

2016-2017 Annual Report



Qalipu
FIRST NATION



Dancers of the New Dawn Program



Outdoor Education Program



Seniors Mentoring and Leadership Retreat

QALIPU FIRST NATION

Our Mandate

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

INSIDE THE ANNUAL REPORT

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

Tourism



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



Health

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



Membership



Culture

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



Education

We are committed to enhancing the lives of our members through education and continued learning. This year, 840 new students were funded, and 220 more of our funded students graduated from their programs.

Natural Resources



Our focus is on environmental research, river monitoring, youth outreach, and the traditional knowledge of our elders. We also administer fishing licenses so traditional livelihoods may continue on in the hands of our members.

Entrepreneurship

This year, through the support of Community Economic Development programs and services, 156 members pursued new business opportunities, and many more explored how to grow, partner and improve.



Economic Growth



The Band pursues business opportunities on the path to self reliance and own-source revenue. This past year, partnerships were made, new buildings were purchased and we enhanced our fishing enterprise with a new license in Bay St. George



Employment

Self-Employment Assistance, Grad Incentives, Wage Subsidies and Training programs are some of the ways we focus on improving employment outcomes for our members.

QALIPU FIRST NATION

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“FEEL THE
BEAT OF THE
DRUM AND
DANCE
LIKE ONLY
KISU’LK IS
WATCHING”

MESSAGE FROM THE CHIEF



Kwe'

On behalf of Council, Executive and staff, I would like to welcome you to our Annual General Assembly. This is a great opportunity to take a look at the year gone by, and reaffirm where we are going as a Nation.

The most significant event to happen in the past year was the end of the Qalipu enrolment process. In January, decision letters were mailed to more than 100,000 applicants and an appeals period followed. This process has been a difficult chapter in the story of the Qalipu First Nation. I continue to do all that I can in the best interest of members and our communities. A report on enrolment is included on page 26.

During the 2016-17 fiscal year a lot was accomplished. I would like to take the opportunity to share with you some of the initiatives.

The expansion of the Aboriginal Fisheries Guardian Program. This program, with a focus on monitoring our rivers for sustainable use, has been an important part of the work we do for nearly 25 years. For the first time in as many years, we secured enhanced funding and an expansion to the program that allowed for monitoring on the Gander River with the addition of two new Guardians. Going forward, we are looking at ways to monitor more rivers in the province. With the recently announced changes to the salmon fishery, it is more important than ever to protect our rivers and their resources.

Health benefits and services is another area where Qalipu has achieved enhanced expertise and growth. Through taking on administration of some elements of the Non-Insured Health Benefits Program, like the Medical Transportation Benefit, Qalipu is creating employment, generating revenue for the Band, and serving our own membership, faster, right here in New-

foundland. Delivering NIHB travel benefits to members in Atlantic Canada led to the creation two new full-time jobs and one part-time position. Payouts processed for Band members in Atlantic region for 2016-17 totaled \$441,163. Our next step is to explore taking on the administration of the Short Term Crisis Intervention Mental Health Counselling Benefit.

The Qalipu Business Park Committee continues to work toward realization of a business park. We have held several meetings with our consultant on this project, together with representatives from the municipal, provincial and federal governments. Establishment of the Business Park remains an important part of our long-term strategy as a means to expanding programs and services to membership.

This year we enhanced our community presence by purchasing two buildings, one in Grand Falls-Windsor and another in Stephenville. We now have Qalipu staff serving members in five office locations, and have added a new community room in Grand Falls-Windsor and in Corner Brook that are used extensively by our membership. Through office rentals we are enhancing our ability to generate revenue and build our capacity to provide benefits and services to membership.

In the year to come, you can expect to see a high level of involvement from Council in our communities, and a continued commitment to supporting our members and community initiatives including the Bay St. George Annual Powwow, and the Exploits Mawi'omi. We will continue to focus on our youth through supporting our young Mi'kmaq athletes, students, as well as contributing to other support programs in our communities.

Wela'lin
Chief Brendan Mitchell

-WELCOME-

Kwe, me' tal-wuleyn? I hope this past year has been a happy and rewarding one for you all. This is my first opportunity to address you as the Band Manager of the Qalipu First Nation (QFN) and I am pleased and honoured to do so. As Band Manager, it is my role to oversee the many programs and services that our team of dedicated professionals deliver in our offices throughout our territory.

This year's Annual Report is but a snapshot of the many things that have happened, and as you will see in this report, it has been a busy year. The staff have given tirelessly to provide you with the best possible programs and services lead by a management team second to none. This past year, we saw the launch of our new Tourism Strategy, we welcomed the Directors of Education from the First Nations of Atlantic Canada to a conference in our territory, and we began coordinating the Outdoor Education Program at Kildevil. From delivering the Dancers of the New Dawn project to providing continued support to the Bay St. George Powwow, embracing and sharing I'nu culture has been a major focus for Qalipu and will continue to be as we move forward.

To help support and encourage these our many other programs and services, we have focused attention on economic development projects which will better enable us to support programs and services which directly benefit our members and our communities. We have purchased two new commercial/office buildings in 2016-17 one in Grand Falls and the other in Stephenville which will provide revenue for the Band and room to grow and develop in the future. We have partnered with a US based firm to launch a freight forwarding, customs brokerage and logistics company called Eastern Door Logistics. 2016-17 was a profitable year for Mi'kmaq Commercial Fisheries Ltd. We can expect to see continued growth in this area.

It has been a busy and productive year for the team at Qalipu First Nation and I am looking forward to the opportunity to work with them, and with you, in 2017-18 and beyond. N'multes!

Keith Goulding
Band Manager





Promotional Items **ALL PROCEEDS TO JANEWAY**

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

Hoodies \$35

T-Shirts \$15

Tote Bags \$10

Water Bottles \$15

Baseball Caps \$18

License Plates \$20

Toques \$15

OPERATIONS DEPARTMENT

FINANCE, ADMINISTRATION, HEALTH

Finance

2016-17 has been an exciting and challenging year for the Finance Division. In addition to the normal activities of recording and reporting on the financial operations of the Band, the department has also been working closely with the Finance Standing Committee to update the Financial Management Bylaws of the First Nation. These Bylaws are a core document in the Agreement in Principle and guide our Nation in all aspects of financial management. As such, the Bylaws Review Project has been taken on to improve the accountability aspects of the organization, the Finance Standing Committee and Council. These suggested changes to the bylaws will be presented for ratification by membership during the 2018 Election.

In 2017-18, the Finance Division will become a standalone Department. This will allow for increased accountability and monitoring of control mechanisms throughout the organization.

General Assessment

Each year, Indigenous and Northern Affairs Canada (INAC) prepares a report highlighting the strengths and risks of each agreement holder. As written by INAC:

“The General Assessment Workbook is used to assess the following risk factors: governance, planning, financial management, program management and other considerations. Information about recipients is compared to a series of benchmarks that describe different risk levels and the recipient is assigned a risk level according to the following categories: “low”, “medium” or “high”.”

