachelor of Business Administration  
graduate

**100%** of eligible clients  
who applied for support **were**  
**funded** in 2015

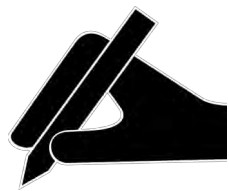


**Client Service Officers**  
help students understand  
their benefits and  
responsibilities



Scholarships,  
bursaries and  
grants **will not**  
**affect** your  
funding. Visit  
our website

<http://qalipu.ca/education-and-training/scholarships-and-bursaries/>



"We encourage  
students to  
apply early, and  
pay **careful attention to**  
**application requirements.**

Review our Local Guidelines  
here: [http://qalipu.ca/about/](http://qalipu.ca/about/governance/policies-and-local-guidelines/)

[governance/policies-and-local-guidelines/](http://qalipu.ca/about/governance/policies-and-local-guidelines/)"

-Monique Carroll, Manager of Education

**Work Force Qalipu** has adopt-  
ed a books and tuition first  
policy. This has allowed us to  
fund more students. Funds  
remaining at year end are  
shared among eligible clients



Don't miss the  
**APPLICATION**  
**DEADLINE!**

**June 30**—Fall  
Semester

**Oct. 31**—Winter  
Semester

**Feb. 28**—Spring/  
Intercession/Summer

To find out more about education funding options for members, please contact Judy Falle,  
Client Intake Officer:

jfalle@qalipu.ca  
(709) 647-3171 or 1-888-251-7614





**W**ork Force Qalipu is responsible for four key areas: Post-secondary education, demand-driven skills training, employment programs and working toward the creation of partnerships that will help the Band and its members prosper and grow.

There are two programs that Qalipu relies on for the administration of education support benefits: Aboriginal Skills and Employment Training Strategy (ASETS) and the Post-Secondary Education Program (PSE). For members interested in availing of these programs, it's important to note the difference.

**ASETS** receives funding through Service Canada. The program is intended to support students enrolling in studies of 30 weeks or less in length with strong labour market support. When applying for ASETS funding, you should be aware of the three priorities that come into play when determining how to allocate funding: supporting demand-driven skills development, fostering partnerships with the private sector and the provinces and territories; and placing emphasis on accountability and results. 82 students were funded through this program in 2015-2016.

The **PSE** program receives funding through Indigenous and Northern Affairs Canada and is intended for students completing education programs of 1–4 years. With the PSE program, students can only be funded if the training is a step above the students current level of education, like this:

## PSE Levels of Support

**UCEP:** University and College Entrance

**Level 1:** College diploma or Certificate

**Level 2:** Undergraduate programs

**Level 3:** Professional degree programs, Master's and Doctoral Programs

Unlike the ASETS program, the decision to fund the student is not dependent on the labour market demand. Note that prior post-secondary attendance may count toward the total number of eligible funding years. 695 students have been funded in 2015-2016.

**DEMAND-DRIVEN SKILLS TRAINING** focuses on delivering those special skills or training certifications that members need in order to be employable. These can be identified either by an employer who is interested in hiring members in a particular area, or by the members themselves. Training can be group based or individual.

In 2015-2016, a number of group based training initiatives were offered including Steel Tower Assembly in St. George's (18 participants), Employment Readiness Program in Grand Falls-Windsor (16 participants) and Workplace Readiness Training in St. George's



16 participants took part in the Workplace Training Initiative in Grand Falls-Windsor.



18 participants took part in the Steel Tower Assembly Training in St. George's

**THE SKILLS PARACHUTE PROGRAM** is also designed to help members attain the specific skills or certifications required to secure job prospects. The funding is limited to training of no longer than five days, must meet labour market requirements, and has a contribution of up to \$1500.

