

2018-2019 Annual Report





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**

Photo by Stephen Rose

2018-2019 Annual Report



Annual Report

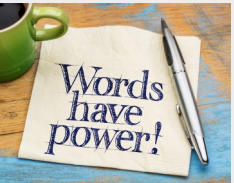
Table of Contents

Message from the Chief 4-5
Welcome-Band Manager 6
Finance 8-11
Operations 12-15
Executive Office 16-17
Natural Resources 18-19
Community Development 20-23
Education and Training 24-27
Snapshots 28

OVERVIEW



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



COMMUNICATIONS Housed in the Executive Office, this function supports all Band programs and services and aims to ensure the broadest possible awareness, understanding and engagement of our communities in all Band activities.



EDUCATION We are committed to enhancing the lives of our members through education and continued learning. Let us help you realize your full potential!



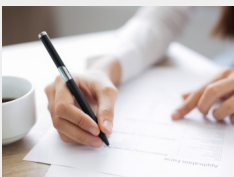
ECONOMIC DEVELOPMENT assisting members in business start-ups or improvements, wage subsidies and self-employment assistance programs, labor market research, business planning and assistance and referrals to funding sources or research partners.



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.



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



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



NATURAL RESOURCES Enforcement, Research and Monitoring, Consultation Management, Geographic Information Systems and Community and Youth Engagement.



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

MESSAGE FROM

Kwe'

On behalf of Qalipu Council, Executive and staff, I welcome you to our Annual General Assembly (AGA) 2019. This Assembly provides an opportunity to present a summary of the past year's activities, including our year-end financial updates, to our members. This meeting also provides an opportunity for Council to meet directly with our membership and to hear about issues that are important to them.

In October 2018, our new Council was elected and I am excited about the active participation that our Councilors are demonstrating in our Ward communities, and the progress made during the past several months. For the first time, the AGA is being held in both central and western regions as a means to facilitating greater direct participation by our members. Sessions are being held in both Corner Brook and Grand Falls-Windsor. Further, also for the first time, the AGA will be live streamed and available to those who can't attend the AGA in person.

At this time, I would like to take the opportunity to thank our Council members for their support and collaboration in moving Qalipu forward in a positive way on behalf of our members.

On July 26, 2018 (St. Anne's Day), Qalipu First Nation was accepted into the Assembly of First Nations (AFN). This was a significant and important move for us as we now take our rightful place with other First Nations in Canada. Membership in this national group, representing some 900,000 First Nation citizens in Canada, signifies acceptance and acknowledgement for the Mi'kmaq of Newfoundland. This represents a significant step forward in our own journey towards reconciliation. Qalipu continues to participate in all major events hosted by the AFN.

In April, 2019, Qalipu became a members of the Atlantic Policy Congress (APC) all Chiefs Secretariat. This policy and advocacy body represents more than thirty First Nation communities in Atlantic Canada and Gaspé region of Quebec. The APC plays an important role in economic development activities across the region in support of all Mi'kmaq, Maliseet, Passamaquoddy and Innu communities across the Atlantic Region.

Qalipu has been working with the APC in areas of Education, Community Development and Natural Resources and looks forward to new ways of collaborating and building strength as a united First Nation peoples. Our wish at Qalipu First Nation is to work collaboratively with other Chiefs and Indigenous communities across Atlantic Canada in an effort to work to build a better tomorrow for all Mi'kmaq.

Also in this past fiscal year, Qalipu entered into a five-year Memorandum of Understanding (MOU) with the College of the North Atlantic (CNA) which will see both parties collaborate on the delivery of new educational pathways, as well as community and business development initiatives. Throughout the term of the MOU the organizations will explore educational opportunities which will allow students to complete high school and transition into post-secondary education; build professional capacity in educational programming in health sciences, tourism, business development and environmental stewardship; and, explore mutually beneficial partnerships on applied research and innovation that lead to sustainable community and business development.

Qalipu was recently recognized as a committed supporter of Reservists in the Canadian Armed Forces and received the Special Award for support to the Reserve Force (Black Bear Program) on May 9, 2019 during a formal ceremony at the Canadian War Museum in Ottawa. I am proud of the commitment that Qalipu has made to promote and encourage our youth to participate in this worthwhile program.

THE CHIEF

On March 14, 2019 Qalipu signed a ten-year grant funding agreement with Indigenous Services Canada. The agreement marks a significant departure from annually allocated funds that were often lacking in flexibility and autonomy for the Band and marks a new opportunity for creating a shared vision for the future with the members it represents. The new comprehensive funding agreement will allow the Band to design its own programs, carry money forward from year to year, and focus on creating a vision for the future that is driven by the people and communities it represents. In conjunction with the ten year grant funding agreement, Qalipu will be developing a Comprehensive Community Plan. We look forward to the active engagement of our membership in developing a long-term plan for our future.



Early in 2019, Qalipu staff and Councilors travelled around the island to deliver information sessions regarding the many programs services and benefits that are available through the Band, and to familiarize new members about what it means to belong to the Qalipu First Nation. In total, eleven sessions were hosted. Sessions were well attended by our members who were provided with an information guide which outlined the many programs available through the Band.

On November 15, 2018, the Government of Canada and the Federation of Newfoundland Indians entered into exploratory discussions to "...address outstanding concerns regarding members of the Canadian Armed Forces, veterans, RCMP and FNI members or members of other Mi'kmaq organizations who were named in the 2008 agreement and denied Founding Membership." Discussions began in December, 2018 and will continue as we strive to finalize membership.

In the coming year, you will experience the same high level of engagement in our communities by our Council. Our focus will continue to be directed toward completing the many initiatives that have been identified in our strategic plan and to new initiatives that will be brought forward by our community members. We endeavor to work together in peace, harmony and unity with our member communities as we strive to build a better tomorrow for our people and our Nation.

Wela'lin

A handwritten signature in black ink, reading "Brendan Mitchell".

Chief Brendan Mitchell

WELCOME

MESSAGE FROM THE BAND MANAGER, KEITH GOULDING

Kwe,

At this time of the year, it is truly enriching for me to sit and reflect on the many things that we have done to support our members over the past year. The conversations around the enrolment process and the impacts to our community continue to be a major focus of mine and my thoughts and prayers are with all of us as our friends, families and loved ones are impacted by enrolment. Having said that, this year we welcomed some 5,000 new members and it my firm desire that you take time to explore your heritage, learn and understand the beauty of Mi'kmaq customs.

The past year has been quite busy here in the administrative offices of Qalipu First Nation. We have greatly expanded our health programs and services and have helped more than 1,000 clients through our education and training programs. Our members are our focus and we look forward to continuing to expand our services to support them.

October 2018 marked an important day in our history when we voted in a new Council and ratified changes to our Election Code to allow more active engagement of our members in our elections. We are happy with another successful election, but we still hope to see more of our membership engaged in the process. With the amendment vote to change the way we administer elections, we should see a more efficient, inclusive and effective election in 2021.

We chart new water by signing a ten-year funding agreement and begin to develop a comprehensive community plan. Receiving this grant is a great opportunity for our Band. We have been working to meet the eligibility guidelines, developing policies and procedures that are up to industry best standards and maintaining a high level of accountability and transparency with our members. The signing of this ten-year agreement means that the way we conduct ourselves in business is top notch, it allows us to set our own course and move our First Nation forward in a positive way.

Through these fundamental changes we have increased our ability to more fully support our members, engage our membership in the decision-making process and chart a course towards financial independence in ways we have until now, only dreamt of.

