



Qalipu First Nation

We exist to achieve the advancement of our people. We accomplish this through being spiritual, accountable, professional and progressive.











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Kwe'

On behalf of Qalipu Council, our Executive Committee and staff, I welcome you to our Annual General Assembly (AGA) 2020. Our approach to conducting our AGA this year differs from past years in that a virtual meeting, made available through live streaming, will allow a greater number of our members to view and participate in the AGA.

In recent months, there have been many precautions surrounding the COVID-19 pandemic. This situation has changed the way we interact, communicate, work and socialize. Qalipu First Nation continues to deliver beneficial programs and services to its membership. While it's not business as usual, we have been able to maintain a satisfactory level of service. I wish to take this opportunity to thank our Council and staff for their dedication and commitment in support of our members during this time. Going forward in dealing with COVID-19, we will continue to take necessary precautions to protect our staff and members. I encourage everyone to take this situation very seriously whether at home or at work by following prescribed measures to protect you and your family.

Qalipu First Nation was able to secure funding for our membership to offset some of the negative impacts of COVID-19. Funding program opportunities to date total \$2,228,272 consisting of \$52,975 COVID-19 Support Fund, \$678,311 from a Community Emergency Response Fund for Emergency and Off Reserve and \$1,496, 987 from Canada's Economic Response Plan for Post Secondarv Student Support. In addition to Government of Canada's support, Qalipu recognized the need

MESSAGE FROM

to contribute an additional \$266,745 to Congress of First Nations provide further support.

We are now coming to the end of year two of the three-year term of this Council. I wish to thank Councill members for their continued support and collaboration in advancing Oalipu on behalf of our members. Progress and successes have been achieved in many areas during the past year. A accomplishment has been major certification with the First Nations Financial Management Board. This certification involved a significant effort by staff and Council to enable Qalipu to become the fourth First Nation Band Qalipu First Nation, in conjunction with in Atlantic Canada to achieve this its consultant, has been engaged in distinction. Certification with the First developing an updated Strategic Plan. Nations Financial Management Board Discussions were conducted with will ensure that Oalipu has the finan- Council, staff and members through cial independence needed to grow as a community engagement sessions. This Nation.

First Nations Financial Management Board certification was an integral step in the path towards ten- year grant funding which was introduced in 2019. This past summer saw the cancellation The funding agreement marks a of many significant cultural events here significant departure from our previous in Newfoundland, in Atlantic Canada annual allocation of funds. The new and throughout Canada. Our staff at ten-year funding arrangement allows Qalipu compensated for the loss of in-Qalipu to tailor its own programs, carry person gatherings by using a virtual In the coming year, we expect to see money forward from year to year and approach made possible through significant initiatives come to fruition. focus on a vision for the future that is technology to share cultural initiatives. Qalipu members will experience a high driven by people and communities. In Staff, community conjunction with the ten-year grant community organizations collaborated Council as we endeavor to create a funding arrangement, Qalipu is devel- to share cultural information and better tomorrow for our people and oping a Comprehensive Community teachings to our broader membership. Plan.

Nations and the Atlantic Policy Government of Canada and the

Secretariat. Membership November 2019, senior representatives Canadian Armed Forces, veterans, of the Mi'kmag Grand Council visited RCMP and FNI members or members to establish a positive relationship with were denied membership in Oalipu. the Mi'kmag Grand Council and Despite discussions beginning Mi'kmag of Atlantic Canada. Grand earnest during December 2018, we are Chief Norman Sylliboy, Grand Keptin these groups membership in Oalipu. Antle Denny, Keptin Stephen Augustine The veterans file has advanced and Keptin Chief Mi'sel Joe.

plan, which has a ten-year outlook, will be finalized in the third guarter of this year. I thank everyone who participated in this important initiative.

members

Enrolment in Qalipu First Nation Qalipu continues to be an active continues to be an item of concern for member of the Assembly of First Council. On November 15, 2018, the Wela'lin

Brendan Mitchell

Chiefs Federation of Newfoundland Indians in these agreed to enter into exploratory organizations was achieved July 2018 discussions to address outstanding and April, 2019 respectively. During concerns regarding members of the Qalipu First Nation for the first time. of other organizations named in the This visit was a significant opportunity 2008 Agreement in Principle and who in Council representatives included Grand yet to finalize agreements to allow positively, and discussions have been favourable as we now near finalization of an Agreement. Regarding those affiliated with the FNI, discussions are ongoing with Canada and an Agreement will be forthcoming. Eventually, Qalipu members will become engaged in a ratification process to enable executing any new Agreements with the Government of Canada regarding enrolment.

> Other initiatives for which discussions are ongoing include the establishment of an urban reserve and development of a Mi'kmag language program at Qalipu.

and level of community engagement by our our Nation. Let's commit to working together in peace, harmony and unity as we move forward.

E CHI



I hope that you all find yourselves and your loved ones healthy and happy in these unprecedented times. 2019-2020 was a year of great change and growth for the staff of Qalipu First Nation and it continues to be our pleasure to work hard to provide first rate services and supports to you our members.

As we move through year one of our ten-year grant, we have been encouraged by the shift from being accountable to the federal government to being more accountable to our membership. We worked through 2019-2020 on developing a strong comprehensive community plan, we drafted our new 10-year strategic plan and began an undertaking to better align the staff resources so that we are able to meet the objectives of that strategic plan once it is

completed and rolled out in 2020-2021.

In 2019-2020, we saw the election of our first Youth Councilor. As a former educator, nothing fills me up with more enthusiasm than seeing our young people engaging with their communities and getting involved. We hope to see this trend continue and the youth of our Nation continue to push us in new and exciting ways. We continue to engage more of our youth through expanded school visits, language camps, wellness workshops and a sincere focus on mental health and wellbeing across all our programs. In education and training we supported over 1,000 students in post-secondary education, wage subsidies and training initiatives. At Qalipu, our focus continues to be on our youth.

In the summer of 2018, the enrollment process brought in new members and through the remainder of the year we developed a plan to help inform those new members as well as to inform and remind our existing members of our many member focused programs and services. We developed a <u>Membership Information Guide</u> and conducted a series of open sessions for our members throughout our territory to meet and introduce some of the faces of our staff to those members interested in finding out more. This tour allowed us to connect with many members, and we hope to increase our reach and our contact with the members for years to come.

As with most aspects of our lives over the last year COVID-19 caused a great deal of change and a rethinking of the way we deliver services. Thousands of years ago, Plato wrote that "the true creator is necessity, who is the mother of invention" and necessity has truly allowed us to develop new ways to keep connected with our members, engage our members and to bring us together in exciting ways. Through the last quarter of 2019-2020, we developed protocols and procedures that allowed our staff to maintain 100% of the services to our members while working from home. We developed 60+ videos to allow our membership to connect with our staff and remain connected to each other. We held virtual engagement sessions and planned our first virtual National Indigenous Peoples Day. We found new ways to remain socially connected and physically safe; protecting our vulnerable populations and supporting each other. We applied for and were awarded nearly \$2.5 million in support money for our membership and look for ways to support our members throughout the coming waves of this and other adversity that may be before us.

This report is a great way for you the membership to understand all the many ways that Qalipu is here to support you. I would like to thank Chief Mitchell and the Council for their continued support and the tireless staff of Qalipu for all that they do.

A DESSAGE FROM OUR BAND MANAGER Keth Goulding

Chief and Council

The Executive





Brendan Mitchell is serving his second term as Chief of the Band, and previously served as Ward Councilor for Corner Brook. Brendan is the great grandson of Mattie Mitchell, a Mi'kmaq hunter and guide who earned recognition as a person of National Historic Significance in Canada. Read *Message from the Chief* on Page 4-5.

Randy Drover is serving his second term on Council; he was previously Vice Chief for the central region. Randy is the chairperson of the Finance and Audit Standing Committee and serves on the Implementation Committee. He noted that more cultural events and resources, enrolment/membership, and access to land resources continue to be high priorities for the communities in central Newfoundland.



This is Keith Cormier's first term on Council. Keith serves on the Executive Committee, the Implementation Committee and the Community Development Standing Committee. Something Keith says is important to his region, and to the Band overall is building strong relationships with other First Nations across Canada to learn best practices, and to become aware of benefits available to other Indigenous peoples that could be brought to Qalipu members. He is also a strong advocate of communications, and engaging as many people as possible through things like the newsletter and live streaming of Council meetings.