L-R Chief Brendan Mitchell, Brittany Pittman, and Keith Goulding, Director of Work Force Qalipu



## Living Memory : Bernie Hanlon Memorial Scholarship

*Bernie Hanlon dedicated her life to supporting and encouraging the Aboriginal people of Newfoundland both culturally and working with them to achieve their educational dreams. The Bernie Hanlon Memorial Scholarship, valued at \$1000 was created to help a Qalipu funded student pursue those dreams.*

*The winner was chosen based on a combination of grades and a 500 word essay on how the individual demonstrates his/her embodiment of the Bernie Hanlon spirit.*

*Congratulations to Brittany Pittman, this years winner.*

# Partnering for Success

In the past year Work Force Qalipu continued to work on industrial project opportunities with EmeraNL and their principle contractors on this project; PowerTel, Abengoa and ABB. To better support the Transmission Line work, Qalipu partnered with Pat Hickey and his team at PPAB Security Services & Consulting Ltd to provide security services and employment opportunities to our members. We provide security services to Abengoa and PowerTel lay-down yards and facilities. In addition, we are working with the Waycobah First Nation, and their company First Alliance Security, to provide security training and employment for members for ABB. Additionally we have conducted three group-based training initiatives with over 60 members participating. We have formed relationships over the past year

***“2015-2016 was a busy year for Work Force Qalipu and in many ways it is due to the company we keep. One important element in any successful undertaking is a willing partner, and in this past year Qalipu has had many.***

***Partnering can take on many forms but at its core there needs to be a willingness to engage and an openness to help and support our membership.”***

Keith Goulding, Director of  
Work Force Qalipu

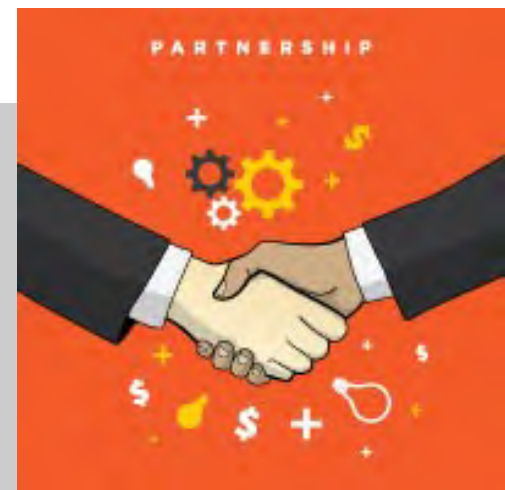
with Parks Canada and Corner Brook Pulp & Paper; we will be working with both partners in 2016-2017 to create employment, education and other opportunities for members.

Work Force Qalipu is focused on providing opportunities for youth and this past year we awarded 23 summer student positions through our Youth Summer Employment Program. We are pleased to continue our relationship with the RCMP hiring 8 students in 4 detachments, including Bay Roberts, Grand Falls, Corner Brook and Bay St. George. As well, we were heavily involved in the planning and implementation of the first “Healers of Tomorrow” medical career exploration program in partnership with MUN’s School of Medicine. This biannual event brings youth from around the province together to learn about a variety medical related career options available. The training is very experiential and this year, medical professionals gave practical demonstrations and integrated the students wherever possible.

## Thank You!

*Partnerships with organizations in the local area, paired with Qalipu employment programs and services, have created employment opportunities for 27 members:*

- Goosney’s Trucking
- R & L Electrical
- E & G Excavation & Snow Clearing Inc.
- The Law Office of Jennifer Barnes
- Tetford’s Furniture
- Audio Systems Limited
- CareGivers Inc.
- Install All Woodworking
- Hair Boutique
- Continental Marketing Group
- Shannon’s Signs and Graphics
- ACAP Humber Arm
- SourceIT Wholesale
- MAC’s Fish & Chips
- Flat Bay Band Inc.
- Captain Cooks Galley
- Parks Canada
- Definitions Health and Wellness
- Play Learn & Grow Daycare
- Immaculate Heart of Mary
- Tabletop Chiropractic
- Rock Solid Diesel
- Creative Custom Cupboards
- Peter Pan
- Taste of Jamaica



**S**ervice Qalipu provides oversight in the development of programs and initiatives in Community Economic Development, Culture and Heritage, and Natural Resources. Departmental staff provide core support services to members and community groups, conduct scientific and community-based research, and coordinate cultural workshops and events throughout the year.

**COMMUNITY ECONOMIC DEVELOPMENT DIVISION (CED)** For Qalipu, CED can simply be defined as the development of programs designed to make our communities better places to live and work. Qalipu understands that this development does not occur in a vacuum; it requires the engagement, participation and support of multiple stakeholders and partners in areas such as economic research and data collection, entrepreneurship and small business assistance, along with specific sector development initiatives.