Take time to review the information contained within this report and I would like to take the opportunity to thank our staff for their hard work in 2018/2019 and the Chief and Council for their unwavering support.

Wela'lin,

Keith Goulding



PHOTO CONTEST RUNNER
UP BRIAN BERGER OF
STEPHENVILLE



JORDAN'S PRINCIPLE

ENSURING ALL FIRST NATIONS CHILDREN CAN ACCESS
THE PRODUCTS, SERVICES AND SUPPORTS THEY NEED,
WHEN THEY NEED THEM



1-855-572-4453

Jordan's Principle is a child-first principle named in memory of Jordan River Anderson, a First Nations child from Norway House Cree Nation in Manitoba who was born with complex medical needs. He spent more than two years unnecessarily in hospital while the Province of Manitoba and the Government of Canada argued over who should pay for his at home care.

Tragically, Jordan died in the hospital at the age of five years old, never having spent a day in his family home.

Since 2015, there were 50 requests for support for children in our Band, 46 in Newfoundland and Labrador and 4 in Nova Scotia.

\$135,058.19 in funds have been provided in supports, and \$24,499.96 is currently pending.

Among the most requested items are Speech, Physiotherapy, Tutoring, Respite and Assistive Technology



Janeway Wall of Fame

Each year, staff at Qalipu First Nation hold fundraisers to raise money for the Janeway, NL.

Monies collected throughout the past year brought the total dollars contributed up to \$25,000! Donors at this level are added to the wall.

Congratulations to all who have supported fundraising efforts over the years.

Pictured here (L-R): Megan Newman, Karen Tiller, Janet McAuley, and Chase Caravan and Band Manager Keith Goulding chats with NTV News' Don Bradshaw.



Between July 2016
and June 30, 2019

more than

260,000

requests were approved under
Jordan's Principle



speech
therapy



educational
supports



medical
equipment



mental health
services
and more

FINANCE DEPARTMENT

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

Departmental Update

The Department of Finance is anticipating that 2019 will be just as busy and exciting a year as 2018. On March 14, 2019, Qalipu signed a ten-year grant funding agreement with Indigenous Services Canada. The agreement marks a significant departure from annually allocated funds that were often lacking in flexibility and autonomy for the Band. This marks a new opportunity for creating a shared vision for the future with the membership Qalipu represents. Going forward, the focus of our accountability will be targeted towards our people and communities rather than the government. To prepare for the future and to better align our activities with Communities, Qalipu recently began a three-year project to consult with members to build a Comprehensive Community Plan. This Plan will help guide the way the Band grows in terms of programs, services, and development initiatives.

First Nations Financial Management Board

In 2018 Council signed a letter of cooperation with the First Nations Financial Management Board, which led us into the important process of obtaining Financial Performance Certification by the Board. This certification allows Qalipu First Nation to refine internal controls in Finance, Governance, Human Resources, and Information Technology. Qalipu has joined a growing number of First Nations that have opted out of the Indian Act and have joined the First Nations Fiscal Management Act. We are continuing to work with Council & Staff to obtain the Financial Management System Certification, and we are updating policies within the organization as we go. All departments of the Band & Chief and Council have put a lot of work and energy into updating these policies. Great work to all.

General Assessment

Indigenous Services Canada (ISC) prepares an annual report highlighting the strengths and risks for each agreement holder. ISC states, "The General Assessment Workbook is used to assess the following risk factors: governance, planning, financial management, program management and other considerations. Information about the 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 continues to hold the highest score among First Nations in Canada with a score of 1.00 for the 2018-2019 fiscal year. This score reflects our continuing effort to provide excellent service, and to meet all contractual obligations with Canada. Such achievement would not be possible without the hard work done by the Band and its partners to meet these obligations.

Ratios

The General Assessment process also sees the evaluation of Qalipu's financial position. Financial ratios are prepared to determine the organization's ability to meet financial obligations. INAC considers three primary indicators:

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;

Working Capital Ratio (threshold: 0.80) – a measure of whether this month's bills for service delivery can be paid.

An analysis of last year's audited financials (2017-2018) was undertaken by INAC, and it was found that these ratios have yielded a positive result. The 2018-2019 analysis is ongoing.



First Nations
**FINANCIAL
MANAGEMENT
BOARD**

**LE CONSEIL
DE GESTION
FINANCIÈRE** des
Premières Nations

Audited Consolidated Financial Statements

We are pleased to report another successful year for Qalipu First Nation in meeting its financial reporting requirements. The financial statements on the following pages represent the consolidated operations of the Band and its wholly-owned commercial enterprises: Qalipu Development Corporation, Mi'kmaq Commercial Fisheries Inc., Qalipu Management Services Inc., Qalipu Marine Holdings Ltd. (QMH), and Qalipu Project Support Services Ltd. (QPSS). In 2018-2019, the Band earned revenues of \$12.9 million and had total expenditures of \$12.7 million, resulting in a surplus of \$127,267. The Band's auditors completed their final report to Council on July 18 and reported that the financial statements are fairly presented.

Comprehensive Community Plan

In addition to regular Finance duties, the Finance Department has commenced work on the Comprehensive Community Plan for the Qalipu First Nation (CCP).

The Comprehensive Community Plan (CCP) is a community created roadmap for the future of Qalipu. It is a 3-year process that engages members to share their vision for the band. The CCP makes this vision a reality through the creation of a plan that will guide decision making processes. There are 8 planning areas that make up the CCP: Governance, Economy, Employment, Culture & Language, Education, Infrastructure Development, Health, Social Wellness, and Land & Resources.

We officially began the CCP project in March, when Joanne

Harris joined the Department of Finance as the CCP Coordinator. It is the role of the CCP Coordinator to meet with community members, hear their ideas, and create the plan. Over the next year Joanne will be hosting engagement sessions with members across the island. She will also be releasing surveys, holding online livestreaming sessions, and be available by phone and email. As CCP Coordinator Joanne will also work to develop partnerships, as well as identify and implement programs and activities that will make the CCP a reality.

We are in the early stages of the project. Currently, we are transitioning from the pre-planning and research stages of the CCP process to the planning stage. The first stage was essential to planning how to make this project come to life and best serve members. Now that we are moving into the planning stage we are working on: the schedule and locations for our engagement sessions; the content of these sessions; and communication strategies to keep members informed of the CCP. Right now, the primary goal for this project is arranging and promoting community engagement sessions starting this fall in central Wards. We will be heading to the western Wards in early 2020.