Qalipu is continually looking to provide excellent service, while meeting all contractual obligations with Canada, and this score is a reflection of the hard work done by the Band

and its partners to continue to meet these obligations.

“We are pleased to share that Qalipu has scored a 2.04 in the General Assessment. This is considered low risk for the areas of governance, planning, financial management and program management.”

Jodie Wells, Comptroller

Ratios

In relation to the general assessment, the financial position of the organization is also evaluated. Financial ratios are prepared to determine the organizations ability to meet financial obligations. Three primary indicators are considered by INAC:

- Liquidity Ratio (threshold: 0.90) – a measure of whether bills can be paid over the coming year);
- Sustainability (Net Debt) Ratio: (threshold: 0.50) – a measure of whether obligations can be met beyond 1 year; and
- Working Capital ratio (threshold: 0.80) – a measures of whether this month's bills for service delivery can be paid

An analysis of last year’s audited financials (2015-2016) was undertaken, and INAC has found that these ratios have yielded a positive result. Analysis of 2016-2017 is ongoing.

Audited Consolidated Financial Statements

Qalipu First Nation had a successful year in meeting its financial reporting requirements. The financial statements included on the following pages represent the consolidated operations of the Band and its wholly-owned commercial enterprises: Qalipu Development Corporation (QDC), Mi’kmaq Commercial Fisheries Inc. (MCF), Qalipu Management Services Inc. (QMS), Qalipu Marine Holdings Ltd. (QMH), and Qalipu Project Support Services Ltd. (QPSS). Information on the enterprises can be found in the chart below:

Commercial prise	Enter-	Types of Activities
Qalipu Development Corporation		Property Management
Mi’kmaq Commercial Fisheries Inc.		Commercial Fishing
Qalipu Management Services Inc.		Payroll and Financial Services
Qalipu Marine Holdings Ltd.		Heavy Civil – Maritime Link Project
Qalipu Project Support Services Ltd.		Security Services – Maritime Link Project

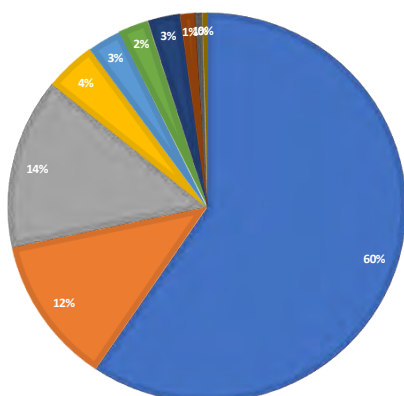
In 2016-2017, the Band earned revenues of \$10.2 million and had total expenditures of \$9.6 million, resulting in a surplus of \$594,179. The Band’s auditors completed their final report on June 1 and reported that the financial statements are fairly presented.

QALIPU FIRST NATION
CONSOLIDATED STATEMENT OF REVENUE
FOR THE YEAR ENDED MARCH 31, 2017

	<u>Budget</u>	<u>2017</u>	<u>2016</u>
REVENUE			
Federal Government			
Indigenous and Northern Affairs			
Canada (Note: 17)	\$ 6,285,308	\$ 6,273,221	\$ 6,072,172
Employment and Social Development Canada	1,289,590	1,292,231	1,251,263
Health Canada	828,566	758,769	272,782
Fisheries and Oceans Canada	440,000	440,000	200,000
Department of Canadian Heritage			46,608
Atlantic Canada Opportunities Agency	167,161	167,612	21,438
CBDC Long Range			5,000
Provincial Government			
Department of Advanced Education & Skills		159,242	36,274
Department of Business, Tourism, Culture and			
Rural Development	8,000	56,336	33,545
Department of Health and Community Services	606	606	26,487
Women's Policy Office	15,179	15,179	7,186
Commercial Fishery		295,384	485,981
Other Commercial Enterprises		283,374	417,074
Emera	204,479	58,262	152,908
Rent		221,184	146,027
Government assistance		135,085	132,772
Management and administration fees	91,057	43,934	121,555
Transfer from Election Reserve			90,000
Congress of Aboriginal Peoples	43,341	39,564	65,641
Miscellaneous	52,779	26,659	14,454
Client recovery revenue		3,221	11,040
Stantec Consulting Ltd.		876	
	<u>\$ 9,426,066</u>	<u>\$ 10,270,739</u>	<u>\$ 9,610,207</u>

QALIPU FIRST NATION - REVENUE AT MARCH 2017

- Indigenous and Northern Affairs Canada
- Employment and Social Development Canada
- Commercial activities
- Health Canada
- Fisheries and Oceans Canada
- Provincial Government of NL
- Other
- Atlantic Canada Opportunities Agency
- Emera
- Congress of Aboriginal Peoples



Pictured here: a graphical representation of the revenue generated in 2017. It is important to note that 86% of the Band's revenues are governed by rigorous terms and conditions. Although these revenue numbers may seem high, our actual unrestricted spending is limited to our commercial activities. As pictured in this graph, revenue sourced from INAC represents almost 60% of total revenue, while own source of revenue, represented through commercial activities make up only 14% of total revenue. For this reason, it will continue to be a priority for the Band to explore avenues for wealth generation.

The highest portion of the Band's spending is related to direct-to-Band Member Student Support Programs at 52%. These costs include: tuition and books, wage subsidies, summer student programs, the RCMP youth program and others.

QALIPU FIRST NATION
CONSOLIDATED STATEMENT OF EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2017

	<u>Budget</u>	<u>2017</u>	<u>2016</u>
EXPENDITURES			
Skills development - University	\$ 3,523,009	\$ 3,614,163	\$ 3,690,270
Wages and benefits	2,194,298	2,074,670	2,009,644
Skills development - Community College	1,019,239	1,004,818	934,075
Health Benefits payments	639,784	512,705	153,429
Maintenance and supplies	3,600	269,442	181,364
Consulting and research fees	331,121	260,094	228,103
Travel and meetings	294,348	259,846	201,873
Amortization of tangible capital assets	99,285	222,059	202,676
Contracted services		178,145	126,799
Wage subsidy	132,854	119,897	76,114
Honorariums and per diems	108,963	109,305	77,607
Boat fuel and bait		88,475	62,260
Office and postage	67,990	86,701	151,270
Summer program	79,000	79,415	78,875
Professional fees	60,153	78,345	168,732
Graduate incentive	86,819	73,364	21,042
Rent	69,676	71,809	73,560
Telephone	61,953	60,697	63,982
Insurance	29,288	54,641	47,975
Interest on long term debt		48,188	40,325
Staff skills development	72,836	46,536	16,122
Self employment assistance	60,000	45,225	43,735
Utilities		44,667	22,180
RCMP youth program	64,717	42,203	56,513
Aboriginal health program	35,000	35,000	
Municipal tax		30,598	16,729
Reserve for election (Note: 13)	30,000	30,000	55,175
Advertising and promotion	38,982	23,484	17,448
Targeted training program	33,021	22,284	49,428
Licences and fees	8,043	20,947	27,733
Career Threads Program	14,000	18,262	5,152
Cultural activities	17,000	17,057	10,000
Interest and bank charges	6,000	13,403	10,216
Miscellaneous	5,677	8,428	4,637
Promotional items		4,975	6,693
Outdoor Education Program		4,500	9,204
Capacity building	6,000	3,129	
Election expenses			65,405
Cultural product development	72,794		
Proposal development			5,000
Communications			2,953
Income taxes		(917)	(1,059)
	<u>\$ 9,265,450</u>	<u>\$ 9,676,560</u>	<u>\$ 9,013,239</u>

2015–2020 STRATEGIC PLAN

Guiding Document

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



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

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

During 2016-2017, initiatives from the Strategic Plan were acted on including the expansion of the Administration of the NIHB Medical Transportation benefit for members in Atlantic Canada.