**SECTOR STRATEGIES:** As identified in the Band's Economic Development Strategy, the Tourism and Craft sectors are two key areas where Qalipu can play a significant role in sector development. In 2015, separate but interrelated strategies were written outlining the potential for member participation and included 5-year implementation

plans. Highlights include hiring of a sector specialist to spearhead implementation, supporting key assets such as the K'taqmkuk Mi'kmaw Museum and the Bay St. George Powwow, developing infrastructure projects in central and western Newfoundland, creating welcome areas to demark the Qalipu territory, and sponsoring group-based tourism training. Funding proposals are currently under review to begin the first phase of strategy implementation.

#### ENTREPRENEURIAL SUPPORT, NEW POSITIONS

In October, Qalipu added two experienced Community Economic Development Officers to its staff. Wayne Quilty, working from the Corner Brook office, brings with him over 30 years of experience with federal government agencies and educational institutions. In the Grand Falls-Windsor office, Kellie Kerpan is assisting members and community groups in central Newfoundland. Kellie moved home to take the position with Qalipu after working for many years with Aboriginal groups in western Canada. In 2015-2016 the Development Officers have been working with 141 Qalipu business clients seeking to either start a business, expand or make improvements to their ex-



L-R CED Officers Kellie Kerpan (central) and Wayne Quilty (western)

***“A small but emerging niche of business owners are seeking assistance from Qalipu for linkages with post-secondary institutions for applied research assistance for product development. Qalipu sees these opportunities as extremely important to the future viability of members businesses and will continue to encourage these engagements.”***

**Wayne Quilty, CED Officer**

isting business. Wayne and Kellie are responsible for responding to member requests for business advice and guidance. Most inquiries are driven by the need for information on funding for a business start-up or improvements. The Development Officers provide an invaluable contribution to fulfilling the Band's economic development mandate through their services and they contribute to the success of Band and member economic development, and to the expansion of Aboriginal entrepreneurship. This past year, the team has worked with members who proposed ideas such as small farms, tourism, fish markets, small construction and contracting businesses, lodges, deli's, restaurants, retail and wholesale. 104 members were seeking to start a new business, 17 were looking to improve a business, 10 were seeking a partnership with another business, and 9 were investigating the purchase of an existing business.



Depiction of Welcome area signage





Student delegates participated in the 5th annual Mawio'mi Business Forum

***“THE QALIPU BUSINESS NETWORK provides business owners with an opportunity to network with each other. It is a vehicle of communication between the Band and business owners around potential opportunities, market trends, training, and partnership development.”***

-Ralph Eldridge  
Director of Service Qalipu

This past year an **ASSET MAPPING PROJECT** was completed to further identify aboriginal businesses located within our communities. This resulted in a further 44 new member businesses being added to the Qalipu Business Network (QBN) business directory. This list is shared with Emera NL and its prime contractors for opportunities with the Maritime Link Project.

In March, the QBN hosted its **5<sup>TH</sup> ANNUAL MAWIO'MI BUSINESS FORUM** in Corner Brook. This year's event, themed “Engaging Youth in Business Innovation”, featured industry presentations from 19 different companies and agencies. 120 delegates registered for the two-day event repre-

senting 90 individual companies. Key-note presentations were given by Minister Gerry Byrne, announcing \$149,439 in funding for Qalipu to expand its Labour Force Database, and by innovation and trends expert, Max Valiquette.

Industry partner Anaconda Mining helped facilitate concurrent sessions held with 13 youth delegates focusing on finding innovative solutions to mining by-products. The youth delegate component was very successful with a new partnership forming between College of the North Atlantic and Anaconda to further develop a number of the proposed solutions into commercially viable products.

Have you registered your business with the Qalipu Business Network?