Photo Contest Runner Up

Ben Brake of Codroy Valley reminds us of getting back to basics; berry picking and a boil up on the country

FINANCIAL

QALIPU FIRST NATION CONSOLIDATED STATEMENT OF REVENUE FOR THE YEAR ENDED MARCH 31, 2019

	<u>Budget</u>	<u>2019</u>	<u>2018</u>
REVENUE			
Federal Government			
Indigenous Services Canada (Note: 17)	\$ 8,114,565	\$ 8,029,098	\$ 7,904,532
Health Canada	1,997,563	2,005,751	1,532,159
Employment and Social Development Canada	1,530,520	1,422,087	1,344,873
Atlantic Canada Opportunities Agency	263,848	232,366	27,531
Fisheries and Oceans Canada	215,000	215,000	445,000
Department of Canadian Heritage	10,113	10,113	23,526
Transport Canada	9,790	9,790	
Canadian Environmental Assessment Agency	23,963	2,791	13,728
Provincial Government			
Newfoundland and Labrador English School District	5,000	55,025	4,975
Department of Business, Tourism, Culture and Rural Development	101,480	47,509	26,676
Women's Policy Office	12,000	12,000	40,034
Department of Health and Community Services		7,006	1,409
Department of Advanced Education & Skills			23,154
Commerical Fishery		286,586	276,473
Rent		240,513	221,705
Emera	112,600	101,106	40,329
Transfer from Election Reserve	90,673	90,673	
Stantec Consulting Ltd.		52,053	4,927
Client recovery revenue		22,847	
Miscellaneous		21,588	32,143
Management and administration fees	45,096	27,311	34,673
Other Commercial Enterprises		9,476	37,905
First Nations Financial Management Board	7,500	7,500	
Flat Bay Band Inc.			22,400
Bay St. George Mi'kmaq Cultural Revival Committee			12,000
Congress of Aboriginal Peoples			11,700
	<u>\$12,539,711</u>	<u>\$12,908,189</u>	<u>\$12,081,852</u>

To view the complete financial report for the year ending March 31, 2019 please [click here](http://qalipu.ca/qalipu/wp-content/uploads/2019/07/Qalipu%20First%20Nation%20Consolidated%20Financial%20Statements.pdf) or type this address into your browser:
<http://qalipu.ca/qalipu/wp-content/uploads/2019/07/Qalipu%20First%20Nation%20Consolidated%20Financial%20Statements.pdf>

STATEMENTS

QALIPU FIRST NATION CONSOLIDATED STATEMENT OF EXPENSES FOR THE YEAR ENDED MARCH 31, 2019

	<u>Budget</u>	<u>2019</u>	<u>2018</u>
EXPENSES			
Skills development - University	\$ 4,883,636	\$ 4,942,949	\$ 4,830,219
Wages and benefits	2,339,026	2,321,819	2,332,812
Health Benefits payments	1,660,570	1,668,758	1,166,024
Skills development - Community College	1,479,676	1,354,051	1,262,197
Travel and meetings	321,445	309,463	275,838
Consulting and research fees	380,204	302,195	92,854
Amortization of tangible capital assets		248,189	257,641
Maintenance and supplies	4,267	219,997	212,956
Wage subsidy	124,110	134,805	109,446
Honorariums and per diems	104,350	94,800	103,991
Election expenses	115,000	90,673	
Office and postage	85,016	89,865	124,873
Summer program	83,323	83,166	86,881
Rent	239,867	82,530	66,918
Telephone	61,657	79,375	64,807
RCMP youth program	72,497	68,079	57,839
Utilities		64,534	57,436
Boat fuel and bait		62,956	63,301
Advertising and promotion	60,551	60,853	9,233
Career Threads Program	44,067	56,620	11,132
Professional fees	41,514	54,390	54,285
Contribution to Qalipu programs	50,284	45,061	9,200
Insurance	37,532	44,914	54,991
Interest on long term debt		44,077	48,188
Self employment assistance	52,271	37,848	40,358
Staff skills development	41,170	34,435	55,621
Municipal tax		34,273	33,618
Reserve for election (Note: 12)	30,000	30,000	30,000
Bad debts		27,613	3,655
Licences and fees	16,000	19,689	23,022
Aboriginal health program	15,000	15,000	
Graduate incentive	20,000	13,345	13,271
Interest and bank charges	6,000	12,349	12,402
Cultural activities	10,000	9,975	12,600
Gifts and donations	8,000	7,190	30,598
Income taxes		5,813	(341)
Capacity building	5,619	4,517	6,780
Promotional items	1,600	2,381	5,665
Miscellaneous	2,143	1,728	636
Loss on disposal of tangible capital assets		647	
Contracted services			19,178
Communications			416
Targeted training program	38,265		
Equipment purchases	104,991		
	<u>\$12,539,651</u>	<u>\$12,780,922</u>	<u>\$11,640,541</u>

OPERATIONS DEPARTMENT

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

ISO Certification

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

Membership

There were significant changes in membership with the Qalipu First Nation following the conclusion of the enrolment process.

10,396	Individuals were removed from the Founding Members list.
7,658	Individuals deleted from the Registrar.
2,738	Individuals retained status through a category amendment
5,096	New members added.

Also, this year, the Federal Court case, Wells et al. v. Canada (Attorney General) 2018 FC 483, challenged the denial of applications for founding membership in the Qalipu Mi'kmaq First Nation based on the self-identification criterion of the enrolment process.

On May 8, 2018, the Federal Court determined that:

The requirement to provide self-identification evidence that pre-dates the 2008 Agreement in order to fulfill the self-identification criterion was not reasonable.

Applicants should be provided with the right to appeal the decision made on their file.

The Wells' cases challenged the denial of applications for founding membership in the Qalipu Mi'kmaq First Nation based on the self-identification criterion of the enrolment process.

As a result of the federal courts' decision on these cases, if you were denied founding membership with the Band in 2017 based on the original self-id criterion you were sent a letter providing you with the opportunity to submit additional self-identification documents or indicate that you have previously submitted such documents as part of your application.

Applicants were given approximately 100 days from the letters' date to complete the form sent with the letter, gather self-identification documents if needed and mail the form and documents back to the Enrolment Committee.

7300 reassessment requests were sub-

mitted in total with a submission deadline of May 2019. We await the results of this process.



Qalipu employed a team of enrolment support staff to help applicants respond to this development.

Human Resources

Qalipu First Nation is supported by a Human Resources Manager.

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

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

Strategic Planning

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. In the later part of 2018-2019, a Request For Proposals was issued for facilitation services in developing the 2020-2029 Strategic as the current 2015-2020 Strategic plan will be completed in 2020. The development of the new Strategic Plan will encompass providing the opportunity for all stakeholders of the Band, including Membership, Chief and Council, and the administrative staff, to put forward their views as to how the Band should road map for the Band should look for the next ten years. In the later part of 2019-2020 fiscal year membership will be notified as to how they can participate in this important process.

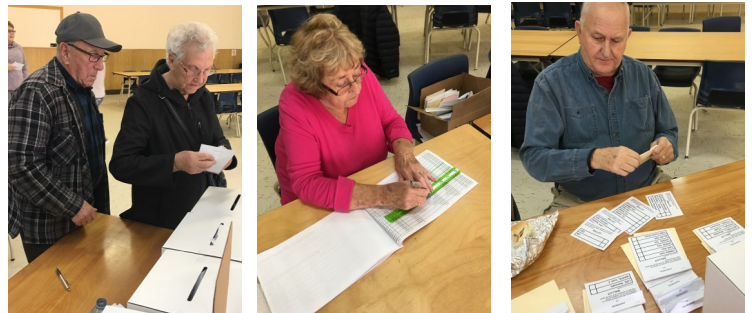
"We are happy with another successful election, but we still hope to see more of our membership engaged in the process. With the amendment vote to change the way we administer elections, which passed last night with a 73% approval from membership who voted, we should see a more efficient, inclusive and effective election in 2021."

Band Manager Keith Goulding

Election

Qalipu First Nation held a general election for Chief and Council in October of 2018. As part of the election, membership were asked if they supported a new voting procedure for general elections that would provide membership with greater ease and opportunity to vote in elections via online and telephone voting.

The membership voted yes to this initiative and a new voting procedure will be used for the 2021 general election. Information will be made to the membership beginning in the winter/spring of 2021.



The 2021 Election will see a move from paper ballots to electronic and telephone voting. Election packages will be sent to voters by mail so ensuring a correct mailing address in ginu is essential.

YOUR VOTE MATTERS!