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

Compliance to ISO 9001 continued during 2016-17 and certification in Workforce Qalipu and Service Qalipu is expected in the 2017-18 fiscal year.



Rob Dicks, Director of Operations

Priority areas and Key Objectives



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

At Work with Qalipu

There are a total of fifty-three employees employed by Qalipu First Nation. Thirty 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. In addition, twelve people are employed as western and central river guardians.

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

-Janet McAuley, Office Manager

TEL 709-634-6895

COMMERCIAL SPACE FOR LEASE IN GRAND FALLS-WINDSOR

**LOCATION: 28 HARDY AVENUE
AVAILABLE: IMMEDIATELY**

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




Qalipu
FIRST NATION

Indian Registration Administration

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

Manage your Membership with Qalipu

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



Qalipu
FIRST NATION

Charmaine Bath | Indian Registration Administrator
Operations
45 Spruce Ave., Glenwood, NL, A0G 2K0
ph: (709) 679-2142 or 1-855-263-6440
fax: (709) 679-2344

HEALTH



Jenna Osmond, Manager of
Health Services

It has been **fundamental** for the Band to expand on health programs and services for the betterment of members. Our strategic goal for health is to improve our members' access to health programs and services, which is being accomplished through the efforts of the Health Services Division. Currently, the Division is working hard to enhance the delivery of the Non-Insured Health Benefits (NIHB) Program and health promotion/population health initiatives. Furthermore, QFN is in continuous pursuit of new and unique opportunities for members to explore who they are and where they come from, along with building healthy communities.

Past and Current Research QFN has completed two health needs assessments; The 2010 Federation of Newfoundland Indians Health Needs Assessment of off-reserve Mi'kmaq Indians in Western and Central Newfoundland: Results of the FNI Transition Project (2010) study and the Qalipu First Nation Healing Waters – Health Needs Assessment (2015) study, which enhanced and built upon the 2010 study. These studies provided Qalipu with information regarding the status of, and need for, primary and secondary health services among our membership. We are now ready to move into a third phase of research as identified in the Band's Health Services Review Summary Report: understanding the specific health status of our membership.

Research conducted during the third phase will involve collection of data around existing health conditions, associated risk factors, and need for preventative measures. Being a top priority for the Division, QFN is currently exploring potential partnerships and funding opportunities to assist with this next phase to move forward with the development of the organization's Health Strategic Framework, which is needed in order to support the coordination of future health programming and other activities for our membership.

Health Promotion Initiatives 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.

Although these priorities guide the work of the Health Services Division, other health areas, such as employee health and wellness and communicable disease prevention, are given consideration for implementation as opportunities arise.

NIHB Program Since the formation of the Band, QFN has been supporting members with access and awareness of the NIHB program. Our NIHB Navigator responds to member inquiries related to NIHB programs. In addition, QFN took over responsibility of administering the Medical Transportation Benefit from Health Canada for all nine wards and for members residing in Atlantic Canada. 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.

The following is an **overview of health promotion initiatives** that the division has already implemented along with those that are currently underway.

Newsletter The Manager of Health Services submits a health article every month for QFN's monthly newsletter. Some article topics that have been submitted include healthy nutrition for back to school and the holiday season, flu prevention, diabetes and heart health awareness, nutrition month, and NIHB program information.

Health Bulletin The Manager of Health Services has implemented a health bulletin titled, Let's Talk About Health, to raise awareness of the many health connections available to the membership. The health bulletin is posted through QFN's website and Facebook page, and its purpose is to share health related information, as well as health services, programs, and events. Members can submit their personal inquiries to letstalkabouthealth@qalipu.ca and the Manager of Health Services will explore the topic and provide a response to the entire membership.

Health Service Integration Fund (HSIF) Project QFN has been awarded HSIF funding to implement the QFN Chronic Disease Prevention and Self-Management Project. The project will be conducted into two phases over a two-year time frame. The first is the development stage, where a Steering Committee has been created and is 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.

The purpose of this project is to create a culture and traditional practices resource, which contains modules that can support the existing Chronic Disease Self-Management 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.

As part of the HSIF program, a research study took place during the spring of 2017 to assess members needs for health promotion initiatives and to provide a better understanding of their cultural and traditional practice with respect to health. Members were invited to complete an online survey and/or attend a community forum. Participants were asked to answer questions about what their needs are for health promotion initiatives, as well as what aspects of Mi'kmaq culture and traditions are most significant to them. Data collected will be used for future development of health initiatives.

Dancer of the New Dawn Project – A Cultural Approach to Violence and Bullying Prevention Project This project provides teachings in a program model that draws 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 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 skill onto 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. The initial two-day program offering in the summer of 2016 (girls – ages 11-15) was well received by the participants and had many positive outcomes for those that participated. Building on this success, the program will be offered again with the inclusion of a drumming component to the program. This program will be open to both genders, ages 11-15, and will be extended from a two-day program to a four-day program.

Employee Health and Wellness QFN promotes workplace wellness and continuously offers initiatives to improve and support good health of our employees and their families. Some mentionable health promotion initiatives that have been offered include flu shot clinics for staff and their families, registered dietitian education sessions, work place nutrition and physical activity challenges, women retreats, and Aboriginal cultural and traditional practice teachings (i.e. craft making workshops, medicine walks, smudging ceremonies, talking circles, etc.).



SERVICE QALIPU



Ralph Eldridge, Director of Service Qalipu

“OUR BIGGEST RESOURCE IS OUR PEOPLE. I’M VERY PROUD TO REPORT ON THE SUCCESSES OF OUR DEPARTMENT.” -Ralph Eldridge

Over **200 students** in seven schools were reached with Mi’kmaq cultural education outreach.



What’s in a name?

toponymy project

Mi’kmaq Place Names in Newfoundland coming soon.

Sandy Point:
Kwesawamkiaq
“Where the beach forms a point”

156 members pursued new business opportunities with **support from our CED Officers** in 2016-17.



We have developed a **Mi’kmaq artisans and crafters database**. Join the group to stay connected with the craft community, and learn about opportunities for sharing. Contact Tara, tsaunders@qalipu.ca

Monitoring juvenile eel (elver) is essential in detecting changes in abundance, migration behavior, and specimen health. This year, we moved sampling equipment to a new site and improved net design and placement.



The **Outdoor Education program** teaches students to respect the Earth practice environmental stewardship.