Contact Nicole Companion

**Save the Date: Mawio'mi 2017 will be held in Gander at the Albatross Hotel , March 1-2**



Qalipu artists Marcella Williams and Scott Butt were commissioned to craft birch bowls as special gifts for Mawio'mi presenters



**CULTURE AND HERITAGE DIVISION** Qalipu staff have been working closely with the Qalipu Cultural Foundation to support Mi'kmaq culture in Newfoundland and Labrador. We are making every effort to reach out to individuals with limited knowledge of their heritage, providing them with information and experiences to assist them in the discovery process. We also seek to unite the people who have the experience and knowledge of Mi'kmaq traditions

**WORKSHOPS:** Last April, Qalipu hosted a series of Traditional Medicine workshops in central and western Newfoundland. These workshops focused on sharing traditional knowledge of natural medicines. Particular emphasis was placed on the historic connection of Mi'kmaq to the land and the practice of passing on generational knowledge



### Qalipu Cultural Foundation Ke'tipnemk Fundraising Gala

through oral history. More than 130 members participated in the workshops which were hosted in Corner Brook, Grand Falls – Windsor, and Stephenville Crossing.

Six regional craft workshops were hosted in Benton, Badger, Benoit's Cove, Flat Bay, Gilliams, and Kippens which focused on moccasin and drum making. Demonstrating the broad interest in the community workshops, 93-year-old Mrs. Veda Hann from Gillams came out to participate in her very first craft workshop. Mrs. Hann was just one of 135 workshop participants to either craft a pair of moccasins or make their own hand drum.

#### MI'KMAQ CULTURAL SUPPORT PROGRAM

This past year, the Qalipu First Nation partnered with the Qalipu Cultural Foundation to administer a support program made available to Newfoundland Aboriginal organizations. Grants were awarded to various organizations in St. John's, Badger, Corner Brook, St. George's, Stephenville, and Stephenville Crossing. These grants helped fund regional celebrations such as National Aboriginal Day, St. Anne's Day, and assisted and sup-

ported cultural teachings and workshops throughout our communities. In 2015-2016, the Mi'kmaq Cultural Support Program was able to contribute to 13 community projects for a combined total of \$12,316.

#### KE'TIPNEMK FUNDRAISING GALA

October 24<sup>th</sup> marked the Qalipu Cultural Foundation's inaugural fundraising gala, the Ke'tipnemk Dinner and Silent Auction. Jennifer's Restaurant was radiant with candlelight and traditional Mi'kmaq colours. The venue was alive with a vibrant energy and spirit as the room was adorned with Aboriginal art and crafts from across the province.

The gala was successful in raising \$15,867.00 for the Foundation. This money will be reinvested back into the community to provide cultural education, experiences, and workshops. Qalipu and the Foundation would like to thank the volunteers, individuals and families, businesses and the community for providing their support and generosity in the form of sponsorships, donations of arts and crafts, volunteerism, and attendance.



L-R Workshop volunteer Jenna Osmond, western Vice-Chief Erica Samms Hurley and Workshop Lead Michelle Matthews



**THE QALIPU NATURAL RESOURCES DIVISION (QNR)** conducts Research and Monitoring on a number of species through their Terrestrial and Aquatic Programs. QNR also manages a Fisheries Enforcement Program, a Geographic Information Systems (GIS) group, as well as a Community/Youth Engagement program. QNR participates in commercial activities through involvement in Commercial Fishing and Environmental Services. We maintain an active partnership with Miawpukek First Nation called Mi'kmaq Alsumk Mowimsikik Koqoey Association (MAMKA). MAMKA initiatives include Biological Research, Community/Youth Engagement, and Commercial activities as previously described.

**COMMERCIALIZATION:** One of the priorities of QNR, and Qalipu as a whole, is forming strategic partnerships in order to achieve common goals. Last year QNR began working with Stantec on two projects, both funded by Emera. These projects included phase one of a Before After Control Impact (BACI) **Caribou Migratory Study**. The BACI was held in two locations, Granite Canal and Gros Morne. QNR assisted in the placement, data collection, and removal of field equipment used for caribou population monitoring.

Pine Marten is a Species at Risk that warrants the attention of QNR. **The Pine Marten Hair Snag Study**, also funded by Emera, allowed us to analyse population and distribution via hair snag trap which were set in 12 different locations around the Annieopsquotce Mountains and the Burgeo highway.