EMAIL VOTE ON BIG DECISIONS

ELECTION PACKAGE WITH SECURE PIN FOR ONLINE AND TELEPHONE VOTING DELIVERED TO YOU BY MAIL DURING ELECTION YEARS

UPDATE YOUR EMAIL AND MAILING ADDRESS NOW!

VISIT [HTTP://QALIPU.CA/LOGIN-OPTIONS/](http://qalipu.ca/login-options/) TO UPDATE YOUR GINU MEMBERSHIP PROFILE



HEALTH

Division Update

The Health Division strives to improve the lives and wellbeing of our members and communities. We promote health education, active living, mental health, and spiritual and cultural practices in all our programs and services. We take a holistic approach; the health and wellbeing of our members is important to us.

Currently Qalipu coordinates and oversees the administration of the Medical Transportation Benefit, and the Mental Health Counselling Benefit. The division continues to set goals that will see the transfer of additional Non-Insured Health Benefits (NIHB) from Indigenous Services Canada (ISC) to the Band. This continued growth will allow for greater capacity and expertise within the Band, our province, more employment opportunities, and improved response times.

We have staff in various office locations to help you navigate and understand your health benefits. NIHB Support Specialists: Ensure membership reimbursements are screened, scanned and di-

rected in timely and effective manner. Prepare preapprovals for Mental Health and Medical Transportation Benefit. Coordination of travel and accommodations for medical appointments, assess and process reimbursements. NIHB Navigator: Ensures broadest possible access and understanding of the NIHB program, educates membership and communities on their benefits, advocates and liaise on behalf of membership with respect to health benefits.



Medical Transportation

Benefits Paid	\$1.5 Million
Pre Approvals	1,054
Claims Processed	7,895 , an increase of 28%
Calls Incoming/Outgoing	8,474, an average of one call every 13 minutes
Walk-In's	779, an increase of 36%

The Medical Transportation Benefit covers air and ground travel, accommodations, and meals to access medically necessary health services that are not available in your community. A medical escort may be provided for as well.

It's important for members who travel for work, vacations, and holidays to know that their NIHB coverage may be

impacted by these types of activities. We encourage members to speak to NIHB Support Specialists or NIHB Navigator.

Mental Health Counselling

Qalipu took on the administration of the Mental Health Counselling (MHC) on behalf of members living in Atlantic Canada on November 1, 2018.

NIHB Mental Health Counselling Benefit provides coverage for mental health counselling to complement other mental wellness services that may be available.

This service provides for up to 22 hours of counselling annually (with extensions if needed) for individuals, children, families and groups. The Band does not provide counselling service; our role is to ensure membership has access to counselling services. Those experiencing emotional distress and wishing to talk immediately can also contact the toll-free [Hope for Wellness Help Line](https://www.hopeforwellness.ca) at 1-855-242-3310, or the online chat at [hopeforwellness.ca](https://www.hopeforwellness.ca), 24 hours a day, seven days a week.

To access counselling, members of the Band can choose a counsellor from the registered counsellor [list](#), call to make an appointment and, once the member has attended the appointment, the counsellor will send a request for approval to Qalipu for processing payment of fees so the member bears no cost of the service.

\$158,521 in Mental Health Counselling Benefits were paid out on behalf of members this year!



Director Rob Dicks participates in "Bear Witness Day" one of many Health division led awareness days.

Life Promotion Feather Carriers



Qalipu First Nation and Western Health partnered with community individuals and organizations in the Bay St. George area to mobilize and enhance mental health, addictions and suicide prevention through culturally appropriate training. The training and leadership was provided by Dr. Ed Connors, Kelly Brownbill and John Rice. The program, called “Feather Carriers: Leadership for Life Promotion”, draws on Indigenous concepts of leadership for protection and promotion of community health and well-being. Over the past year participants focused on the land engagement, ceremony, and gatherings.





Our Team

NIHB Support Specialists
serving you from four office locations

Corner Brook Office Natasha Lavers 709-634-5042 nlavers@qalipu.ca	Stephenville Office Melissa Sullivan 709-643-2456 msullivan@qalipu.ca	Glenwood Office Jasmine Collis 709-679-2238 jcollis@qalipu.ca
Megan Blanchard 709-634-5078 mablanchard@qalipu.ca		Grand Falls-Windsor Office Susan Bryan 709-393-7770 sbryan@qalipu.ca

Traditional Healers Mental Health

This year was year two of a five year pilot funding project for Traditional Healers. The budget of \$25,000 engaged 99 participants, for 43 sessions with seven ‘community helpers’. These helpers supported the community by sharing and providing peer to peer supports, talking circles, sharing circles, ceremony and on the land healing.

A large volume of the participants who engaged in QFN traditional healers’ session in Western Newfoundland were aged 50 plus. These participants used the sessions for peer support, to break social isolation, develop a safe place, and life promotions.

In Central Newfoundland, the focus was getting youth connected back to nature by using on-the-land healing and engagement. The youth participants were mentored by cultural leaders/knowledge keepers about traditional on-the-land skills, while focusing on communications, health and wellness, food security and sustainability, intergenerational relationships, peer to peer relationship building and model behavior. In addition, the youth built a relationship with leaders so that they could have a person of truth within the community.

Increased Community Engagement and Communications

This year marked a busy year for the Health Division as part of its operational plan was to increase community engagement and communications. To increase community engagement, Non-Insured Health Benefits (NIHB) program promotions, and education the division relied on The NIHB Navigator, Howard Thistle. The Navigator participated in all Central Ward meetings, and provided program and benefit updated for eight information sessions across the province. Each session ranged in attendance from 40 to 180 attendees. The QFN Navigator also attended the NIHB Navigator meeting in November, which included Navigators and ISC staff from across the Atlantic region who shared best practices, challenges, program developments and network.



<https://www.facebook.com/qalipuhealth/>

EXECUTIVE OFFICE

Band Management, governance, communications and executive administrative support.

Executive Committee

Made up of the Chief, Vice Chiefs, and Band Manager, this group meets regularly to review Band business, set priority objectives, and to provide direction on important issues as they arise. The Committee has identified several key areas of focus and has been working to advance their mandate over the past year:

Member Services

Band size can be leveraged to obtain benefits for members. In particular, the Committee has focused on land rights and ways of advancing this agenda. Research that has been conducted over the years, including during FNI days, is being compiled and analyzed in order to determine gaps and next steps.

Intergovernmental Communications

Working to ensure that the Province of NL recognizes a duty to consult with Qalipu as a First Nation, and enhancing communications and improving relationships with the province and other levels of government.

Economic Development

Establishment of an urban reserve continues to be a priority objective. In the past year funding was sought and approved in order to establish a development plan to move this objective forward. This development plan will focus on site selection, strengths, opportunities and challenges.

Communications

Housed in the Executive Office, this function supports all Band programs and services and aims to ensure the broadest possible awareness, understanding and engagement of our communities in all Band activities.

Communications Committee

Communications was identified as a priority area in the 2015-2020 Strategic Plan. A renewed commitment to enhancing Band communications was demonstrated in Council's decision to establish a committee to support efforts at greater engagement, sharing and transparency with Band members and other audiences.

The committee was established in November 2018 following the Swearing in Ceremony and initial meetings of the newly elected Chief and Council.

To date, a Terms of Reference has been established, and an Expression of Interest was issued to recruit an experienced Member at Large to the Committee which consists of both Council and Communications staff members.

A Member-at-Large was added in March 2019.

The Committee continues to work together to grow this essential Band service area.