SERVICE DEPARTMENT

COMMUNITY ECONOMIC DEVELOPMENT, CULTURE, & HERITAGE, EDUCATION OUTREACH, NATURAL RESOURCES, TOURISM

Community Economic Development (CED)

Our Entrepreneurial Support Program aids members in business start-ups or improvements, wage subsidies and self-employment assistance programs, labor market research, business planning and assistance and referrals to funding sources or research partners. Our Community Economic Development team has seen an increase in member business inquiries this past year with over 220 active member clients, all of whom are engaged in business investigation, planning, launch, operation or expansion.

Our two Development Officers, Wayne Quilty in Corner Brook and Kellie Kerpan in Grand Falls-Windsor, provide a valuable contribution to the fulfillment of the Band's economic development mandate through their entrepreneurial and CED services. Assistance provided to members contributes to the success of Band and member economic development, and to the growth of aboriginal entrepreneurship. This past year, the team has worked with members who proposed ideas such as small hobby and business farms, tourism and crafts ventures, small construction and contracting businesses, hunting lodges and eco indigenous tourism ventures, bakeries, restaurants, retail and wholesale. 156 members were pursuing new business opportunities, 14 inquired on how to improve a business, 15 were seeking a partnership with another business, 26 were involved in different levels of business start-up, acquisition or expansion in the travel and tourism sector and 9 were investigating the purchase of an existing business.

Mawio'mi 2017 Gander set the stage once again this year for the Qalipu Business Net-

work's annual business forum, Mawio'mi 2017. The forum, now in its sixth year, is the main avenue for our aboriginal entrepreneurs and member-owned business leaders to meet and network with key industry officials. This year's theme was Natural Resource Innovation in Newfoundland and Labrador. Approximately 85 delegates participat-



ed in this year's event featuring presentations from a wide range of companies and organizations.

Mawio'mi 2017 also marked the second year that the forum was comprised of a youth innovation component. 9 student delegates, from various post-secondary programs, attended the three-day youth event. The first day, students were presented with an industry challenge from member company, Allen's Fisheries of Benoit's Cove. The students were asked to come up with alternative uses of the shell waste from the company's Blue Mussel production. On day two, the students, who were separated into three groups, presented their ideas and concepts, which ranged from extracted nutrients to pavement aggregate. On the third day, the students participated in a workshop by Chelsea Patterson, of the Y-Enterprise Centre, on "Entrepreneurship as a Career Choice".

Maritime Link Project Qalipu remains very active in implementing the Socio-Economic Agreement, first signed with Emera NL in 2014. Involvement in the Maritime Link Project reached the high-water mark in 2016-17. As construction activities peaked on the Project, Qalipu worked to maximize benefits and opportunities for the membership. Aboriginal employment numbers remained strong, averaging 14% or 75,000 person hours each month; that translates to approximately 500 full-time positions. Last year also concluded our Limited Partnership with Marine Contractors. That Partnership was successful in being awarded the Site Preparation Contract for work on the Project as well as civil construction work with Project sub-contractors. Employment numbers on this contract were even more impressive averaging 28% for our members. Our Natural Resources Division was also awarded contracts to participate in a number of ecological studies and provide relief environmental monitoring. The construction phase of the Project is anticipated to be completed late in 2017, and our focus will shift to securing opportunities in the operational phase.

Qalipu First Nation

Tel. 709.634-8043

Join the Network

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.



QALIPU'S SENIORS MENTORING AND LEADERSHIP PROJECT – A CULTURAL APPROACH

In the fall of 2016 Qalipu hosted a Senior's Mentoring and Leadership Retreat. By engaging in cultural teachings and activities from cultural leaders, 17 member participants were able to receive mentoring from others and develop their own leadership skills, while building cultural capacity. Participants also shared their knowledge of Mi'kmaq culture to other non-members in attendance.

Cultural teachings provided throughout the weekend retreat included participation in ceremonies, medicine identification, oral history and storytelling, language teachings, drumming and singing, and craft making.

Bill Hepditch, representing the Stephenville ward, said he, "learned so much" at the retreat. "I'd like to thank everybody here for enriching me in the culture, which I didn't have when I was young. You had so many instructors here with so much knowledge who made me feel like I was part of the whole group. I want to thank everybody for their great work and their knowledge and the instructors for giving me all their knowledge that I can now take back to my community and help the people were I am."



MI'KMAQ PLACE NAMES PROJECT

The Mi'kmaq people have always been tightly tied to the land, most of their stories include some element of 'place'. In 2016, the Qalipu First Nation, Grenfell Campus of Memorial University, and the College of the North Atlantic created a collaborative toponymy project on preserving Mi'kmaq Place Names in Newfoundland. A place name map was the final product of Qalipu member Adam White, GIS Specialist Student of College of the North Atlantic. This capstone project was able to preserve 84 place names and will lead to future projects in language, traditional land use, tourism, and website development.

Culture & Heritage

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

RNC JUNIOR POLICE ACADEMY

The first week of August marked a new experience for Qalipu Youth and Volunteers. The Royal Newfoundland Constabulary and Qalipu Cultural Foundation partnered to host the Junior Police Academy at Killdevil Camp. This camp was designed to create stronger relationships with youth aged 10-12 and police as well as with other community partners. Participants had an opportunity to take part in this fun filled and educational

camping experience, where the RNC and partner organizations fostered stronger and healthier relationships between the participants and the police by breaking down historical barriers. Youth at the camp received education on a variety of topics including healthy eating, decision making and lifestyle choices, bicycle safety, fire safety, environmental sustainability, police investigative techniques and Mi'kmaq cultural awareness.



WALTES This past year Qalipu appearance in the morning would offered a crafter development reveal knowledge of the past, pre-workshop on making the Waltes present, and future. Under the instruction of local Artisan, Scott Butt, ten members learned how to make this, one of the rarest cultural games in the province. the two opposing players. A Waltes dish had other significance in Mi'kmaq mythology. When filled with water the night before, its



Education Outreach

Young people are the foundation of the future

I think Kildevil is a special place because they care for wildlife, they do fun activities with us also we get really good food! The leaders/staff that work there are really nice and they don't get frustrated. 😊

-Kalie

Take only what you need. This place is special because it helped me learn about my family. My great-great-nan was Mi'kmaq. She passed this on to me. I am happy to learn more about my past.

-Logan



God love us ALL so much. We love him and he love us all too so so so so much.

-Brooklyn



This place is special because of all the animals, and all the things we do together.

♥ Madison

OUTDOOR EDUCATION PROGRAM

Since 1998, more than 17,000 grade five students, 2,200 parent chaperones and 700 teachers from the Western Region have participated in the Outdoor Education Program. The collaboration between the Newfoundland and Labrador English School District, Qalipu First Nation and Parks Canada has contributed to its continued success. In 2016, the program was in serious jeopardy of being discontinued due to lack of program funding at the School District level. Qalipu First Nation decided that it was too valuable a program to lose and decided to increase its level of involvement and take over the coordination of the program. This re-secured the partnership between Qalipu, Parks and the School District for future years and led to the hiring of two new positions; Michelle Matthews as Education Outreach Officer and Sara Leah Hindy as Mi'kmaw Cultural Interpreter.