Ward Councilors

Bern White

Brian Dicks





Bern White is serving his third consecutive term on Council. He is a member of the Natural Resources Committee and the Fisheries Committee. Bern was a Director with the Elmastogoeg First Nation Band and has been researching his and others genealogy for the last 25 years. He states, "I have learned a lot about our culture and its people. I hope to pass this knowledge down to our Mi'kmaq youth. I believe that by working together as a team we will bring prosperity to our Mi'kmaq communities."

Brian Dicks is serving his second term on Council. He is chairperson of the Housing Committee, serves on the Finance Committee, and works with the Fisheries Committee supporting Mi'kmaq Commercial Fisheries. Brian recognizes the value in building a strong cultural, social and economic foundation. He works diligently on behalf of members in his Ward and the Band to promote growth and greater member participation within Qalipu First Nation.



Andy Barker is serving his third term on Council. He works with the Natural Resources Standing Committee where he, along with community representative Bill Dugan, continue to bring a historical perspective to the discussions. Andy attended Marathon Gold presentations on the prospects of a gold mine at Valentine Lake. Such a mine could bring benefits to Qalipu First Nation, as well as provide job opportunities to our members; particularly those in Exploits Ward. Andy has also encouraged discussions between Qalipu Natural Resources and Exploits River Management Association.





lvan White Flat Bay

Calvin Francis Gander Bay

Frank Skeard

Jasen Benwah Port au Port

Odelle Pike

Ivan J. White

Salome Barker













Ivan White is serving his first term on Council. He works with the Housing Committee and represents Council on the Community Development Standing Committee. He noted, "my main goal on this committee is to encourage staff to become involved at a local community level to identify community needs and help individual communities to achieve their goals. Covid-19 has put a hold on direct community consultation, but we are hoping that within the next year we can address that problem." Ivan is also active in his community and is an active volunteer with the Flat Bay Indian Band.

Calvin Francis is serving his third term on Council. He serves on the Housing Committee and on the MAMKA Board of Directors. Calvin noted that top issues for the Band that would make a difference in his Ward are economic development, job creation and housing programs. Calvin is also the Chief of the Gander Bay Indian Band and has been involved in the Indigenous movement for some forty years.

Frank Skeard is currently serving his third consecutive term on Council. He is a member of the Implementation Committee, the Natural Resources Standing Committee and is a member of the MAMKA Board of Directors. Frank is actively involved the community at large. His latest endeavors are the establishment/operation of Kikmanaq (our family; our friends) Indigenous Cultural Revival Association and working towards the establishment of a Family Resource Center for Gander and area.

Jasen Benwah is serving his second term on Council. He has been involved with the aboriginal community in Newfoundland for many years. He has been Chief of Benoit 1st Nation for more than 10 years and before that he was Chief of Kitpu. Jasen continues to be passionate about promoting Mi'kmaq language, culture and heritage for Mi'kmaq people.

Odelle Pike is serving her first term on Council. Odelle serves on the Education and Training Standing Committee, and the Communications Committee. Odelle is also on the Board of Directors for the Qalipu Cultural Foundation. She noted that housing is a major priority for residents of her Ward and that she would like to see small repair grants in place especially for elders. Odelle also notes that mental health, and health care in general especially for diabetics, continue to be priorities.

This is Ivan J. White's first term on Council. He currently serves on the Education and Training Standing Committee and the Communications Committee. Ivan noted that health and wellness are a big issue in his Ward and that the communities he represents would like to see something put in place for the wellness of our Elders, and in support of good mental health. Education and prosperity of our youth continues to be a vital focus. He said, "an entire generation has now arrived that only know their heritage through this Band and we must be a mechanism to lift them whenever possible.

This is Salome Barker's first term on Council; she was elected as Alternate Youth Representative at the 2019 Youth Gathering and stepped into the role of Youth Representative following the resignation of Jessica Saunders in the spring of 2020. Salome says that, for youth, the top three issues are inclusion of youth's voices, cultural revitalization and education.

INAUGURAL GATHERING

In September of 2019, Qalipu First Nation held it's first Mawita'jik Maljewe'jk (Youth Gathering). For three days Indigenous youth from all across Newfoundland came together in West Haven to learn, explore, share and celebrate their Indigenous heritage. It was empowering and beautiful, the youth spent time learning from their Elders and other community members, learning about ceremonies and protocols, singing, laughing and dancing together. The youth had the opportunity to share their thoughts and ideas of new programming, workshops and community action that could take place. Over the weekend there were top priorities that came to light when the youth were really given the chance to voice what their main points of concern, which included; Education, Environmental Issues, Mental Health, Culture & Community. After the youth were able to write down all their thoughts and ideas, they chose the top 3 issues that they wanted to focus on and bring forward to the Qalipu Chief & Council.



Youth Gathering

AWITA'JIK 🖛 MALJEWE'JK

 \bigcirc

YOUT



Youth participants voting for their top concerns for Indigenous youth

Jessica Saunders with Elder Odelle Pike



Group shot at Mawita'jik Maljewe'jk



ELECTION

Another highlight of the weekend was when the youth held their own election to fill the newly established youth seat on Council. The Youth Representative would be nominated by youth and then voted for by the youth. This elected representation would then attend Oalipu First Nation Chief and Council meetings as a voice for the youth. The Youth Representative would bring all the concerns and opinions that the youth have and the Chief and Council would be able to hear them. It was a really exciting experience and the youth learned a lot about the voting process! Once the youth were nominated they had the chance to prepare their own platforms for what they would advocate for. There were 4 youth nominees, Jessica Saunders, Kaylee Sullivan, Samantha Gardiner and Jeff Young. Jessica Saunders was elected to serve as Youth Representative and Salome Barker was elected as the alternate to support the Youth Representative and assume the seat if needed.

In the spring of 2020, Jessica Saunders resigned from the role due to family commitments. Salome Barker stepped up as the new Youth Representative.



Salome Barker, Elder Odelle Pike and Alex Antle

IN FOCUS:

KA'QAWEJ COMMUNITY MEDIA PARTNERSHIPS



Sabrina Muise, Project Coordinator, People of the Dawn Indigenous Friendship Centre

We are a group of Indigenous and Indigenous ally youth, mostly from Nujio'qonik (Bay St. George Newfoundland), being supported and mentored by the people who have "made it" in our communities. These are the lawyers, artists, elite athletes, musicians, solopreneurs, police officers, masters/phd students, traditional knowledge keepers and community champions, and are truly the people we want to look up to. We strive for personal growth and aim to make a difference in our communities.

Through online discussions and sharing circles, I'm able to connect youth from across the province with Mi'kmaq leaders of Nujio'qonik, providing opportunities for them to meet our people, gain insights on how to navigate the fast life, learn about our culture, and my favourite: to be a part of a province-wide kinship.

Learn more / Join our team on Facebook or Instagram @kaqawejyouth









Jodie Wells, Director of Finance

2019 proved to be a productive year for the Department of Finance taking on new and exciting projects to help our communities. Oalipu First Nation is taking steps to shift accountability from Canada to its citizens/members. With the new 10-Year Grant program, our First Nation is finally getting the ability to determine its future and assist members where they really need it. We have been busy ramping up our community consultations, policies, and procedures to serve communities better. Our aim is to develop a 25 to 50-year Comprehensive Community Plan that reflects our community's dreams for the future. To achieve this, we are partnering with the First Nations Financial Management Board to certify our First Nation in accountability practices, which will allow us to access the ISC Grant program, and access lowinterest lending.

FIRST NATIONS FINANCIAL MANAGEMENT BOARD

In 2018 Council signed a letter of cooperation with the First Nations Financial Management Board (FNFMB), which led us into the important process of Financial certification by the Board. This certification allows Oalipu First Nation to refine internal controls in Finance, Governance, Human Resources, Information Technology. and We continued this process by working with Staff and Council to get these new policies and procedures put in place.

In the summer of 2020, Qalipu successfully received the Financial Management Sytstems Certificate

FIRST NATIONS FINANCE AUTORITY



In addition to working with the FNFMB, Qalipu First Nation is now a member of the First Nations Finance Authori-

ty, which is a non-profit Indigenous-owned and controlled institution. They work with First Nations to provide the same financial instruments that other levels of government in Canada have at their disposal to build safe, healthy, and prosperous communities.