MEMBERSHIP ORIENTATION

THROUGHOUT MARCH/APRIL QALIPU STAFF WENT ON TOUR TO PRESENT AND SHARE A NEW PUBLICATION FOCUSED ON FAMILIARIZING MEMBERS WITH THE FULL RANGE OF PROGRAMS, SERVICES AND BENEFITS THAT ARE AVAILABLE TO THEM. THE MEMBERSHIP ORIENTATION GUIDE IS A ONE-STOP SOURCE OF INFORMATION FOR EVERYTHING MEMBERS NEED TO KNOW.

HUNDREDS OF MEMBERS TURNED OUT FOR THE ORIENTATION SESSIONS WHICH TOOK PLACE IN ELEVEN LOCATIONS THROUGHOUT THE WARDS AND IN ST. JOHN'S.

COPIES OF THE MEMBERSHIP INFORMATION GUIDES ARE AVAILABLE AT OUR OFFICES AND ONLINE.



☀ Weekly Update ☀

Are you receiving news from the Band every Friday? This year, we started sending a weekly wrap up of top news and upcoming events. Sign up by adding an email address to your ginu membership profile.

Remember, you don't have to be a member of the Band to stay in touch, see below for information on joining our Community Mailing List.



New QFN Video

Who we are as a First Nation celebrated in a short video highlighting some of the special places, people and culture of the Newfoundland Mi'kmaq.

[Click here](http://qalipu.ca/video-gallery/) to view, or visit our website, <http://qalipu.ca/video-gallery/>

Special Events

Swearing in Ceremony

An election was held in October, 2018 and a Swearing in Ceremony to welcome the newly elected Council was held on November 23 in Corner Brook. More than a hundred Band members, partners and community people came out for the special event.

The ceremony was officiated by Chief Mi'sel Joe of the Miawpukek First Nation, included musical sharing by Troy Bennett and Friends on the Community Big Drum, Paul Pike, and the Corner Brook Aboriginal Women's Association.

The ceremony was attended by representatives from local Indigenous organizations, community members and government officials.

[Click here](#) to watch the livestreamed video of the event or explore videos on our Facebook page Qalipu First Nation.

MOU Signing with College of the North Atlantic (CNA)

During the summer of 2018 Qalipu entered a five-year Memorandum of Understanding (MOU) with CNA which will see both parties collaborate on the delivery of new educational pathways, as well as community and business development initiatives.

Throughout the term of the MOU the organizations will explore educational opportunities which will allow students to complete high school and transition into post-secondary education; build professional capacity in educational programming in health sciences, tourism, business development and environmental stewardship; and, explore mutually beneficial partnerships on applied research and innovation that lead to sustainable community and business development.

Eagle Feather Bestowment Ceremony

In January, eagle feathers were presented to the provincial courts of Newfoundland and Labrador so that individuals may choose to swear their oath using an eagle feather. This historic event was spearheaded by Elder and Ward Councilor Odelle Pike.



A short video of the bestowment ceremony was put together by the communications team, [watch it here](#) or explore videos on our Facebook page, Qalipu First Nation



Western Vice Chief Keith Cormier

Central Vice Chief Randy Drover

Paul Pike and members of the Corner Brook Aboriginal Women's Association.

Miawpukek Chief Misel Joe

Qalipu Council 2018-2021

Chief Brendan Mitchell



QNR

18-19

Highlights

Like us on Facebook

Would you like to stay informed on the activities of Qalipu Natural Resources, be notified of opportunities and events, and share your voice on environmental topics?

Find us on Facebook @Qalipu Natural Resources.

Did you Know?

We all like potato chips but did you know that Banded Killifish also think they are great?

QNR has been trapping Banded Killifish for several years using crackers as bait. One particular site continued to have low trapping success. After forgetting the bait one day, a NR Tech turned to their lunch tin and added chips to a couple of traps. It turned out to be the most successful trapping day in history. QNR has been using chips ever since! It's a nice bonus to be able to snack as the traps are being filled!

Banded Killifish (*Fundulus diaphanus*) are a Species At Risk in NL have a scattered and limited known distribution on the island.

QNR has been actively involved in discovering and monitoring the species in a number of areas as part of the overall conservation measures.



"Protecting our environment is a matter of life and death"

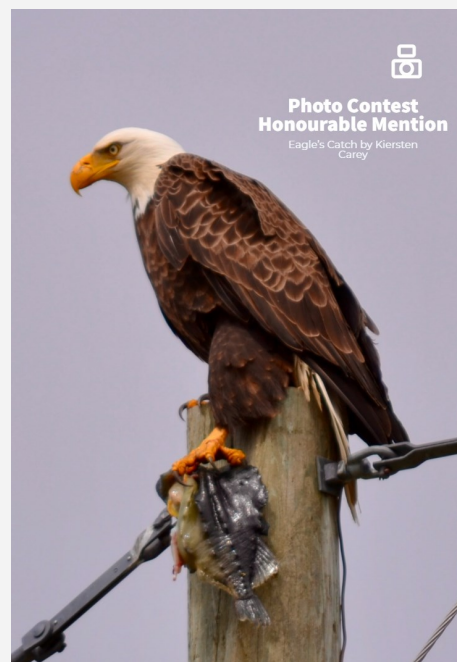
NATURAL RESOURCES

Enforcement, Research/Monitoring, Consultation Management, Geographic Information Systems, Community and Youth Engagement

Qalipu Natural Resources (QNR) conducts a number of Research/ Monitoring projects under the categories of Resource Inventory, Species At Risk, Invasive Species, and Climate Change. Categorized as Resource Inventory, QNR has been involved in Eelgrass research and monitoring since QFN formation in 2011. Globally, sea grasses are declining in response to multiple stressors, including eutrophication, shoreline development, climate change, and aquatic invasive species. Eelgrass provides critical ecosystem services to coastal environments by stabilizing shorelines and providing habitat for a number of marine species. By monitoring eelgrass beds, QNR is able to detect new invasions of Invasive Species, changes in eelgrass health, as well as changes in overall eelgrass abundance at permanent monitoring sites. By monitoring these sites, QNR is able to work with other agencies to restore eelgrass in areas where assistance is needed.

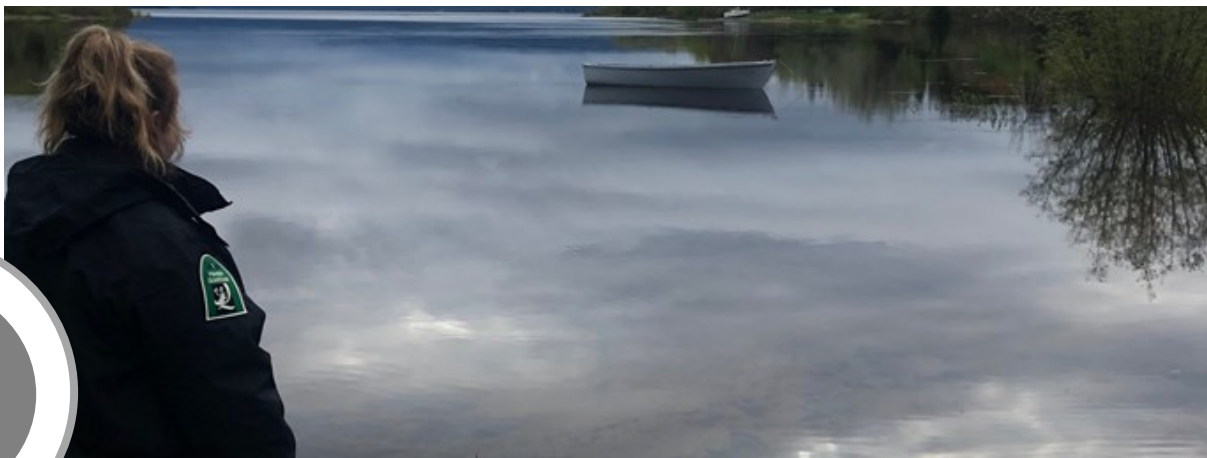
The piping plover is an endangered ground nesting shorebird that nest on our shores from late spring until early fall. During the 2018 field season, QNR staff monitored Flat Bay, Sandy Point, and Stephenville Crossing for plover to record their nesting activity. A total of

twelve individuals were spotted consisting of four chicks and six adults. Human disturbance remains as one of the main disturbances for these birds in the area. Some measures we can take to mitigate their disturbance are: refrain from using beaches that are recognized as plover nesting areas between April and August, keep pets on a leash while walking on the beach, keep our beaches clean by picking up trash that you find and not littering. If you see people and their pets disturbing plovers and their nests, contact the Canadian Wildlife service to report the disturbance.