With the future of the program protected, the Outdoor Education Program continues to provide children with a unique educational opportunity to learn about people, places and the natural world through direct observation, hands-on exploration, and guided discovery. Curriculum outcomes are fulfilled in an outdoor setting, encouraging students to foster a deep respect for Mother Earth and promoting environmental stewardship.

The Outdoor Education Program consists of seven lessons supplemented by a variety of additional educational and cultural activities. Qalipu First Nation offers a cultural lesson, Epsisi'tat Awia'tat, weaving history, storytelling, language and teachings through hands-on learning experiences. Singing, drumming, smudging, medicine walks and sunrise ceremonies also compliment the two-and-a-half-day program. Many of our students have Mi'kmaw ancestry and it is part of our common history. It is therefore important to provide cultural experiences within the context of our childrens' educational experiences. The Outdoor Education Program is a shining exam-

ple of how this can be achieved.

During the spring session, the program saw 332 students, 82 parents and 27 teachers to the program at Killdevil Camp, while the fall session saw an additional 10 schools, 422 students, 22 teachers and 80 chaperones.

SCHOOL OUTREACH

Throughout the remainder of the school year Qalipu's focus is to implement cultural programming to Grade 5 classes. In April of 2016, the Education Outreach Officer, along with a number of community volunteers, visited 7 schools which included 10 classes, reaching over 200 students. The program culminated with 2 mini powwows involving 250 attendees, 12 teachers and 35 volunteers.

New this past year was the opportunity to develop cultural outcomes in Kindergarten to Grade 3. Staff and volunteers made 53 school visits around Corner Brook, Stephenville, North Shore, South Shore, Pasadena and Stephenville Crossing. During these visits, children learned songs and Mi'kmaq words, how to make rattles, talking sticks, bracelets and canoes. We also danced, told stories, and listened to cultural teachings. Approximately 1200 students were involved. They were also fortunate to get to coordinate 5 preschool visits which involved 50 children, 35 parent guardians and 10 staff. To add to this, 2 classes of Level 1-4 students in Deer Lake and Corner Brook were visited. Qalipu staffer, Colleen Paul, hosted a Mi'kmaq cultural presentation during Heritage Day at Avoca Collegiate in Badger. There were 83 students and staff in attendance.

The Band helped with reviewing the graphic novel about Mary Webb written by David Alexander Robertson. We were fortunate to be a part of a Provincial Government discussion on initiatives related to indigenous education in NL. It has been an eventful year however our sights are aimed high next year with plans to further extend these programs in the Central and Southwestern schools in our Band's territory.



QNR

16-17



Jonathan Strickland, Manager

HIGHLIGHTS

CONSULTATION MANAGEMENT

QNR has realized a significant increase in consultation management within its group including the facilitation of community engagement related to a number of Federal Act changes as well as ongoing feedback/recommendations feeding into the Federal Environmental Assessment Process.

AFS EXPANSION

QNR experienced an expansion of its Aboriginal Fisheries Strategy (AFS) program through securing an infusion of funding from DFO. Two additional Fishery Guardians have been added to the team.

YOUTH ENGAGEMENT

QNR enjoyed a number of opportunities for Community/Youth engagement including an exciting day of Oceans Day celebrations with elementary school children. While our scientific studies bring us knowledge, its sharing that knowledge with the community that really brings reward.

TRADITIONAL LAND USE

Communities from Lark Harbour to Corner Brook were the focus area of the 2017 Traditional Land Use Study. 29 interviews were conducted. The collection of traditional knowledge will continue to be a priority for NRD.

R NATURAL RESOURCES

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

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

New projects and continued success from Qalipu Natural Resources (QNR)

QNR has realized a significant increase in consultation management within its group, achieved expansion of its Aboriginal Fisheries Strategy Program and is a division of Qalipu that is poised for continued growth.



Commercial Fishing provides financial security to families while allowing our members to live local and honor our culture of sustainable resource harvesting. During the winter of 2016, QNR successfully received funding from DFO's Allocation Transfer Program (ATP) allowing for the purchase of a new fishing enterprise consisting of Lobster, Crab, Eel and Groundfish. This new acquisition means QFN now owns and operates 15 commercial fishing enterprises. Once a license becomes available, QFN advertises

the opportunity and accepts completed application forms from members. Once applicants have been screened to only include eligible candidates, a draw is held to select the successful applicant. A "Designation" is then filed with DFO meaning the successful applicant utilizes the fishing enterprise in exchange for an annual administration fee.

Juvenile American Eel (Elver) Monitoring During recent years, Fisheries Managers have become concerned about the health of American Eel populations and have considered listing them as a Species at Risk. Considering the significant cultural ties our Nation has to American Eel, QNR has been actively involved in Eel research since formation. One aspect of QNR's eel research includes the monitoring of Juvenile Eel

(Elver) migration into our rivers. Catching Elver has proved to be a challenging task. During 2016-17, QNR moved its sampling equipment to a new site and improved net design and placement. These changes proved to be successful with a total catch of 440 during May and June. While all specimens are live-released, monitoring will eventually allow us to detect changes in Elver abundance, migration behavior, or specimen health.

Traditional Land Use Study Interviews led to the collection of valuable traditional knowledge. The information was recorded and stored in the Trailmark database. Additionally, some participants provided supplementary documentation, such as family photos, maps, land deeds, drawings and written notes.



QNR

16-17

ABORIGINAL FISHERIES

QNR manages a Fisheries Enforcement program including Fishery Guardians in Western and Central NL. This program has been funded by the Aboriginal Fisheries Strategy since the early 1990's and has seen no increase in funding since the first contract was awarded to the former Federation of Newfoundland Indians (FNI). During 2016-17, members/councilors from the Gander Bay and Glenwood areas approached QNR to communicate the urgent need to increase the number of River Guardians in their area given the geography of their region as well as the cultural significance of salmon angling in this area. QFN worked with DFO for several months and finally found success by receiving a small increase in AFS funding for the 2016-17 field season. Increased funding allowed for the recruitment of 2 additional Fishery Guardians in the Gander Bay/Glenwood area, increasing our total number of enforcement personnel to 12 (6 western, and 6 central). Over the coming years, QNR hopes to continue this momentum, bringing more resources to the AFS program throughout all wards that could benefit from additional fisheries enforcement.



Guardian Danny Stanford



Guardian Roland Vivian

PROTECTING OUR INLAND AQUATIC RESOURCES

The Qalipu Natural Resources division is motivated by 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.

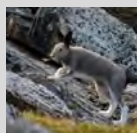
Aquatic Invasive Species (AIS)

Aquatic Invasive Species can have negative effects on marine organisms and their habitat. QNR has been actively monitoring AIS throughout NL since 2005. During the 2016-17 season, Technicians deployed PVC panels at a number of sites in Western NL to monitor recruitment and abundance of Golden Star Tunicate and Violet Tunicate. By understanding the impacts these tunicate species are having on our local

marine ecosystems, we can assist with improved management plans including coastal restoration and monitoring.