Both the Caribou BACI and the Pine Marten Hair Snag Study provided data essential to understanding how the EMERA Maritime Link project will effect the respective species.



Aerial View: QNR monitors caribou populations

**AQUATIC INVASIVE SPECIES (AIS):** A Mark Recapture Study of green crab was completed in Port Harmon, NL during this past field season to estimate the population of European green crab in this small sheltered harbour. QNR saw a unique approach to the Green Crab Study this year with the addition of a Conservation Corps. NL Green Team comprised of several Qalipu youth members. Along with the Fishery Guardians and a number of stakeholders, these youth made a valuable contribution to our research. At the end of the project it was estimated that the population of green crab in Port Harmon was approximately 639,870. About 40,000 of these were permanently removed from the location.

## FIELD WORK



### Aboriginal Fisheries Strategy (AFS)

The primary focus of the Aboriginal Fisheries Guardians is to minimize poaching by enforcement efforts on the inland waters of Qalipu territory. Poaching is the illegal harvest of fish and wildlife that imposes on the sustainable management of resources for our use, and for future generations.

In addition to enforcement patrols, the Guardians collect scientific data that is fed into the Natural Resource division for analysis and reporting. For reliable QNR planning, reporting, understanding our environment, raw data is essential. Data collected from year to year provides the possibility for long term monitoring, showing changes over time.

A number of QNR and MAMKA projects were made possible this year by the involvement of the AFS Guardians. In particular, projects pertaining to American eel, fresh water habitat obstruction removal, Invasive Species and research concerning Species at Risk. Staffing numbers remained the same with six Guardians in Western NL, four in Central NL, with one coordinator for both regions. We are working toward securing the funding to enhance the number of Guardians in central.

The Aboriginal Fisheries program has been in place, first under the Federation of Newfoundland Indians and now with Qalipu, for more than twenty years. This core program has a high level of importance to the sustainability of our environment.



NR Technician Scott Caines shows the Green Team how to properly complete data sheets





IF YOU COULD TALK TO  
THE NEXT SEVEN  
GENERATIONS, WHAT  
WOULD YOU SAY?

"The Qalipu Natural Resource division is motivated by the *seven generations* philosophy. It means always keeping in mind the many generations of our children and children's children who will inherit the earth, and the impact of our decisions, not just on ourselves, but on them.

Our attention at QNR is on Species at Risk, monitoring our rivers to ensure sustainable use, and gathering and safeguarding the traditional knowledge of our elders. We are also actively monitoring some of the invasive species that impact our environment, and providing fishing licenses so that one of our most prevalent traditional livelihoods may continue on in the hands of our members. Finally, we take every opportunity to connect and share knowledge in our communities, particularly with our youth.

If you'd like a more in depth look at our research please visit the Qalipu website for a number of published reports."

Jonathan Strickland, Manager of Natural Resources



# LOOKING BACK

## QNR PROJECTS AND PARTNERSHIPS IN 2015-2016

### Aboriginal Fisheries Strategy (AFS)

#### Marine Resource Inventory (MRI)

- Eel Grass
- Salmon Redds
- Freshwater Obstruction Removal

#### Commercialization

- Caribou
- Pine Marten
- FNI-GIS Services
- Fishing Licenses

#### GIS

- Arctic Hare
- Storyteller Interview Project
- Traditional Knowledge and Use Database
- Traditional Use Study (TUS)
- Environmental Monitoring Support

### Aquatic Invasive Species (AIS)

- Green Crab-Green Team
- Tunicates

### Species at Risk (SAR)

- American Eel
- Piping Plover
- Killifish

### Community and Youth Engagement

- World Water Day
- Medicine Walk
- Ocean's Day

### Qalipu/SPAWN Summer Student Program

- Salmon Trap-Corner Brook Stream



## FEDERATION OF NEWFOUNDLAND INDIANS ANNUAL REPORT

### ENROLMENT PROCESS

The Enrolment Process for Founding Membership in the Qalipu First Nation is governed by the June 23, 2008 Agreement and the June 30, 2013 Supplemental Agreement for the Recognition of the Qalipu First Nation.