QNR
18-19



Invasive Species

QNR has been monitoring Aquatic Invasive Species throughout NL since 2005. Currently there are seven confirmed Aquatic Invasive Species in Newfoundland and Labrador including the most popular Green Crab.

During 2018-2019, QNR focused its Green Crab efforts on mitigation by trapping approximately 6200 crab from the St. Georges Bay area at a number of high density locations.

Green crab can have devastating impacts on local ecosystems by feeding on mussels, clams, and Juvenile crabs, out-competing native crab species, and disrupting eelgrass beds.

Green crab are often referred to as “cockroaches of the sea” and is one of the ten most unwanted species in the world. While we need to better understand the impact Green Crab are having on our local ecosystem, and attempt to control population size where possible, it is important that we remember our indigenous values and respect this species like any other.

While often moved by humans, Invasive species often survive due to environmental changes resulting from climate change.

Protecting Our Inland Aquatic Resources

Continued investment in our aboriginal fishery guardian program will ensure healthy ecosystems for future generations .

QNR’s Aboriginal Fishery Guardian Program continues to mature. 2018 marked the first year the program was included in a multiple agency collaborative enforcement workplan, activities are formally tracked using the Fishery Enforcement Activity Tracking System (FEATS), and numerous joint patrols were conducted. Training remains a key element to the success of the program. During 2018, all Indigenous guardians participated in annual re-certification training provided by DFO. Select guardians were also able to complete the Radio Officers/Small Vessel Operator Proficiency course (ROC/SVOP). Aboriginal Fishery Guardians continue to provide valuable support to QNR’s research and monitoring programs.

Consultation Management

QNR continues to participate in the Environmental Assessment process for several ongoing projects, as well as any relevant government Act and regulation amendments. We actively monitor projects registered within QFN territory and work with government agencies to identify potential impacts on the natural environment, as well as traditional, current and future land use.

In 2018-2019 QFN has been engaged in the following projects at the Federal and Provincial level:

- Eastern Newfoundland Offshore Exploration Drilling Project
- Flemish Pass Exploration Drilling Project
- Husky Energy Exploration Drilling Project
- Newfoundland Orphan Basin Exploration Drilling Project
- Offshore Exploration Drilling Regional Assessment in Newfoundland and Labrador
- Bay du Nord Development Project
- Southeastern Newfoundland Offshore Exploration Drilling Project
- Placentia Bay Atlantic Salmon Aquaculture Project

To be informed of current/new projects please check out our [Qalipu Natural Resources Facebook page](#).

COMMUNITY DEVELOPMENT

Focused on tourism, culture and community enhancement

Business Forum 2019

Experience Qalipu partnered with local businesses and Stephenville's College of the North Atlantic (CNA) cooking school program to deliver a business forum focused on crafting culinary experiences. Authentic Indigenous food and culinary experiences are growing trends in the tourism industry. This one-day event highlighted the entrepreneurial opportunities that surround the culinary tourism sector.

Lori McCarthy, owner of Codsounds, guided participants through an experiential lunch where they learned how to develop a tourism experience centered around foraging. Shawn Rowsell, owner of Indian Falls Chalets, shared how he has created a tourism experience where visitors learn how to smoke salmon.

The evening culinary experience featured Indigenous Top Chef Canada finalist, Rich Francis. Chef Rich Francis shared his experiences decolonizing the culinary industry and advocating for the right to serve wild game. Chef Rick Francis, CNA Head Chef D'arcy Butler, and the CNA culinary students, created a six course meal focused on local Indigenous foods.

Museum Workshops



In the winter of 2019, Experience Qalipu partnered with the St. George's Indian Band to host 10 traditional skills workshops at the Ktaqmkuk Mi'kmaq Historical Museum. These workshops were focused on the

preservation and continuation of traditional Indigenous skills. Mi'kmaq knowledge keepers facilitated workshops including hide tanning, drum making, and spruce root baskets. Other workshops included medicine bags, song sharing, petroglyph painting, moccasin making and ji'kmaq making.

Entrepreneurial Support

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

The Economic development team has seen an increase in members seeking business support in the 2018-19 year. We currently have 342 active clients engaged in business investigation, planning, launching, business buy-out, operation or expansion. Last year 261 members sought out funding and general business information, 132 were assisted with labor market research, 54 members were assisted with business plan development and guidance, 53 members were referred to our Training and Education department for wage subsidy or the self-employment assistance program and 48 members were referred to external agencies.

In 2018-19, our outcome numbers show 46 clients have expanded their business, 63 members who have made improvements, 22 members bought out previously owned businesses and we had 27 new start-ups.

This past year, we have worked with members who proposed business ideas in a variety of sectors including, aquaculture, agriculture, farming, fishing, bakeries, childcare, property investment and management, B and B's, boat tours, holistic healing, restaurants and health services. There has been a steady increase in all facets of business ideas, but Indigenous tourism still accounts for more than a quarter of start-ups and enquiries.

**JOIN THE
NETWORK**


Qalipu Business Network

**PROVIDING BUSINESS OWNERS
WITH AN OPPORTUNITY TO
NETWORK WITH EACH OTHER,
AND STAY IN TOUCH WITH THE
BAND REGARDING POTENTIAL
OPPORTUNITIES, MARKET
TRENDS, TRAINING, AND
PARTNERSHIP DEVELOPMENT.**

Junior Police Academy

The Royal Newfoundland Constabulary, Qalipu First Nation and Qalipu Cultural Foundation partnered to host the Junior Police Academy program held at Killdevil Camp and Conference Centre from August 7th to August 10th. This program provides youth with opportunities to learn from community leaders, connect with nature and be immersed in culture. It is intended to foster social growth, promote healthy lifestyle choices and build positive relationships.

This year's Junior Police Academy welcomed 52 children to camp where they participated in a range of activities and learning sessions including singing, drumming, rattle-making and ceremony. A cultural campfire, with roasted bannock and freshly steeped Labrador tea, was a welcomed treat for all!



The McConnell Foundation WellAhead Grant Project



WellAhead is a three-year project that aims to understand the health needs of Qalipu First Nation youth, and all students in the pilot schools. This will be done through the development of a social and emotional toolkit which will be tested and refined within the western region of the Newfoundland and Labrador English School District.

In 2018-19, goals and objectives identified for year one have been completed.

Meetings with stakeholders and partners to discuss the collective goals of the project and respective contributions moving forward have taken place, and a project coordinator has come on board to continue capacity building and product development. Six pilot schools have been identified and the targeted age group has been determined. Students in grade 7 and 8 in the upcoming 2019-2020 school year will be the first group to take part in the project, with initial implementation taking place in the spring of 2020.