GRANT FUNDING

2019 marks the first year of Qalipu First Nation's participation in the 10-Year Grant Program. The 10-year Grant is a funding method that allows First Nation's to have predictable and flexible funding. In prior years, we had to plan year by year, with funding that was designated for specific purposes. Now we can use our community feedback and provide programming that addresses community needs.



GENERAL ASSESSMENT

Indigenous and Northern Affairs Canada (INAC) prepares an annual report highlighting the strengths and risks for each agreement holder. INAC states, "The General Assessment Workbook is used to assess the following risk facgovernance, plantors: financial managening, ment, 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 2019-2020 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.





"Drumming at Home on Aboriginal Day" Submitted by Jean Young

L-R Sara Young, Mary Young, Jean Young and Marguerite Maclean. Each year these ladies gather at Sara's home with family and a few friends to celebrate on June 21 with drumming, a fire and food. It is a way of celebrating their heritage in a personal, meaningful way.

AUDITED CONSOLIDATED FINANCIAL STATEMENT

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 (QDC), Mi'kmag Commercial Fisheries Inc. (MCF), Qalipu Management Services Inc. (QMS), Qalipu Holdings Marine Ltd. (QMH), Qalipu Project Support Services Ltd. (QPSS) and Eastern Door Logistics. 2018-2019, the Band In earned revenues of \$13.2 million and had total expenditures of \$13 million, resulting in a surplus of \$ 233,987. The Band's auditors completed their final report on July 23 to Chief and Council and reported that the financial statements are fairly presented.

Qalipu Takes the Wheel on own Destiny, Signs Ten-Year Funding Agreement

April 2, 2019 Corner Brook—Qalipu First Nation is pleased to announce a new development that provides for more sustainable funding for its membership, and a stronger sense of selfdetermination for the nation. 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 Agreement is effective as of April 1, 2019.

Band Manager Keith Goulding noted, "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 tenyear 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."



COMPREHENSIVE Community plan

Logo artwork by Marcus Gosse



In the last year we have started our community consultations with five of our communities. This was brought to an abrupt stop due to Covid-19. We are however working innovatively to find new ways to engage with membership digitally and so far, we are finding this successful. We have started a Facebook group and have done many give always featuring our swag to participants who have completed surveys and offered feedback on our 8 planning areas. I encourage all our members to join this group to stay up to date on all things CCP related. This is where we will continue to give away our swag that members have been so anxious to get their hands on thanks to the beautiful logo created by Marcus Gosse.

The community consultations that did take place went over well with about 10-14 people attending each session. These were in some of our smaller communities, Swift Current, Glenwood, Gander, Lewisporte,

I started in this position in November 2019 and have been working tirelessly since to try and get engagement up throughout the nine Wards. Your participation in the consultation process of the CCP is of the utmost importance to completing a plan that truly details what our members would like to see happen for Qalipu First Nation over the next 50+ years.

Samantha Gardiner

and Botwood. Those who attended these sessions were very engaged in the discussions surrounding our eight planning areas and all had a great deal of things they wanted to see happen for Qalipu in the future. We had a mix of people attend from youth to elders at some of our sessions and this provided us with a couple of different perspectives, given the different stages of life of the people in attendance we received a lot of different views and perspectives on the same planning areas.

STAFF IN ALL DEPARTMENTS

at Qalipu have participated in consultations for the CCP. All departments have their own projects they are working on and these



meetings have helped give me as the Comprehensive Community Plan Coordinator a better idea of what our departments are working on. The staff have also voiced their opinions not only as employees but as members of the band as well on what their long-term vision is for the future of Qalipu.

Our SURVEY has so far had good reception and people have been filling it out and offering their voices to the project. The survey was also sent to the elders mailing list and approximately half of those were completed and sent back to us. The survey is still available, and you can find the link online. Occasionally I will be going into the list of names from those who have completed the survey and draw for prizes to thank everyone who took the time to fill out our survey.



Prize Winners Jeff Young and Jordan Pottle



Our Logo — "Cultural Quest"

We asked, and you answered! Local Mi'kmaq artist Marcus Gosse prepared four sample logos, and 41% of those who participated in the poll chose "Cultural Quest" making it the top choice for the new official logo of the Comprehensive Community Plan!

The Comprehensive Community Plan (CCP) is a process that will allow our community to build a roadmap towards sustainability, selfsufficiency, and improved government capacity. It will allow the community to establish a vision for its future and implement projects to achieve this vision. This process is intended to be inclusive, representing the perspective of all members, from youths to Elders, within or outside the community.

Here's what Marcus had to say about the meaning of this logo:

"The creating of a Comprehensive Community Plan is a community journey that we will travel together towards the future. Qalipu (caribou) journey across the land together, as part of a migratory herd in search of food, and they embrace the beauty of the land. The CCP will take members on a journey towards strength, culture, knowledge, and more. The 9 individual rocks, which come together to form the land, represent the 9 Wards. The rocks are inscribed with hieroglyphs that mean "Mi'kmaq Strength Forever", and together with the double curve designs symbolize our cultural pride. The Mi'kmaq star, a symbol of unity, and the other patterns, also represent our cultural traditions and the 7 teachings that will guide the creation of the CCP—Wisdom, love, respect, truth, courage, honesty and humility."



Click Here to Take the Survey

FINANCIAL

QALIPU FIRST NATION CONSOLIDATED STATEMENT OF REVENUE FOR THE YEAR ENDED MARCH 31, 2020

	Budget	2020	2019
REVENUE			
Federal Government			
Indigenous Services Canada (Note: 17)	\$10,951,751	\$10,386,097	\$ 8,029,098
Employment and Social Development Canada	1,628,277	1,278,885	1,422,087
Fisheries and Oceans Canada	215,000	335,125	215,000
Atlantic Canada Opportunities Agency	59,137		232,366
Canadian Environmental Assessment Agency	28,885	20,123	2,791
Health Canada	- Co 11	CHARTER .	2,005,751
Department of Canadian Heritage			10,113
Transport Canada	4,400		9,790
Provincial Government	10110		
Department of Tourism, Culture, Industry and			
Innovation (TCII)	101,480	54,126	47,509
Newfoundland and Labrador English School			
District			55,025
Women's Policy Office			12,000
Department of Health and Community Services	6,000	500	7,006
Department for Women and Gender Equality	172,499		
Commercial fishery	462,166	467,846	286,586
Rent	244,318	222,824	240,513
Interest revenue	61,672	95,152	16,933
Intervale Associates Inc	77,295	77,295	
Indigenous Tourism Association of Canada	60,000	57,151	
Emera	44,420	53,684	101,106
ACAP Humber Arm	119,900	95,920	
Miscellaneous	89,630	26,279	4,655
Management and administration fees	(52,909)	90,515	27,311
Atlantic Salmon Conservation Foundation	15,000	15,000	
Other commercial enterprises		253	9,476
Transfer from election reserve			90,673
Stantec Consulting Ltd.			52,053
Deferred Revenue			22,847
First Nations Financial Management Board			7,500
	\$14,288,921	\$ <u>13,276,775</u>	\$12,908,189

To view the complete financial report for the year ending March 31, 2019 please <u>click here</u> or type this address into your browser: <u>http://galipu.ca/galipu/wp-content/uploads/2016/02/QFN-Audited-Financial-Statements-March-31-2020.pdf</u>