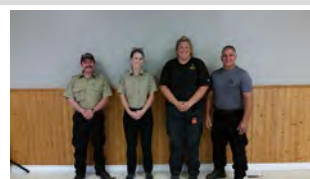
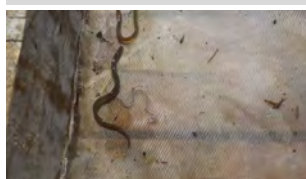
QNR also continued its Green Crab Mitigation project. Green Crab were trapped Aug-Sept at three sites in Bay St, George. Approximately 12,000 Green Crab were removed. Mitigating the effects of Green Crab on our local ecosystems will assist in Eelgrass protection, an important habitat for native species.

CITIZEN SCIENTISTS WANTED: HAVE YOU SEEN AN ARCTIC HARE?



Little is known about arctic hare populations in Newfoundland. In 2012, the Species Status Advisory assessed arctic hare and determined their analysis was "data deficient". Since 2012, little has been accomplished to improve our understanding of arctic hare populations in Newfoundland. The Qalipu Natural Resources division is working to improve our understanding of Arctic Hare, and you can help!

If you spot an arctic hare while traveling through arctic-alpine or exposed barren areas, please complete our sighting report form to let us know about it. The information you provide is considered "citizen science data". This important data is used to complement long-term research and provides for additional surveillance of arctic hare populations on the island of Newfoundland. You can find our sighting report form [here](http://www.qalipu.ca). (www.qalipu.ca)





Tara Saunders, Tourism Development Officer attends the Nunatsiavut Heritage Forum in Rigolet. Pictured here, Tara is searching for gull eggs for breakfast.

EXPERIENCE QALIPU



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

2017 marked the launch of “Experience Qalipu”, the implementation of the Qalipu First Nation’s five-year tourism strategy, created in 2015.

Headed by Qalipu’s Tourism Development Officer, Tara Saunders, and funded through Indigenous and Northern Affairs Canada, The Atlantic Canada Opportunities Agency and the Provincial Department of Tourism, Culture, Industry and Innovation, Experience

Qalipu is about connecting indigenous tourism operators and craft producers to the visitor, providing professional support to operators and those interested in entering the tourism industry and strengthening the indigenous tourism profile of Newfoundland and Labrador.

Experience Qalipu offers training and professionalization initiatives for tourism owners and operators. This past year, through these

initiatives, Qalipu sent 12 participants to the Edge of the Wedge program at the Gros Morne Institute for Sustainable Tourism, held workshops on pricing, storytelling, interpretation and culinary experiences and held the 1st Annual Indigenous Tourism Forum. Qalipu has also been working to develop an online toolkit for entrepreneurs that is set to be piloted in the upcoming year.

CORNERSTONES

Working with partners, operators, crafters and artisans to create opportunities to build the Mi'kmaq tourism offering in the province.

WORKING WITH PARTNERS like Hospitality Newfoundland and Labrador, regional Destination Management Organizations, Parks Canada and the Gros Morne Institute for Sustainable Tourism and tourism professionals from other indigenous groups from across the province, we are not only helping to develop and strengthen tourism products, but we are also increasing aboriginal tourism within the Province, creating ways to share Mi'kmaq culture with the world and each other and letting people know "We are here, and we are proud".

MARKETING STRATEGY to highlight Qalipu member owned businesses within our wards, as well as tourism assets within the province, such as Park's Canada or the Boyd's Cove Interpretation Centre, that could contribute to a visitor's Aboriginal tourism experience within the province. Many of the visitors to Newfoundland and Labrador are interested in embarking on authentic cultural experiences, surrounded by nature, and sharing the story and culture of the Mi'kmaq people of Newfoundland. Experience Qalipu will not only promote these businesses through social media, a website and partnerships with other organizations but will work with tourism operators to develop their products and improve market readiness.

CAPACITY BUILDING AND EXPERIENCE DEVELOPMENT over 350 craft producers took part in a community engagement process; 90% felt that a marketing brand for aboriginal products would be beneficial to craft producers within the community and almost 70% were interested in applying the brand to their own products.

QALIPU INDIGENOUS TOURISM FORUM was held at the Marble Inn Resort in Steady Brook, with over 55 tourism operators, industry partners and community members in attendance. The event included cultural demonstrations, presentations from Hospitality NL and the Gros Morne Institute for Sustainable Tourism and an afternoon training session on cultural interpretation.



Qalipu will spearhead a number of infrastructure projects over the next couple of years. During the 2016-2017 year, design work was completed for a cultural day park at Wigwam Point, Highway Gateway Sites and a Qalipu First Nation Wayfinding System.



WORK FORCE DEPARTMENT

EDUCATION, TRAINING AND EMPLOYMENT

POST-SECONDARY STUDENT SUPPORT PROGRAM (PSSSP)

2016-17 has been another successful year for the Post-Secondary Student Support Program. This program provides funding for tuition, books and/or a living allowance for eligible clients. In this past year, we have funded 767 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 as responsive as they can be to the needs of our clients and the labour market in which we live and work. In doing this, we have implemented some changes to 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 designed to help our students.

New recommendations to the Local Guidelines were forwarded to Council for review in early 2016-2017 and effective April 1, 2017 we implemented an allowance rate of \$1,000 per semester up to a maximum of \$2,000 per year to eligible clients replacing book allowances. Clients who are not eligible for allowances and are eligible for books will still receive a book allowance to a maximum of \$2,000 per year, upon proof of payment.

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

Also this past year, Work Force Qalipu hosted a conference for regional Education Directors for Atlantic Canada First Nation's and we are



“Our mandate is to enhance the training level of our people and to secure employment opportunities to ensure our people are self-sufficient. To achieve its mandate, Work Force Qalipu offers a number of services for members in areas such as education, training, employment, and partnerships.”

-Monique Carroll, Director

looking at forming an association for continued professional development and best practice in administration of education benefits to our membership.

ABORIGINAL SKILLS EMPLOYMENT AND TRAINING STRATEGY (ASETS)

Our ASETS program focuses on a number of different initiatives to improve the employability skills of our members. Through the ASETS program, we offer a full palette of programs to help connect members to employment opportunities. We offer employment programs, summer student programs, training programs and funding for students attending post-

secondary education. In the past year, we have supported 35 clients in employment programs;