Currently, an Enrolment Committee consisting of twelve representatives (six from each of the Federation of Newfoundland Indians (FNI) and Indigenous and Northern Affairs Canada (INAC)) are reviewing more than 100,000 applications that were submitted to the process by November 30, 2012 to become Founding Members of the Band.

From these more than 100,000 applications received, the Enrolment Committee determined that approximately 6,500 applications were invalid due to applicants not having included critical components such as a long-form birth certificate or their application missed a required signature. In September, 2015, two of the applicants that were rejected for invalidity succeeded in a court challenge with a ruling that the Enrolment Committee's decision was not appropriate. The court found that the Enrolment Committee must provide opportunity to both applicants to correct their invalid application. Therefore, the FNI and INAC decided to extend the opportunity to all 6,500 invalid applications.

In providing this opportunity to all 6,500 invalid applicants, an extension of time is required to complete the review. The FNI and INAC have announced that the review process will be extended to no later than January 31, 2017. On or before this date, the more than 100,000 applicants will receive a letter from the Enrolment Committee rendering a decision on their eligibility to be a Founding Member of the Qalipu First Nation Band.

In the event of appeals by applicants, the Appeal Process will begin on February 1, 2017. Applicants wishing to appeal the decision will have 45 days to submit their appeal from the date that the decision is mailed. Once the Appeal Process has concluded, the Enrolment Committee is responsible for preparing an amended Founding Members List to be presented to the Minister of Indigenous and Northern Affairs Canada. The Minister will submit the new Founding Members List to the Governor in Council to amend the Order in Council (OIC) for the establishment of the Qalipu First Nation.

Once the OIC has been amended, all applicants that received a letter January 31, 2017 indicating they were eligible as Founding Members of the Band will receive another letter from INAC indicating they are now registered as Indians under the *Indian Act* as members of Qalipu Mi'kmaq First Nation. Current members and new members of the Band that are accepted will continue or begin receiving services. It is possible that some individuals may lose their Indian status as a result of the reassessment of their application. Such individuals would no longer receive access to programs and services provided to Status Indians as of the date that the Founding Members List is accepted by Federal Cabinet.





# Qalipu Business Trust

## Self-sustainability through Partnerships, Business Ownership and Management



**QALIPU BUSINESS TRUST** (QBT) is a standing committee of Council. QBT was formed to undertake investments and business operations in key sectors. QBT will acquire and grow businesses that are profitable and bear minimal risk, with the goal of improving the economic future of the Qalipu First Nation.

**MARINE QALIPU LIMITED PARTNERSHIP** is a partnership created with Marine Contractors and Qalipu Development Corporation. It was awarded the Site Preparation Contract from Emera NL's Maritime Link Project valued at \$25 million. This work wrapped up in early 2016. Marine Qalipu Limited Partnership received another contract from Emera subcontractor ABB valued at \$7 million. This work was to complete Switch Yard construction at its Bottom Brook and Granite Canal site.

Qalipu Development Corporation (QDC) assumed ownership of **MI'KMAQ COMMERCIAL FISHERIES** (MCF) upon Band creation in 2011 from the Federation of Newfoundland Indians. This company is currently valued at \$1,527,863. Species that are fished are turbot, crab and shrimp on MCF's larger vessel, the Newfoundland Navigator. MCF also designates 7 inside fishery enterprises in western Newfoundland.

In March 2016 QDC purchased a **COMMERCIAL PROPERTY IN GRAND FALLS-WINDSOR** at 28 Hardy Ave. to add to the QDC Property Management Portfolio. QDC currently has 3 Commercial rental proper-

ties with a combined value of \$2,142,000.

**QALIPU MANAGEMENT SERVICES** (QMS) is a payroll and financial services company which provides accounting services to various company's affiliated with Qalipu Development Corporation. It also provides accounts payable services for Health Canada's Non-insured Health Benefits. Medical Transportation administered by the Qalipu First Nation Health Services division.

**QALIPU PROJECT SUPPORT SERVICES** (QPSS) exists to help project proponents effectively manage sites by providing solutions to small contract needs within larger projects. We are partnering with PPAB a member-owned security company to provide security services to two contractors connected to the Maritime Link Project; Abengoa and PowerTel.