STATEMENTS

QALIPU FIRST NATION CONSOLIDATED STATEMENT OF EXPENSES FOR THE YEAR ENDED MARCH 31, 2020

	Budget	2020	2019
EXPENSES			
Skills development - University	\$ 4,311,860	\$ 4,035,616	\$ 4,942,949
Health Benefits payments	2,374,020	2,653,615	1,668,758
	2,774,161	2,487,243	2,321,819
Wages and benefits			
Skills development - Community College	1,948,929	1,556,084	1,354,051
Travel and meetings	481,902	314,821	309,463
Amortization of tangible capital assets	122 22	243,730	248,189
Consulting and research fees	469,084	222,530	302,195
Maintenance and supplies	221,258	207,367	219,997
Office and postage	125,146	133,516	89,865
Labrador community support		116,750	
Honorariums and per diems	112,800	110,092	94,800
Professional fees	113,063	96,550	54,390
Summer program	90,814	90,320	83,166
Telephone	78,350	81,688	79,375
	70,035	64,179	68,079
RCMP youth program			134,805
Wage subsidy	76,375	63,283	
Rent	83,212	60,515	82,530
Career Threads Program	33,890	60,400	56,620
Utilities	57,200	59,955	64,534
Insurance	50,514	51,734	44,914
Boat fuel and bait	81,500	42,835	62,956
Interest on long term debt	40,999	40,455	44,077
Municipal tax	35,357	35,855	34,273
Staff skills development	59,358	30,841	34,435
Income taxes		29,008	5,813
Licences and fees	32,950	27,696	19,689
	60,000	24,000	37,848
Self employment assistance		20,000	30,000
Reserve for election (Note: 12)	20,000		
Contribution to Qalipu programs	15,709	19,564	45,061
Cultural activities	19,500	19,510	9,975
Advertising and promotion	35,163	15,679	60,853
Interest and bank charges	7,870	12,042	12,349
Gifts and donations	8,000	6,235	7,190
Capacity building	4,807	3,067	4,517
Miscellaneous	5,000	2,890	1,728
Graduate incentive	32,500	1,683	13,345
Bad debts	00000	1,236	27,613
Promotional items		170	2,381
Election expenses		34	90,673
	9,947		15,000
Aboriginal health program	5,541		647
Loss on disposal of tangible capital assets	22 050		047
Targeted training program	33,059	1.000	Sections!
	\$ <u>13,974,332</u>	\$ <u>13,042,788</u>	\$ <u>12,780,922</u>

EDUCATION AND TRAINING DEPARTMENT

WORKING TO ENHANCE THE TRAINING LEVEL OF OUR PEOPLE AND SECURE EMPLOYMENT Opportunities to ensure our people are self-sufficient

Monique Carroll, Director of Education and Training

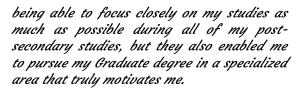
STUDENT SUCCESS LEANNA PAUL, BA, BED, MED



This past semester I completed my Graduate degree in the Education of Students who are Deaf or Hard of Hearing through

Mount Saint Vincent University. I did this mostly on a part-time basis over the past two years, all while continuing my career as an Intermediate/Secondary French teacher here in Central Newfoundland.

Qalipu Education and Training has provided more support throughout my post-secondary education than I could have ever anticipated. Not only did they provide me with the benefit of



This Fall, I hope to gain employment as a Teacher of the Deaf and Hard of Hearing in my region. I am so excited to embark on this journey and I am eager to teach in this specific domain. I hope to continue learning through valuable teaching experiences about the education of students with a hearing loss. Moreover, I cannot wait to educate these students and to form positive relationships with them.

I am so very grateful for all that Qalipu Education & Training has given me. I do not take their assistance for granted for a second, as I remind myself daily that our ancestors were not as fortunate as to be presented with as many opportunities. As a proud Mi'kmaw woman, this is a deep source of inspiration in all of my achievements.

I would like to send a heartfelt thank you to all the wonderful people from Qalipu Education & Training for all that you do. Throughout the past 10 years there have been several Client Service Officers who have assisted me and I cannot thank them enough. Your work does not go unnoticed by myself and many others.

Wela'lin Thank you, Leanna Paul, BA, BEd, MEd''

POST-SECONDARY STUDENT SUPPORT PROGRAM

2019-2020 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 838 students under the Post-Secondary Program in a variety of college diplomas as well as undergraduate and postgraduate studies.

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

INDIGENOUS SKILLS EMPLOYMENT

Our ISET program focuses on several different initiatives to improve the employability skills of its members. Through the ISET 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.

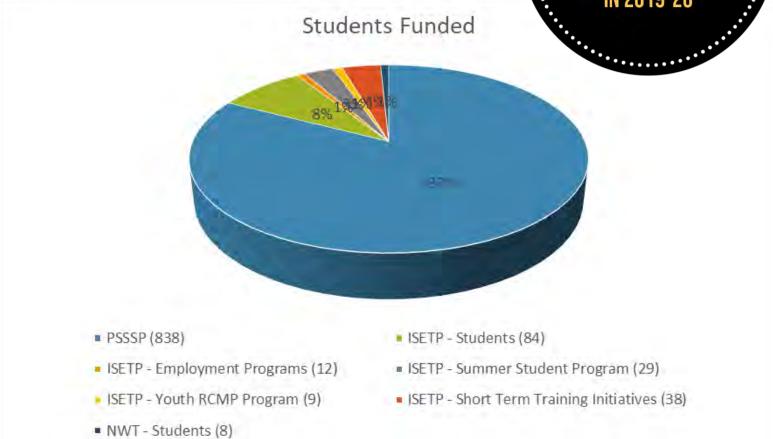
Training programs such as the Skills Parachute and Short-Term Funding Programs are also available for members. The Skills Parachute Program has a directive to increase the skills of the client and improve their chances of maintaining or gaining employment. It is for a maximum of 5 days in length and 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 22 clients in the Skills Parachute program and 16 clients in the Short-Term funding program.

In addition, we funded 84 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 PCMP in which

••••••

with the RCMP in which our youth can work with the RCMP in select detachments in Western and Central in community outreach and youth engagement.

1006 CLIENTS WERE Supported through Education and Training programs IN 2019-20



Meet some of our



My name is Taylor-Rae Bennett, I am 22 years old, a member of the Qalipu Band, and just completed тy Bachelor of Nursing degree.

The journey to becoming a Registered Nurse has not been easy, but it was worth every second! Every theory course and clinical experience has enabled me to discover my true passion in surgical nursing where I am able to provide safe, compassionate care for a large population. The year 2020 holds the title "Year of the Nurse"- and what a time to enter the workforce. The COVID-19 pandemic has caused many setbacks for occupations, vacations, celebrations and graduations. However, among all of its uncertainty, it has shown the world the importance of those working on the frontlines, including nurses, who selflessly put themselves forward every day to protect the public. I am so proud to be a part of this amazing profession and to start work as a permanent full-time Registered Nurse at Sir Thomas Roddick Hospital. I would have never imagined entering the workforce during a pandemic, but I am happy to provide helping hands in a time of need.

Thank you to everyone who has supported me along this journey, including Qalipu First Nations- I couldn't have done it without you!

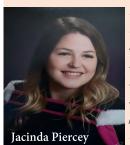


and I am a recent graduate want a career in health and of the Health and Physical fitness. This led me to attend Education Degree at Mount Mount Royal University in Royal University in Calgary, 2017 and graduate in 2020! Alberta. I graduated on the During my time at Mount President's Honor Roll with a Royal University I was able to cumulative GPA of 3.96/4.0, receive President's Honor however, my academic jour- Roll, thousands of dollars in ney did not start out as suc- scholarships, and make valucessfully as it ended. Follow- able connections with my ing the completion of high professors and peers. Withschool, I attended a different out the help of the Qalipu university for Kinesiology. At Mi'kmaq First Nation's Eduthis point in my life I was not cation Program I would not academically mature enough have been able to find and to do well at post-secondary. pursue my true academic I found myself feeling lost, passions. The education proskipping classes, and thinking gram helped me to focus on "Maybe university isn't for school without me?". After my first year of about the financial stressors university I decided to go to a that plague us all as students technical school for a degree and achieve academic sucin construction project man- cess. agement. At this point in my

life I was still trying to find what I wanted to do as a career, and after two years I realized that construction project management was not the career path for me. I took a year off from school, worked full-time as a facility manager at a gym and came Hi, my name is Josh White to the realization that I did worrying



Chelsea Mackey is a recent graduate from Memorial University of Newfoundland and Labrador. She has successfully completed her Bachelor of Arts with a major in English, and minor in Biology. Continuing her education, she will be studying Primary Elementary Education as a Second Degree with a certificate in STEM (science, technology, engineering, mathematics) *in September 2020. Throughout her* university career, Chelsea made time to volunteer with Girl Guides of Canada as well as with Crohn's and Colitis Gutsy Walk, Canada's largest community fundraiser for Crohns' disease and ulcerative colitis. At the same time, she was fortunate to have been hired on with a local interior decorating business, Madison Mackenzie Home, which she continues to work at today. Throughout her life, she has always had a passion for teaching children. Tutoring, teaching piano, running summer camps, and volunteering with Girl Guides of Canada has encouraged her to follow the path of teaching. She is looking forward to being apart of the teaching community and cannot wait to inspire students.