A diverse advisory committee has been developed, and upcoming workshops and in-school sessions will allow students, teachers and administrators the opportunity to make meaningful contributions in the development process. We look forward to the developmental and implementation phases of the project in the upcoming year.

Outdoor Education Program

This year marks the 20th anniversary of the Outdoor Education Program; the only curriculum based, immersive outdoor education experience offered to grade five students in Newfoundland and Labrador. Seeing more than 19,000 students since its inception, the Outdoor Education Program has shaped the educational landscape and has offered a unique lens on teaching approaches. Through the formation of a strong partnership with Qalipu First Nation in 2014, to incorporate elements of Indigenous traditional knowledge, the Outdoor Education Program has grown to represent a successful model for experiential education rooted in the natural and cultural history that shapes this land and its people. It is one of the ways in which we are proudly making steps forward in education for reconciliation.

About the Program

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

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

Moving Forward

In 2017, the Outdoor Education Program welcomed 692 students, teachers and chaperones to Killdevil. With the addition of the Green Bay - White Bay schools in Fall 2018, numbers are expected to increase to approximately 1200, nearly doubling in size. To accommodate the demand for this growth, Qalipu First Nation now administers the coordination, cultural interpretation and onsite support for the Outdoor Education Program, helping to secure its legacy and support its future.

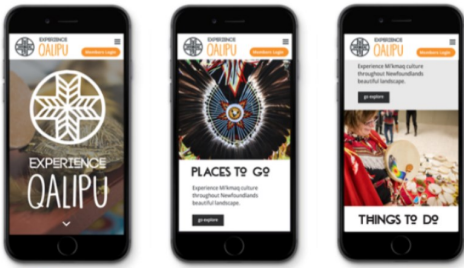


**"I LOVE KILLDEVIL
BECAUSE I FEEL SAFE WITH
MOTHER EARTH PROTECTING ME."**

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

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





Visit our website to see what our Indigenous tourism operators and crafts people have to offer, and to learn more about the tourism experience in Newfoundland and Labrador.

ExperienceQalipu.ca

Our website connects visitors with the Indigenous tourism offering in this province. If you are an Indigenous tourism business owner or craft person, join the network! Visit our "Member's Page" or contact us for more information:
tourism@qalipu.ca
 709-634-5972



Indigenous Education Outreach

The Indigenous Outreach Program brings aspects of Mi'kmaq culture into the classroom as grade five curriculum outcomes are fulfilled through cultural lessons in history, rattle making and talking circles. This program prepares students for the larger Mini-Powwow event where students come together to share in a cultural celebration including a gift giveaway. Grade five students are introduced to cultural content through this program which provides context to the cultural component of the Outdoor Education Program, Since last year, the number of schools involved has grown from 6 to 10, reaching from St George's to Lark Harbour and Deer Lake.

The School visits have included community volunteers who assisted students by sharing their knowledge and skills.

After these events concluded, several groups attended a mini powwow, which was a very exciting experience and included various members of council and knowledge keepers to share traditions with the children. Students celebrated their new knowledge, brought along their rattles and engaged in singing and dancing with members of the Qalipu community.



Cultural Session at Grenfell Campus

Grenfell Campus hosted 24 students and their chaperones from Sugiyama Jogakuen University (Nagoya, Japan) from August 6th to August 24th. As part of their immersion learning, Qalipu First Nation offered a Mi'kmaq cultural session to share songs, stories and cultural traditions with the students, providing a deeper understanding of place.

Out and about

Along with our regular Indigenous Education Outreach, we often receive requests from teachers from grades K-12 to attend their classrooms and deliver indigenous education that would be applicable to the subjects that they are covering with their students at that time. Some topics that we cover are respect, music therapy, language, art and history. We have a very good relationship with NLESD, so we are always pleased and accommodating when we are asked to be involved in any way we can.



EDUCATION AND TRAINING

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

Post-Secondary Student Support Program (PSSSP)

2018-2019 has been another successful year for the Post-Secondary Student Support Program. This program provides funding for tuition, fees, books and or a living allowance for eligible clients. In this past year we have funded 836 students under the Post-Secondary Program in a variety of college diplomas as well as undergraduate and post-graduate studies.

Effective April 1, 2019 Qalipu First Nation entered into a 10-year Grant Agreement with Indigenous Services Canada. This new agreement will provide greater flexibility for the Post Secondary Student Support program. The Education and Training department works continuously to ensure that its programs and services are as responsive as it can be to the needs of our clients and the labour market in which we live and work. To ensure we are meeting these needs the government “undertook a comprehensive and collaborate review with indigenous partners of all current federal programs that support Indigenous students who wish to pursue post-secondary education.” As a result of this, several recommendations were sent to Council to review for changes to the Education & Training local guidelines. We are currently updating the Local Operating Guidelines to reflect these changes.

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

Aboriginal Skills Employment and Training Strategy (ASETS)

Our ASETS program focuses on several different initiatives to improve the employability skills of its 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

Training programs such as the Skills parachute and Short-Term funding programs are also available for members. The Skills Parachute program has a directive to increase the skills of the client and improve their chances of maintaining or gaining employment. It is for a maximum of 5 days in length and a maximum cost of \$1,500. The Short-Term courses are longer than 5 days but less than 12 weeks in duration. In the past year we have supported 19 clients in the Skills Parachute program and 14 clients in the Short-Term funding program.

In addition, we funded 69 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 29 summer students. Our RCMP Summer Student Program has thrived in the past year as well with 9 students participating. This program is a long-time partnership with the RCMP in which our youth can work with the RCMP in select detachments in Western and

- 27 Clients supported through employment programs
- 6 Self-Employment Assistance Program
- 1 Graduate Incentive Program
- 20 Wage Subsidies

ASETS, continued

Central in community outreach and youth engagement.

This brings our total for the ASETS program to 167 clients and the total number of clients supported through Education and Training in 2018-2019 to 1003.

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/>.

Effective April 1, 2019 Qalipu First Nation entered into a 10-year agreement with Service Canada and after completing a Capacity Assessment for the new agreement our results came in at optimal capacity, which allows greater flexibility for programs. This agreement is now called Indigenous Skills, Employment Training Program (ISETP).