**EASTERN DOOR LOGISTICS** is a freight forwarding and logistics company providing shipping and transportation services in Eastern and Central Canada as well as the United States. Established in 2016, we are positioned to provide a single access point to ground, sea and air freight forwarding as well as distribution and warehousing in Buffalo, NY, Toronto, ON and Ontario, CA

**CONTACT:** For more information, please contact Chief Executive Officer, Annie Randell.

Email [arandell@qalipu.ca](mailto:arandell@qalipu.ca)

Tel. (709) 634-5069



New acquisition: Property at Grand Falls-Windsor



Real estate 3 Church Street, Corner Brook



Real estate 1 Church Street, Corner Brook



MCIQ Limited Partnership





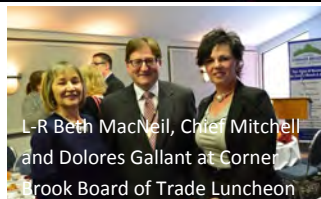
Chief Mitchell, Vice Chief Samms Hurley and Vice Chief Bouzanne and Minister Carolyn Bennett spend time with staff at the Native Friendship Centre



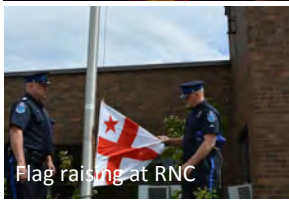
Chief Mitchell gathers with a group protesting fracking at Shoal Point



QCF Fundraising Gala



L-R Beth MacNeil, Chief Mitchell and Dolores Gallant at Corner Brook Board of Trade Luncheon



Flag raising at RNC



Qalipu presents their annual Janeway donation



Paul Pike and family at Winter Feast

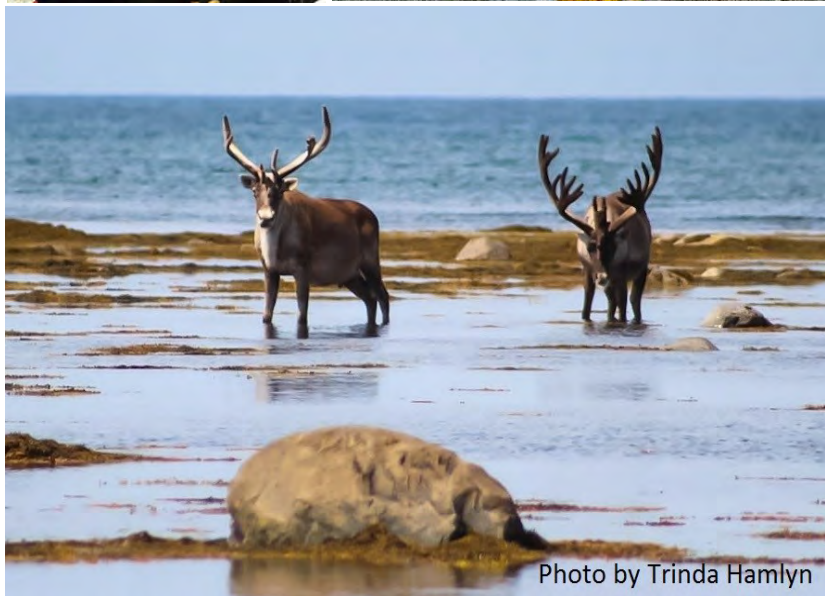


Photo by Trinda Hamlyn



World Water Day



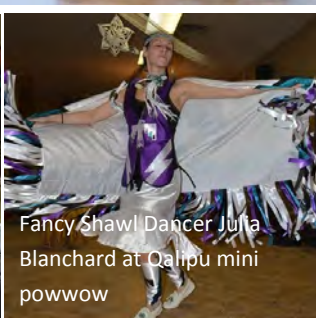
Margie Benoit Wheeler, Troy Bennett and Carol Ann Dobbins



Ward Councilors Brian Dicks and Andy Barker



Strong Bear Drum Group performing at Mawioini 2016



Fancy Shawl Dancer Julia Blanchard at Qalipu mini powwow



Phyllis Cooper at Grenfell Indigenous craft fair



Rise-up National Walk against violence comes to St. George's



**Qalipu lead staff** L-R Rob Dicks, Director of Operations, Jonathan Strickland, Manager of Natural Resources, Ralph Eldridge, Director of Service Qalipu, Keith Goulding, Director of Work Force Qalipu, Monique Carroll, Manager of Education, Jodie Wells, Manager of Finance, Janet McAuley, Officer Manager. Missing from photo: Renée Dyer, Manager of Health Services.