My name is Jacinda Piercey. I just graduated from my Bachelor of Nursing degree in May. Thanks to the amazing help I received from Qalipu First Nation funding, I was able to complete my degree with no financial stress or worry. I was offered a permanent full- time position as a medicine nurse at Western Memorial Regional Hospital. I never thought I would be starting my career as a nurse during a global pandemic. As scary as it is to be at risk every day, facing the unknown, I'm glad I get to help out and put a smile on my patients faces. In these unprecedented times we are facing, it is very fulfilling to be able to care for others. Stay safe everyone!

PARTNERSHIPS



This years' group of students with the RCMP/Qalipu Student Summer Employment Program, now in it's 20th year. Students who participated this year include: Zachary Gillam, Nathan Park, Kolton Bennett, Sarah Parsons, Samantha Simms, Kendra Dyson, Ashley Bromley, Patrick Davis, and Alyssa Leroy. Also in photo are: Commanding Officer Ches Parsons and Lieutenant Governor of Newfoundland and Labrador, Judy Foote, and the Honourable Howard Foote

The Education and Training Department 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 Education and Training included: RCMP, A & M Environmental Services, Blair Holdings Ltd., Pirates Haven, Kilmory Resort, Port of Stephenville, Allrock Consulting Ltd., S & A Trucking, Steel Mountain Construction, Secret Cove Brewing Company, Flat Bay Indian Band, Noseworthy Law, 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 students in our Wards. Client Service Officers attended the AARAO Career Fairs in each of their perspective areas in September 2019 to bring program information to members.

ROYAL CANADIAN MOUNTED POLICE AND QALIPU CELEBRATE 20 YEARS OF CAREER EXPLORATION AND EMPLOYMENT FOR INDIGENOUS STUDENTS

Qalipu and the RCMP continue to work together to build a worthwhile work experience for Indigenous 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 them decide if this is a career opportunity they wish to pursue. This is a nine week program which runs from June-August. Successful applicants attend a one 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. 2019 marked the 20th year that the RCMP and Qalipu First Nation joined as partners for such an exciting work experience for Youth.

YOUTH SUMMER Employment program

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.



"Noah was a great employee. He was always on time for work and willing to take on new tasks as requested. He was a great support to our outdoor staff and an active team member. He will be welcomed back to join us anytime!"



VISIT HTTP://QALIPU.CA/LOGIN-OPTIONS/ To update your ginu membership profile

SELF-EMPLOYMENT Assistance program



In 2019, I was the recipient of the Self-Employment Assistance Program funding to assist me in the opening of my own law practice, Noseworthy Law. This funding was extremely helpful as it allowed me to focus on setting up and organizing my business. Noseworthv Law received additional funding to hire a Qalipu summer student in 2019. Alex Williams was the successful candidate for this position. While employed with Noseworthy Law, Alex helped with the set up and organization of an electronic filing system for the law practice, as well as assisting with greeting clients on the telephone and at reception. She was an excellent addition and made a valuable contribution to the functioning of the office. These programs were very beneficial to the start up of the practice, and I wish to extend my gratitude to Qalipu First Nation and its partners for the support of this venture.

EDUCATION PARTNERSHIP PROGRAM

As a result of a partnership between Indigenous Services Canada, the Department of Education & Early Childhood Development, & the Newfoundland & Labrador English School District, Qalipu First Nation has an opportunity to work towards putting an Indigenous lens on the curricula of Newfoundland & Labrador. An Educa-Partnership development meeting was held on November 6th in Corner Brook. Additionally, Community Engagement sessions took place on December 10 in Gander, December 11th in Grand Falls-Windsor, December 17th, 2019 in Stephenville and in Gander in January 15th, 2020. Two in-person meetings took place with our partners and community supports on February 12th and March 8th. has been successfully drafted.

OUTDOOR EDUCATION

The Outdoor Education Program is the only curriculum based, immersive outdoor education experience offered to grade five students in Newfoundland & Labrador. 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 the land and its purpose.

The program was offered in Spring 2019 and again in Fall 2019, welcoming 664 students along with teachers and chaperones. During this time, students enjoyed the great outdoors, made new friends, and participated in outdoor activities such as campfires, night hikes, and visits to the stunning landscapes of Gros Morne National Park. This program takes place in Gros Morne National Park and is a partnership between NLESD, Qalipu First Nation, Qalipu Cultural Foundation, Parks Canada and Killdevil Camp and Conference Centre







BERNIE HANLON MEMORIAL SCHOLARSHIP WINNER

2019 WINNER: REBECCA REID

Rebecca Reid is a student from Stephenville, NL who started her career journey in September 2018 at St. Francis Xavier University in Antigonish, NS. Rebecca is completing a Bachelor of Science in Human Kinetics and her longterm goal is to have a career in the medical field. Rebecca has chosen to immerse herself and learn as much as possible in the Aboriginal Community. She worked at the Newfoundland Aboriginal Women's Network where she gained may cultural experiences including a cultural retreat, medicine harvesting, and diversity substance-abuse training and workshops. In addition to leaning more about her culture, she has also had the opportunity to teach as she was involved in a youth cultural camp and she also had the opportunity to lead the Atlantic Ice Hockey Team for three years as an assistant captain. Rebecca believes she shares many traits with Bernie Hanlon as she too sees the importance of culture, community and academics, and in order to grow as a community, leaders must guide that growth.

INDIGENOUS EDUCATION OUTREACH PROGRAM

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. Grade five students are introduced to cultural content through this program which provides context to the cultural component of the Outdoor Education Program. In Winter 2020, the Education Outreach season began for Grade 5 students in the Western district for the 2019-2020 academic year. During the months of February and March, we were able to visit nine schools, reaching approximately 371 students. The school visits have included community volun-teers who assisted students by sharing their knowledge and skills.

Along with our regular Indigenous Education Outreach, we often receive requests from teachers from grades JK-12 to visit their classrooms and deliver indigenous education that would be applicable to the curriculum, Our staff had the opportunity to visit all 3 Junior Kindergarten classes at Immaculate Heart of Mary School on January 8th and 13th as well as Jakeman All Grade where we visited the students in grades 5-8.





ence in our communities, our dor English School District K-12 team work hard to cre- identified staff persons within ate partnerships. During this their organization to take year, we worked with Thea- part in a cultural learning day tre Newfoundland and Labra- hosted by the Education & dor to develop a short story Training department on Feb-play in the theme of the ruary 7th. Additionally, on Night Sky, in partnership with March 13th, Kristen Pittman the Grenfell PromoScience and Angela Brockway met team. This event was held on with Shane Welcher, Director November 26th, 2019 and of Indigenous Education with was a resounding success. the NLESD and Tom Mugford On March 9th, Monique Car- with the Department of Edu-roll, Kristen Pittman & Angela cation & Early Childhood De-Brockway met with staff from velopment about the Educathe Grenfell campus to devel- tion Outreach Program. op a summer camp for students to learn about Mi'kmaq Monique Carroll and Kristen culture. Also with Grenfell Pittman are now members of campus, the K-12 team as- the Indigenous Education sisted Grenfell campus in the Advisory Committee. This planning of the International committee met via telecon-Women's Day celebration on ference on February 20th. March 10th. Angela Brockway, Education Outreach Officer, attended the event and was a Keynote speaker.



-R Shane Welcher (NLESD), Angela Brockway (QFN), Kristen Pittman (QFN) and Tom Mugford (EECD)

In order to increase our pres- The Newfoundland & Labra-



Some of our wonderful volunteers helping with a session at Sacred Heart Elementary. Pictured from left to right: Russell Park, Joanne Goulding, Diann George, Lorraine Stone and Margie Wheeler

Photo Contest

THE MCCONNELL FOUNDATION WELL AHEAD 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 programming that focuses on social and emotional wellness, which will be tested and refined within the western region of the Newfoundland and Labrador English School District.

Workshops for the seven pilot schools were held over a two-day period, October 28 and 29, 2019, to introduce the comprehensive school health model and immerse participants in cultural activities. These workshops were held in partnership with Physical Health Education Canada, People of the Dawn Indigenous Friendship Centre, NLESD and Western Health. Meetings with the McConnell Foundation were held on November 1st and 20th. As part of the project, the Education and Training team provided a teacher professional learning opportunity for Corner Brook Intermediate to introduce teachers to the WellAhead Project on November 25th, and attended a WellAhead budget meeting November 26th. To further the program, and speak to the youth of the pilot schools to determine their needs and school climate, the Education and Training K-12 team completed value walks and visit at St. Peter's Academy November 28th, St. James on January 21st, Corner Brook Intermediate on February 4, 5, and St. Michael's on February 6.