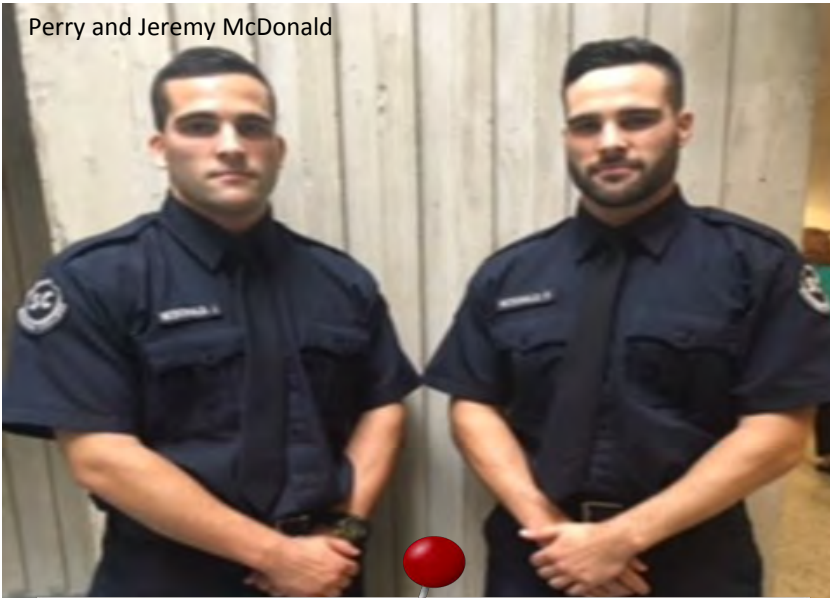
Self-Employment Assistance Program – 7
Graduate Incentive Program – 7
Wage Subsidies – 21

Training programs such as the Skills Parachute and other short-term funding programs are also available for members. The Skills Parachute program has a directive to increase the skills of the client and improve their chances of maintaining or gaining employment. It is for a maximum of 5 days in length and a maximum cost of \$1,500. The short-term courses are longer than 5 days but less than 12 weeks in duration. In the past year, we have supported 12 clients in the Skills Parachute program and 3 clients in the short-term funding program.

In addition, we funded 73 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 27 summer students. Our RCMP Summer Student Program has thrived in the past year as well with 6 students participating. This program is a long-time partnership with the RCMP in which our youth are able to work with the RCMP in select detachments in Western and Central in community outreach and youth engagement.

This brings our total for the ASETS program to 156 clients and the total number of clients supported through Work Force Qalipu in 2016-17 to 923.

Perry and Jeremy McDonald



I always enjoyed playing hockey growing up but soon realized it was not a career choice for me. In September of 2015 I enrolled into the Policing and Corrections Foundation course at Success College in Sackville, Nova Scotia. My brother who is in the military has strongly influenced me to work in uniform but it was Jeremy who proposed to me the possible idea of joining school for Policing. After considering this career path I decided to take a chance and reach out to Qalipu for funding as I knew this was available to me. I later applied to security for Source Security and investigations to discover my potential. I quickly realized that law enforcement was in my best interest as it felt natural.

After completing school in the fall of 2016 I applied to the Sheriff's office in Newfoundland and Labrador and shortly after I was hired as deputy Sheriff I. This was very exciting to me as it offered me the opportunity to become closer to my Mi'kmaq culture, moving to the Province from where it had all begun. Qalipu has given the financial support I needed to complete my program at Success College. Without this support I would not be where I am today, beginning my career in law enforcement.

Thank you for the opportunity and for funding so many Aboriginals, because of this you provide many with the chance to be successful and complete their goals while being a proud member of the Qalipu Mi'kmaq first nation band.

-Perry McDonald

(Skills Parachute Program)

Jeff Webber



"I knew that I wanted to work in the field of healthcare from a very young age. Following high school, I was accepted into Memorial University's School of Human Kinetics and Recreation where I completed a Bachelor of Kinesiology (Honours) degree. During this four year undergraduate program I realized that I wanted to be a Physiotherapist.

I chose to complete this graduate program at Queen's University in Kingston, Ontario.

At present time, I am working as a Registered Physiotherapist at Joint Therapy Massage and Physiotherapy Clinic located in Torbay, Newfoundland and Labrador. At this clinic I treat a variety of clientele, ranging from older adults to youth athletes, and all populations in between. Working as a Physiotherapist has its challenges at times and requires dedication and a strong work ethic, however, it is an extremely rewarding career. I look forward to working in my profession for many years to come to help people achieve their full potential as they recover from injuries and pain."

-Jeff Webber

(Post-Secondary Student Support Program)

Arielle Alexander



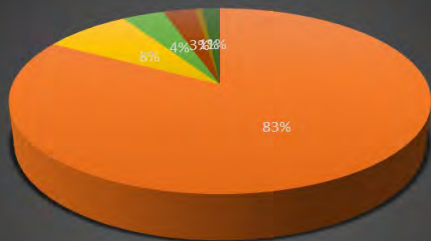
When I was 11 years old, my Grandmother was diagnosed with Alzheimer's disease. My grandmother was a second mother to me, she used to take me berry picking every day of the summer and taught me to make Blueberry Grunt at the age of 10. The fast progression of the illness caused her to need 24 hour clock care. My mother comforted her when she would get confused and angry, help her with changings and medical care. She was far from a certified nurse but she was a nurse in my eyes. She made my grandmother's life more comfortable and made me see the true beauty in helping others. Having the knowledge to make a positive difference in people's lives is beyond rewarding and the Licensed Practical Nursing program gave me the experience to make a difference in people's lives.

The Practical Nursing program allowed me to secure a job straight out of school and I am now working where I grew up at Bay St. George Long Term Care. I am grateful for the countless skills and knowledge I have secured over a short period of time and hope that one day I can go on and do my Bachelor of Nursing.

-LPN, Arielle Alexander

(Aboriginal Skills Employment and Training Strategy)

Students Funded



■ PSSSP (767)
 ■ ASETS - Students (73)
 ■ ASETS - Employment Programs (35)
 ■ ASETS - Summer Student Program (27)
 ■ ASETS - Youth RCMP Program (6)
 ■ ASETS - Short Term Training Initiatives (15)

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/>.

2016 BERNIE HANLON SCHOLARSHIP WINNER



Monique Carroll and Keith Goulding present the scholarship to Ashytn McLean

Ashytn McLean, a fourth year Bachelor of Social Work student at Memorial University of Newfoundland, is the 2016 recipient of the Bernie Hanlon Memorial Scholarship. The scholarship, valued at \$1000, is awarded each year in memory of

"I hope to work in the province, ideally I will find employment close to home. The funding I received from Qalipu to complete my degree, along with this scholarship, will allow me to come out of university without the high debt that too many students have to face while also trying to get a job. I'm so thankful for the financial help."

-Ashytn McLean

Bernadette "Bernie" Hanlon, a former Qalipu employee who dedicated her life to working with, supporting and encouraging aboriginal students to achieve their dreams. Bernie was also known for her passion for Mi'kmaq culture. As such, this scholarship is awarded to a student who not only demonstrates commitment to academic success, but also to an individual who embodies Bernie's passion for culture and community.



Graduate Incentive

The Graduate Incentive Program will financially support Work Force Qalipu graduates to increase their employability skills by offering the following services:

Bonus: A lump-sum payment to be paid to an aboriginal person for activities related to seeking employment.

Job Search Support

Income Support for Job Shadowing (Based on WFQ training allowances)

Training

Wage Subsidy Program (Guarantees full-time employment for at least 6 weeks following the Wage Subsidy)

To apply for a Graduate Incentive Program, the employer must submit an employment program application to Work Force Qalipu.