## Making ginu Work for You



**Vickie MacDonald,  
Employment Coordinator**

In the next year the ginu membership database will be enhanced to allow members to apply directly through ginu for employment, training, post-secondary funding, wage subsidies and a host of other current and future programs and services.

**NEW POSITION, EMPLOYMENT COORDINATOR:** In order to help members find meaningful, employment we are pleased to announce that Vickie MacDonald

has been hired as our Employment Coordinator. Ginu employment services to include:

- Assisting members with completing their profiles in the ginu database
- Providing employers with a means to getting their job ads in front our membership through ginu
- Maintaining a list of members looking for work opportunities
- Assisting members to ensure they are registered on the necessary job banks for the various energy sector projects underway in our province.
- Using ginu to search for members with specific skill sets to help businesses with hard to fill positions.

We look forward to assisting our members. For information please feel free to contact Vickie at [vmacdonald@qalipu.ca](mailto:vmacdonald@qalipu.ca) or via telephone at (709) 634-8611



## At Work with Qalipu

There are a total of forty-nine employees working for the Qalipu First Nation. Twenty-seven employees work at the Corner Brook office; six at the St. George's office; four at the Glenwood office and two at the Grand Falls-Windsor office. Ten people are employed seasonally 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 Career Beacon website."***

Janet McAuley, Office Manager



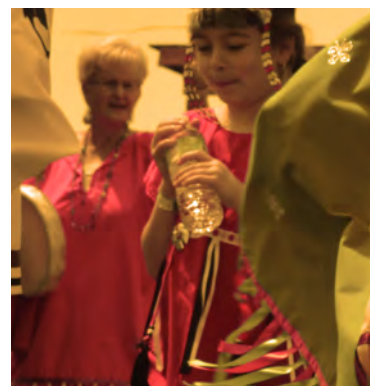
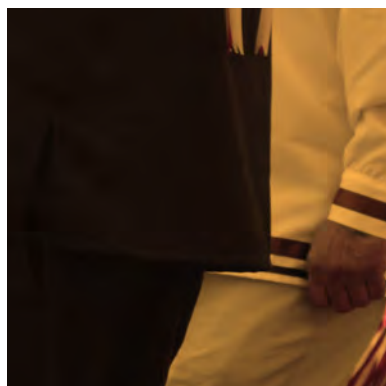
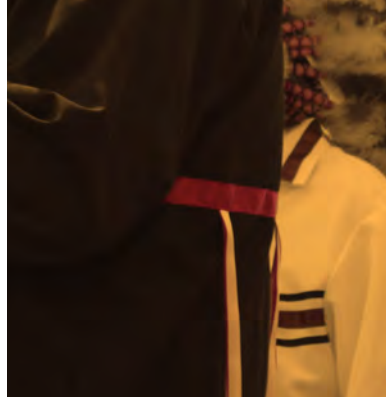
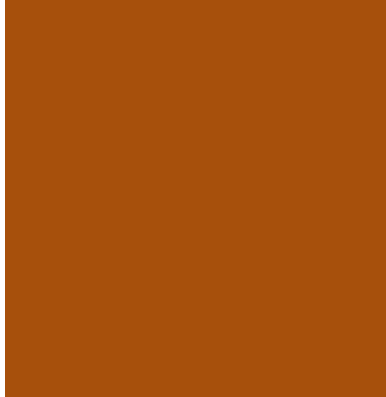
Members wishing to update or correct their information in the Indian Register are asked to contact Charmaine Bath at Tel. (709) 679-2142

Toll Free 1-855-263-6440

Email [cbath@qalipu.ca](mailto:cbath@qalipu.ca).

## Tell us what you think!

We have posted a Services and Standards Survey on our website. Sharing your experience will help us to continually improve upon membership services. Find it here: <http://qalipu.ca/band-registration/services-standards-survey/>



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