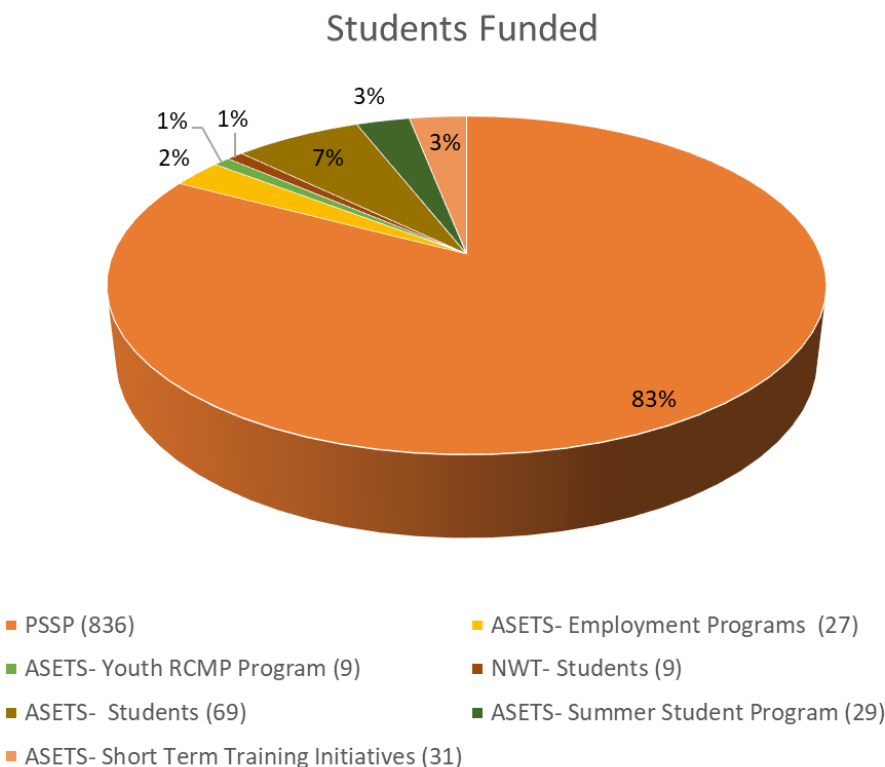
Partnerships

Education and Training through the Qalipu Mi’kmaq First Nation Band have engaged numerous partners this year that we would like to thank for their dedication and their willingness to support our members and our programs. In the past year some partners of Education and Training included: RCMP, Flat Bay Indian Band, Mad Lad Marketing Inc., Rock Solid Diesel, JSM Retirement Ltd., Lefty’s Pizzeria & Lounge, Classic Builders, Salon Seventy, just to name a few.

Education and Training continued to work with the Atlantic Association of Registrars & Admissions Officers (AARAO) to ensure that we participate in career fairs in each of the high schools that service stu-

dents in our Wards. Client Service Officers attended the AARAO Career Fairs in each of their perspective areas in September 2018 to bring program information to members.

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



Stronger Together: Partnership Success

RCMP Student Summer Program 2018

Qalipu and the RCMP continue to work together to build a worthwhile work experience for Aboriginal Youth who are interested in a career in policing and/or justice. This exciting job opportunity gives youth an insightful look at the RCMP and may help you decide if this is a career opportunity you wish to pursue. This is a nine (9) week program which runs from June-August. Successful applicants attend a one (1) week training session at the RCMP Headquarters in St. John's prior to being placed at the RCMP detachment closest to their home. This program is a great stepping stone for individuals interested in pursuing a career in the RCMP.



YOUTH SUMMER EMPLOYMENT PROGRAM, EMPLOYER WEIGHS IN

"The Youth Summer Employment Program is fabulous. Without the program, my summer camp would not have been a success. The student I hired, Andrew Patten, had a great deal of knowledge in outdoor work, camping, archery, airsoft target shooting, wilderness and survival as well as excellent skills when dealing with children. He is a leadership student at UNB and his leadership capabilities were evidenced this summer. He also used his knowledge of aboriginal lifestyle to help children live in the outdoors. YSEP is the best program as it also takes care of the payroll end of it which is a big responsibility for employers."

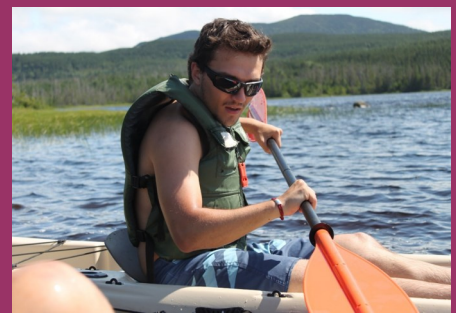


Photo Contest Runner Up

Veronica Hackett-Benoit, moose in the backyard at Fox Island



"I would like to first express my gratitude and satisfaction to the Qalipu First Nation for enabling local businesses to access this program. I am very pleased with the application and reporting process; It was simple and straight forward; and even though your organization overseen the program financially, your faith and trust in local businesses managers/owners to hire, report and manage the students was more than appreciated.

Thistle's Riverside Snack Bar INC., hired a young lady, Cassidy Mullett. She was a grade 10 student who showed a tremendous interest in the position and in our work place environment. Throughout her work term, her enthusiasm and motivation to work was exceptional. She not only performed her duties, but she went over the top to ensure the performance of the business was at its full potential, from advertising and promoting our products to the cleanliness and service to our customers. She was a very dedicated employee and I am so pleased to say that she had a great first work experience. I know her positive work experience at our establishment has and will continue to benefit her in many ways in her future choices of employment and education.

Thank you again Qalipu First Nation for giving my establishment the opportunity to access this Youth Summer Employment Program. Our local economy is at an all-time low; but with programs such as YSE being a shared or joint partnership with local businesses we will all survive and continue to benefit our communities in a positive way."

2018 Bernie Hanlon Scholarship Winner



2018 Winner Salome Barker with Central Vice Chief Randy Drover

Salome is a student from Grand Falls- Windsor, NL who started her educational journey with St. Francis Xavier University majoring in Women and Gender Studies with a minor in Religious studies and three pairs in English, Psychology and Music. After graduation Salome intends to pursue further educational studies at a masters level or law school in the area of Indigenous Law.

Randy Drover quotes: "It was my privilege to present Salome Barker with the Bernie Hanlon Memorial Scholarship on January 3, 2019 in Grand Falls-Windsor. Bernie was a very influential and strong Mi'kmaq women in my life, and I'll never forget the moments we shared and the teachings she passed on. She was a kind and gentle spirit, and she instilled in me, like she did with so many others, the importance of our culture and traditions. Salome very much represents Bernie's spirit, which is evident in her educational pursuits and her passion to learn and share the Mi'kmaq culture. This young women has a great future, and I'm honoured to see her receive the Bernie Hanlon Memorial Scholarship."

Youth Summer Employment Programs:

The Youth Summer Employment program provides wage support to community organizations who, in turn, provide Indigenous youth with meaningful employment and skills.

Businesses apply for the program and are selected from each of the nine Wards, along with one recipient from locations outside the Wards as well.

Indigenous youth can apply directly to these businesses who are successful recipients of the Youth Summer Employment Program.

SNAPSHOTS



Qalipu has been a major partner and supporter of the Black Bear Program.



Members of Qalipu participate in Hide Stretching



Corner Brook Come Home Year, Song Sharing Event



Members of Qalipu participate in Traveling song



Chef Rich Francis, assisted by a culinary student at the 2019 Business Forum



Western Vice Chief Cormier and Chief Mitchell at NIPD Flag Raising



Hide Tanning Demonstration



Announcement regarding exploratory discussions to address lost status of veterans



Olivia Burton enjoying National Indigenous Peoples Day



Chief Mitchell at Mi'kmaq Flag Raising at RNC Corner Brook



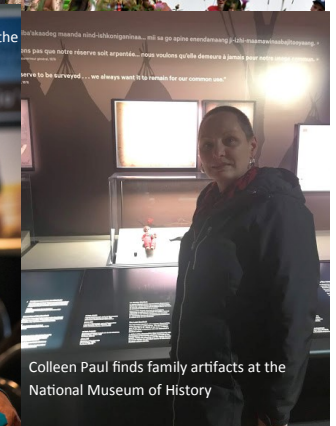
A Game of WALTHER DANCE LIKE ONLY KESUK IS WATCHING. AS A BUTTERFLY DISCOVERING ITS WINGS, YOU MAY FIND YOU WERE BORN TO FLY



Western Vice Chief and his grandson at the swearing in ceremony



Colleen Paul finds family artifacts at the National Museum of History



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Cover photo contest winner is Toby Penney
with "Smudge" at the top of Starlite Trail

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