Skills Parachute

The Qalipu Band is committed to improving the employability skills of its members. Administered through Work Force Qalipu, the Skills Parachute program has a directive to increase the skills of the client and improve their chances of maintaining or gaining employment. The Skills Parachute program is for short-term courses up to a maximum of 5 days in length and at a maximum cost of \$1500.

For short-term courses longer than 5 days but less than 12 weeks in duration, applicants can apply for funding through the short-term courses funding program.

Recertification of expired courses are not eligible.

PARTNERSHIPS



Workforce Qalipu has 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, Allen's Fisheries, Corner Brook Fabrication and Steel Ltd., Crosswinds Resort, Donna's Hairstyling, Port Harmon Authority, Central Landscaping, Evangel Pentecostal Church, just to name a few.

Work Force Qalipu was also supported by AES this past year to offer two Linkages programs for multi-barrier clients with job placements, transferable skills development, and career planning.

Workforce Qalipu continued to work with the Atlantic Association of Registrars & Admissions Officers (AARAO) to ensure that we partici-

pate in career fairs in each of the high schools that service students in our Wards. Client Service Officers attended the AARAO Career Fairs in each of their perspective areas in September 2016 to bring program information to members.

This office can only be effective if we can connect our members to these 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/>.

ENROLMENT UPDATE 2016-17

In March 2016, invalid applicants who had been denied membership review based on a missing signature or long form birth certificate, were given the opportunity to correct and provide additional documentation in support of their application for review by the Enrolment Committee. This decision by Canada and the FNI to give broad application to the Foster and Howse court decisions and provide applicants a fair opportunity to demonstrate they should be founding members of the First Nation. This caused a short delay in the overall timeline for review of applications. In January 2017, after nearly a decade from the time the Agreement to create the First Nation was signed, the Qalipu enrolment process culminated in the mailout of 101,000 decision notifications from the Enrolment Committee regarding the status of their application.

The results of the enrolment review process:

- 13,365 applicants who are on the current Founding Members list will remain eligible for founding membership
- 10,512 applicants who are on the current Founding Members list were found by the joint Enrolment Committee to not meet the criteria under the 2013 Supplemental Agreement for Founding Membership (These individuals will retain their membership until the amendment of the Qalipu Mi'kmaq First Nation Band Order, expected in the spring of 2018. They are entitled to appeal their decision, the results of which may increase the

Founding Members List. Some of those who are no longer eligible for founding membership may still be able to register for membership as a descendant of a Founding Member.)

- 4,679 applicants who were not Founding Members when the Band was formed in 2011 will now be eligible for founding membership (They will gain membership once the amendment of the Qalipu Mi'kmaq First Nation Band Order is confirmed through an Order in Council in the spring of 2018.)
- 68,134 applicants were not Founding Members and will not be eligible for founding membership
- 3,984 applicants have invalid applications and are therefore not eligible for founding membership

Based on the revised numbers, Qalipu Mi'kmaq First Nation will continue to be the second largest First Nation by population in Canada. It is anticipated that the membership will be comprised of approximately 95% of people living in Newfoundland and Labrador and 5% living elsewhere in Canada, reflecting the intent of the 2008 Agreement to establish a band composed of individuals having a current and substantial connection to the Mi'kmaq Group of Indians of Newfoundland.

On February 2017, QFN announced that it would provide an End of Enrolment Support Team including Enrolment Assistants in providing service in ten communities. The purpose of the team was to provide appli-

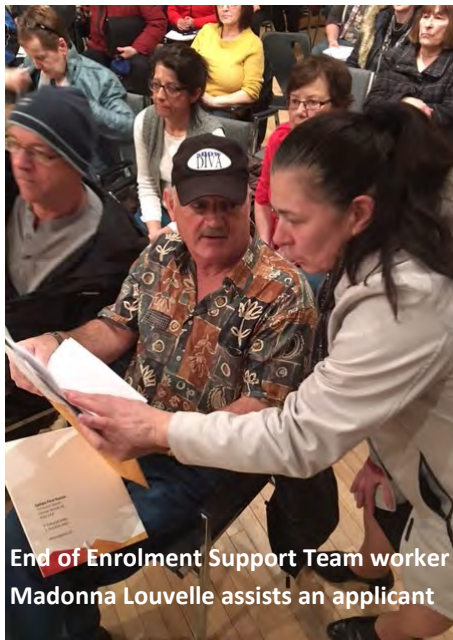
cants with general information regarding the appeals process; provide general information regarding the enrolment process; and help individuals to understand their decision letters. 2,500 plus applicants made use of this service.

Also in February 2017, Chief Mitchell began a community tour to meet with members and applicants in communities across the province. In each of the communities along the tour, he was met with similar frustrations, confusion and uncertainty. The communities of Flat Bay, St. George's, Stephenville, Port au Port, Burgeo, Corner Brook, Benoit's Cove, Port Saunders, Grand Falls-Windsor, Gambo, Appleton and St. John's were part of the community tour.

At the end of the fiscal year, applicants were preparing for an April 13, 2017 deadline to submit their Notice of Appeal to the Appeal Master. The next phase of this process is the review of appeals expected to conclude in the Fall of 2017



End of Enrolment Community Tour Grand Falls Windsor



End of Enrolment Support Team worker Madonna Louvelle assists an applicant



Many frustrating situations for applicants including this mother and daughter at the Flat Bay Community Session-the daughter was approved, the mother denied.

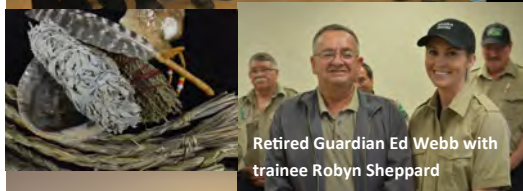
AFS Guardians 2016 Season



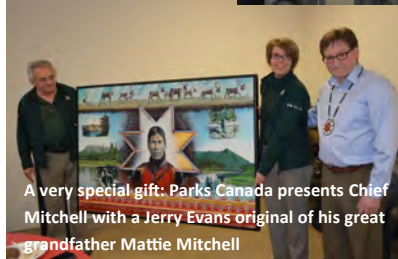
Volunteer appreciation day



QCF Chairperson Sherry Dean attends Mi'kmaq Flag Raising Ceremony at City Hall



Retired Guardian Ed Webb with trainee Robyn Sheppard



A very special gift: Parks Canada presents Chief Mitchell with a Jerry Evans original of his great grandfather Mattie Mitchell



Junior Police Academy



Congress of Aboriginal Peoples Meeting



Education Outreach—Mini Powwow



The Qalipu Chief and Council 2015-2018



Linkages funding announcement at Qalipu office




A visit from ultra marathoner Brad Firth AKA "Caribou Legs"



Qalipu lead staff L-R Monique Carroll, Director Work Force Qalipu; Rob Dicks, Director of Operations; Janet McAuley, Office Manager; Keith Goulding, Band Manager; Jodie Wells, Comptroller; Jonathan Strickland, Natural Resources Manager; Ralph Eldridge, Director of Service Qalipu. Missing from photo: Jenna Osmond, Manager of Health Services.

Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



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