Tina Diamond

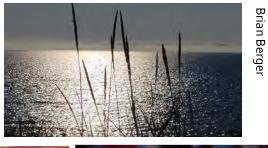


Ryan Burtor





Alex Antle





WellAhead Workshop October 28, 29, 2019. First photo, Counsellor Odelle Pike (left) With Brendan Mitchell. Center photo shows participants engaged in the Blanket exercise. Photo on left was taken during a talking circle. Photo credit: Sebastian St. Croix

HUMAN RESOURCES



Human Resources Manager Janet McAuley

HEALTH AND SAFETY

In 2019-20, there were sixty employees working for the Qalipu First Nation. Thirty-two employees work in the Corner Brook offices; seven in St. George's, one in Stephenville, four in Glenwood and four in Grand Falls-Windsor. Twelve River Guardians are employed seasonally in the western and central regions.

QFN is supported by an Occupational Health and Safety (OHS) Committee along with an OHS representative for each of the six office locations. The Band is federally regulated which requires the Committee to meet nine times per year. To ensure that a healthy working environment exists and is maintained for staff from all locations, a monthly OHS check is conducted at each office location by the local representative. The Committee reviews the checklists along with any other OHS reports, concerns and changes to legislation that arise. The Committee makes recommendations where required.

NEW SOFTWARE

During 20019-2020, the Band installed Human Resources software. The software is a modern, intuitive, and easy-to-use solution that gives employees the ability to report their absences, request time off and check their leave balances easily through an app that is installed on their cell phones. The addition of this software has improved the way we manage human resource processes and has cut down significantly on the amount of time and paper that was required with our previous set up.



Affairs Canada	m Aflaires indiennes et du Nord Canada CERTIFICATE OF INDIAN STATUS CERTIFICAT DE STATUT INDIEN	Registration
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Louise Johnson	Roberty Bertone Networker a state 2029/02/102 Registry Group no and Name N° du groupe de registre et nom 979 - BAND NAME	



A large number of status cards for children in our Band will expire this year! Please remember to renew.

Call 709-634-4010 for Assistance

BAND MEMBERSHIP



Indian Registration Administrator Nancy O'Connell

In the past year, 199 child registration under the Indian Act were sent, along with 222 adult registrations under the Indian Act. We processed 119 field event requests (e.g., name change or notice of death). In Corner Brook, 748 members received support filing SCIS applications and at the St. George's office, 138 SCIS applications were completed; in Glenwood 73 applications were filed.

MANAGE YOUR MEMBERSHIP

Remember to update your ginu membership profile any time your information changes including mailing address, email and phone number. Indigenous Services Canada will also need to be notified of name changes after marriage or divorce, notification of death, membership transfer, address and other personal changes to your file. Please contact Nancy for support.





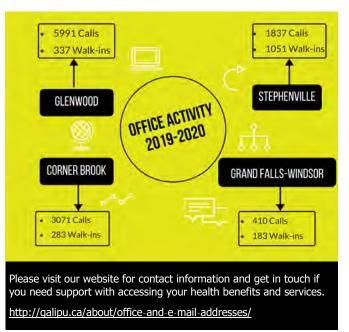


Mitch Blanchard, Manager of Health and Social Division

THE HEALTH AND SOCIAL DIVISION at Qalipu 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.

In April 2019, the Health and Social Division opened two new offices: 28 Hardy Road Grand Falls – Windsor and 90 Main Street Stephenville. The strategic placement of these offices help support community in accessing Health services and provides a point of contact for information on other QFN services.

Members of our team are also working from the Glenwood and Corner Brook Office.



HOUSING

In late October 2018 a Housing Committee was formed to better understand the needs and concerns of Qalipu First Nation (QFN) membership in order to guide future direction and efforts with regards to housing and accommodations. QFN's role is to find partnerships, solutions and opportunities that will meet the needs of QFN membership and communities.

To facilitate discussion and pos-sible solutions, the housing committee conducted a review of programs and services and conducted its own housing and ac-The commodations survey. member survey, which ran over a ten-week period, collected data on such topics as place of residence, disability or other accessibility challenges, household income, housing program access and success, and types of home repairs that are needed. 961 participants completed the survey. We asked, "What type of housing/accommodations program does QFN need?", participants responses included: seniors' home; home repair; low income rentals; seniors support and assisted living; heat and energy efficiencies; housing sub-sidizes including first time buyers and rent subsidies. Additional comments that were included in the survey included: programs that are accessible by all; landlord programs; student



housing; and concerns about their futures years as individual's income become fixed and cost of living continues to increase. Memberships top priorities are home repair program, low income supports, and low-income rentals.

On September 24, 2019 QFN and Canada Mortgage and Housing Corporation (CMHC) representatives met in Corner Brook, NL to discuss CMHC programs and the National Housing Strategy. In late 2019 the QFN Housing Committee was scheduled to host and facilitate a gathering however, this session was postponed because of the pandemic. This gathering will be rescheduled once restrictions are lifted. The gathering will include community members, Elders, Chief and Council. The gathering will determine the barriers or gaps in services that people are facing and identify possible housing solutions that are supported by the com-munities and validate the survey. With validation, the committee will develop a mandate, short term and midterm strategic goals and an action plan for the next three to five years

NON-INSURED HEALTH BENEFITS

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.

> MEDICAL TRANSPORTATION

Medical Transportation benefits are funds to assist clients to access medically required health services that cannot be obtained within the community. Travel is to the nearest appropriate health professional or health facility otherwise additional information and forms may be required, the most economical and efficient means of transportation, individuals must use private insurance plan or public social programs first.

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.

A LOOK AT THE NUMBERS **TOTAL HEALTH BENEFITS PAID:** \$2,653,615 MILLION **CALLS INCOMING/OUTGOING: REGISTRATION OF** 11,309 AN **NEW MENTAL HEALTH AVERAGE OF A CALL**

Pre-Approvals: 2030, an increase of 179%

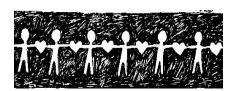
PROVIDERS: 21

Claims Processed: 11.617. an increase of 133%

EVERY 10 MINUTES. Walk-Ins: 1854, an increase of 238%

MENTAL HEALTH COUNSELLING

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. While the Band currently does not provide counselling services, the Band's 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 at 1-855-242-3310, or the online chat at 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.

COMMUNITY ENGAGEMENT AND COMMUNICATIONS

Over the past year the Health Team has worked hard to increase its communications and accessibility to staff for individuals, families, and communities. There has been increase communications on social media and community sessions on coverage of NIHB.

Central Newfoundland

Hope Valley Treatment Centre – Staff Youth Community Vision of Health CPP – Health Seniors Session – Glenwood NIHB Community Sessions (5)

Western Newfoundland

WH Mental Health & Additions Team – Staff St. George's Indian Band No Stress Fest NIHB Community Sessions (4)

Sessions were hosted by various Health and Social staff, all sessions include program coverage, preapprovals, reimbursement forms and processes, FAQ and tips. In addition, Health and Social jointly hosted four Jordan's Principles; (2) Corner Brook, (2) Stephenville.



Qalipu NIHB MENTAL HEALTH BENEFIT

You make the appointment. Pay nothing out of pocket. Counselors will send us the bill. Find a registered counselor here: http://bit.ly/2BeOQRr

QFN NIHB STATS Adminstered by ISC for all Canada Fiscal 2019/2020





FUNDING IS AVAILABLE AND CAN PAY FOR A WIDE RANGE OF SERVICES, SUCH AS MENTAL HEALTH, EDUCATION SUPPORTS, RESPITE, SPEECH THERAPY, OCCUPATIONAL

THERAPY, MEDICAL SUPPLIES AND EQUIPMENT, AND MORE

To access Jordan's Principle, call the national Jordan's Principle Call Centre at 1-855-JP-CHILD (1-855-572-4453). Calls to this number are answered or returned quickly, 24/7.





Tara Saunders, Acting Director of Community Development

The **COMMUNITY DEVELOPMENT** group strives to build stronger communities through cultural initiatives, tourism and craft development, and our entrepreneurial support program. We create opportunities to explore the Mi'kmaq language, learn traditional skills and connect with other Indigenous people. In this way, we help preserve important elements of who we are while creating opportunities to gather as a community. Through our tourism and craft development strategy, we help to take those experiences and create unique economic opportunities for our membership, at the same time educating the world on who we are. Experience Qalipu connects our member tourism offerings to industry partners and visitors. Our entrepreneurial support program enables us to work one-on-one with new and existing businesses, connecting them to valuable resources and training opportunities.



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 2019-20 year. We currently have 377 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, 165 were assisted with labor market research, 54 members were assisted with business plan development and guidance, 56 members were referred to our Training and Education department for wage subsidy or the selfemployment assistance program and 48 members were referred to external agencies.

In 2018-19, our outcome numbers show 38 clients have expanded their business, 56 members who have made improvements, 18 members bought out previously owned businesses and we had 17 new start-ups.

This past year, we have worked with members who proposed business ideas in a variety of sectors including, Indigenous tourism outaquaculture, agriculture, fits, 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 this past year Agriculture and food security business' account for more than a quarter of start-ups and enquiries.

COMMUNITY PROGRAMS

NEW HORIZONS FOR SENIORS



New Horizons for Seniors was a year long project that enveloped many different activities along with some of the featured activities below; such as cod and trout fishing trips, bush craft survival, erecting a lean to and Labrador tent, harvesting of birch bark and quilling, harvesting berries and medicines and prep, various crafts, medicine walks, ceremonies and circles.

ELDERS RETREAT AT INDIAN POINT IN MILLERTOWN.

A total of 26 Elders, both Indigenous and non-Indigenous attended a weekend of learning, sharing, and caring on the historically renowned site of Indian point, located on the shores of Red Indian Lake in central Newfoundland. Participants participated in activities such as fishing, building a long house, preparing, and cooking food over open fire, healing and sharing circles, ceremonies and various crafts.

FINANCIAL LITERACY

Through funding from United Way and in Partnership with PLIAN, Qalipu First Nation travelled throughout the 9 wards offering up sessions on financial literacy. We were fortunate enough that we also had Service Canada and Revenue Canada join us for some sessions to deliver important information to our membership on the various programs and benefits that are available. The sessions were well received and attended in all the communities they were delivered in. This project will continue into the 20-21 fiscal year.

DAY OF DISCOVERY ON HALLS BAY



In Partnership with DFO a total of 30 Elders, youth, staff, and volunteers attended a Day of Discovery on the historically relevant Halls Bay. The participants got to take in the views and sites of their Ancestors and observed the landmarks that at one time were inhabited by the Mi'kmaq. The participants were introduced to Andrew Joe's Point, Beachy Cove, Dock Point, Goodyear's Cove, Wigwam Point and Boot Cove, all of which are featured prominently in local Mi'kmaq history. The day consisted of other activities such as fishing for mackerel, cod and looking for sea bird eggs. A meal was shared by all on the beach of boot cove where stories were shared, and the Elders and youth invited the DFO officers to participate in drumming. DFO shared the importance of protecting and honoring the ocean and re-enforcing the teachings of our Elders-take only what you need.

AN ARCHEOLOGIST FOR A DAY - RED INDIAN LAKE

In late July of 2019, Elders and youth were invited to the shores of Red Indian Lake and the Exploits river to view and participate in a "dig" with archeology students and team leads. A total of 12 youth and Elders participated in this day. Participants were given the opportunity to learn the history of the locations, help "grid" out the location, learn the tools of the trade and their uses and how to screen out debris to find artifacts.

Land Based Learning Camp-Terra Nova National Park



In early October, there was a 5-day land-based learning camp held in Terra Nova National Park. The event was well attended by youth and Elders with 28 Qalipu members in attendance. Over the course of the 5 days, Activities led by Elders and volunteers included camp set up, rustic cooking, trapping demonstrations and animal hide preparations, medicine plant identification and preparation, various crafting activities, sharing circles, dancing, and ceremonies.



LOOKING BACK: EVENTS 2019-2020

FLAG RAISING - JUNE 17TH NATIONAL INDIGENOUS PEOPLES DAY – JUNE 21ST **SPRUCE ROOT BASKET WORKSHOP – JULY 4TH** ST. GEORGE'S CULTURAL DAYS – JULY 17TH, 31ST **COME HOME YEAR EVENT - JULY 23RD** ST. ANNE'S DAY - JULY 26TH **GIRL GUIDE JUIBEREE – JULY 31ST – AUG 1ST** LEARN TO CAMP PORT AU CHOIX - AUG 2ND - 4TH JUNIOR POLICE ACADEMY - AUG 6TH - 9TH WRITERS AT WOODY POINT – AUG 17TH LEARN TO CAMP SIGNAL HILL - AUGUST 27TH - 28TH CHEF IN RESIDENCE – SEPT 3RD FALL FEST - SEPT 27TH - 28TH CB NUIT – SEPT 28TH INDIGENOUS TOURISM TRAINING PILOT - SEPT 30TH - OCT 2ND **CRAFT WORKSHOP WITH PETE BARRETT - OCT 5TH - 6TH** QCF GALA – OCT 19TH **EXPERIENTIAL TOURISM PRESENTATION, STEPHENVILLE SMALL BUSINESS WEEK - OCT 24TH** QCF LANGUAGE WORKSHOP – JANUARY 14TH, 15TH **BUSINESS FORUM - FEB 18TH, 19TH** NLITA LAUNCH – FEB 25TH **BEADING WITH ALEX AND NICOLE - MARCH 31ST**





Experience Qalipu (EQ) is the tourism and craft division of Qalipu First Nation. Led by a five -year tourism development strategy, EQ aims to help Indigenous businesses within the tourism and hospitality industry to take advantage of potential markets, grow the capacity of their business and develop respectful, authentic Indigenous experiences. Experience Oalipu also offers opportunities for our community to access and learn elements of our traditional Mi'kmag culture and for visitors to connect with us and share in our stories and history.

DISCOVER OUR SPIRIT: INDIGENOUS TOURISM TRAINING PROGRAM



In partnership with the Gros Morne Institute for Sustainable Tourism, Qalipu First Nation developed curriculum

for a 3-day immersive Indigenous Tourism training program that will be offered to membership and other Indigenous communities starting in 2020. The program features many elements of traditional experiential tourism training while focusing on opportunities and challenges faced specifically by the Indigenous Tourism industry.

During September the program was piloted to a group of internal staff members as well as cultural and industry representatives. The program was evaluated and will be ready for its first delivery during Fall 2020

TRADITIONAL SKILLS DEVELOPMENT PROGRAM:



Preserving traditional Mi'kmaq skills for future generations is an important part of our community development. It also provides our community with new ways to educate and share our culture with others and find unique paths to self sustainability through craft production.

This year we focused a skills development program within the St. George's area. The program featured workshops on various Mi'kmaq craft production, experience building, song sharing, and medicines. The Community Development department is now looking for ways that we can make this program accessible to other parts of our membership.

POWER IN PARTNERSHIPS:



During the 2019-2020 year, with support from the Indigenous Tourism Association of Canada, Qalipu worked with other Indig-

enous Groups within the province to develop a five-year Indigenous tourism strategy for Newfoundland and Labrador. During the 2020 Hospitality NL conference, the strategy was launched and a new provincial association, the Newfoundland and Labrador Indigenous Tourism Association, was announced. The new association's vision is to preserve and promote Indigenous culture, knowledge and places in Newfoundland and Labrador through leadership and grassroots tourism development. Tara Saunders, A/ Director of Community Development, was appointed as the first chair person of the organization.

Qalipu also represents the Indigenous community nationally with the Indigenous Tourism Association of Canada, and Provincially on both the Hospitality NL and NL Craft Council boards. These strong partnerships allows our team to strongly advocate for Indigenous support and stay current within our vibrant industries.

SUPPORT FOR THE QALIPU CULTURAL FOUNDATION

The Community Development Department works close- staff travelled to both locations and assisted with the ly with the Qalipu Cultural Foundation (QCF) to provide facilitation of camp events. In both camps, participants cultural and educational events for people across Ktaq- experienced smudging, talking circles, campfires, mkuk. Community Development provides staff support Mi'kmag songs and drumming. to deliver workshops and events that are funded through QCF.

brate National Indigenous Peoples Day. The Communi- Flat Bay to host 3 language workshops in Grand Fallsty Development Department organizes a community Windsor, Corner Brook, and St. George's. The workevent in Corner Brook every year. For the 2019 cele- shops focused on the root word analogy of the Mi'kmag brations, Indigenous community groups gathered at language. Participants got to listen to stories, music, Bennett Hall to perform demonstrations and share and traditions of our fellow L'nuk in Mi'kmaki. The Qalknowledge. Local vendors and Indigenous artists were ipu Cultural Foundation received a grant from Canadian in attendance selling their crafts and art. The day was Heritage through the Aboriginal Languages Initiative to highlighted with a concert featuring local Indigenous fund this project. musicians and fancy shawl dancers. This event was funded by Heritage Canada through OCF.

The Community Development Department and the Qalipu Cultural Foundation supported two Learn to Camp events in the summer of 2019. The annual Port aux Choix Learn to Camp, August 3-4 and the Signal Hill Learn to Camp August 27-29. Community Development

In November 2019 and January 2020, the Community Development Department partnered with Robert Ber-On June 21st, Indigenous groups across Canada cele- nard of We'koqma'q First Nation and Dean Simon of

> Throughout the winter of 2019/2020, the Community Development Department partnered with PLIAN (Public Legal Information Association Of NL) to deliver financial literacy workshops to community members across the province. The Qalipu Cultural Foundation received \$50,000 from United Way for this project.



NATURAL RESOURCES DEPARTMENT



Jonathan Strickland, Director of Natural Resources Department

NATURAL **Resources** OALIPU (QNR) focuses on the preservation of our Natural Ecosystem for future generations. QNR is involved in Research and Monitoring under the categories of Resource Inventory, Species at Risk, Invasive Species, and Climate Change. Using inhouse Geographic Information Systems (GIS) capacity, QNR leads projects in Traditional Land Use, Indigenous Knowledge, Climate Change monitoring and adaptation, Marine Spatial Planning, Coastal Restoration, and Community Nominated Priority Places. Categorized "Consultation Management", as ONR reviews Provincial and Federal Environmental Assessments and provides feedback to the agencies to ensure sustainable development of QFN territory. With a team of 12 fisheries enforcement personnel, ONR participates in the Conservation and Protection of fish stocks in and around the traditional territory in Central and Western regions. With a continued focus on Community and Youth engagement within the Department, QNR wishes to continue collecting knowledge from our elders as well as via western science methods to better understand our Natural Environment, make a contribution towards the preservation of our lands and waters, and share that journey with our youth. Together we can grow as one with nature like our ancestors before us.

MARINE SPATIAL PLANNING

Marine Spatial Planning (MSP) is a collaborative approach to managing ocean spaces with a focus on balancing the human use of the oceans with the need for protecting key marine ecosystems. Beginning in 2019, QNR has been using GIS technology to map out how our communities use the waters surrounding our province in an effort to help inform how to better protect our oceans without impeding on peoples livelihood.

Marine Spatial plans are handcrafted to accommodate each unique area in order to manage human activities and their impacts on oceanic ecosystems. Depending on the area, MSP's may include areas for development or areas that require protection. Approximately 65 countries are using this approach and it has been internationally recognized as an valuable tool for sustainable ocean management.

TALIGISKIK - HOW'S The weather?

Throughout 2019, QNR deployed a number of climate monitoring stations to collect terrestrial and aquatic climate indicators. An array of factors are being monitored including temperature, humidity, and solar radiation on land, to salinity, pH and water levels in fresh water. Volunteers from the community came forward to adopt a station to help collect data and to ensure the safe keeping of our equipment. The data from this project will hopefully be collected long term with the goal that someday it can be used to develop meaningful adaptation actions for combating the effects of climate change.

AQUATIC INVASIVE SPECIES

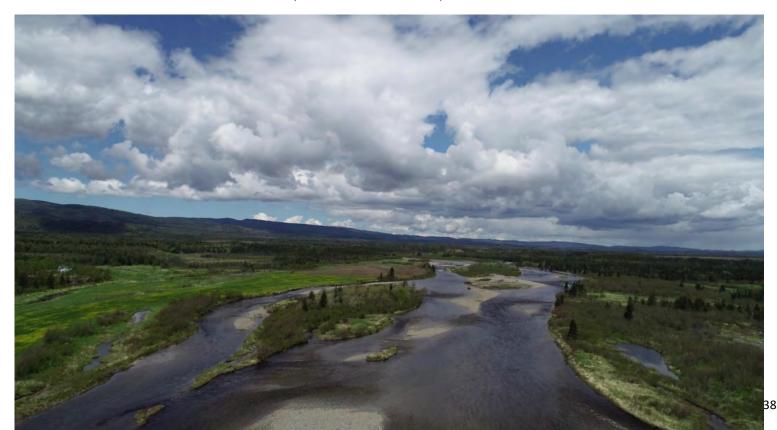
QNR has been monitoring Aquatic Invasive Species throughout NL since 2005. Currently there are seven confirmed Aquatic Invasive Species in Newfoundland and Labrador including the Golden Star Tunicate. Originally found in Bonne Bay in 1975, the golden star tunicate has since established populations at numerous sites along the west and south coast. Since 2015, QNR have been deploying research towers at wharfs along the west coast during the summer months. These towers, suspended 1-2m below the waters surface, are designed to facilitate the growth of the tunicate, allowing us to develop a greater understanding of their population and how fast they spread.

Golden Star Tunicate are filter feeders that grow in colonies on slow moving marine objects, such as buoys, boat hulls, rope, or floating docks, as well as rocks, mussels, and kelp. The tunicate,

comprised mostly of water, grows rapidly, and can cover surrounding plants and animals, depriving them of sunlight and food. They can even suffocate smaller organisms such as mollusks and make it difficult for some organisms to attach to marine surfaces causing them to become more vulnerable to the currents. These factors make the golden star tunicate a potential nuisance for shellfish harvesters, aquaculture farmers and organisms that live at the bottom of the ocean. Fortunately, no golden star tunicate populations have been found at any established mussel farms.

PIPING PLOVER

The piping plover is an endangered ground nesting shorebird that nest on our shores from late spring until early fall. During the 2019 field season, QNR staff monitored Flat Bay, Sandy Point, and Stephenville Crossing for plover to record their nesting activity. Forty nine surveys were completed with three nests found in the Sandy Point and Flat Bay areas. A total of sixteen adults and six chicks were spotted. Human disturbance remains as one of the main disturbances for these birds in these areas. 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, restrict recreational vehicle use to registered trails, keep pets on a leash while walking on the beach, walk on the wet sand, 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.





Stephen Rose, Aboriginal Fishery Guardians manager

ABORIGINAL FISHERY GUARDIANS

During the 2019 season, Qalipu's Aboriginal Fishery Guardians provided fisheries enforcement for a total duration of twentytwo weeks. We are able to achieve this through our continued staggered hiring process. The continued re-certification training remains as a key aspect of the program; keeping our staff fresh and aware on how to best do their jobs. 2019 also marks the second year of the Collaborative Enforcement Workplan with DFO and Contract Guardians. The collective cooperation between enforcement groups enables a more efficient and effective effort for conservation and protection in our province. Qalipu's Guardians also assist DFO with their Contaminated Shellfish Safety Program, and play an integral role in assisting MAMKA with various research projects from species at risk to aquatic invasive species.

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.



Programming the stationary acoustic bat recorder on the port au port peninsula

IN 2019-2020 OFN HAS BEEN ENGAGED IN THE FOLLOWING PROJECTS AT THE FEDERAL AND PROVINCIAL LEVEL:

CNOOC INTERNATIONAL FLEMISH PASS EXPLORATION DRILLING PROJECT JEANNE D'ARC BASIN EXPLORATION DRILLING PROJECT NEWFOUNDLAND ORPHAN BASIN EXPLORATION DRILLING PROJECT SOUTH EASTERN NEWFOUNDLAND OFFSHORE DRILLING PROJECT WEST FLEMISH PASS EXPLORATION PROJECT BHP CANADA EXPLORATION PROJECT CENTRAL RIDGE EXPLORATION DRILLING PROJECT TILT COVE EXPLORATION DRILLING PROJECT **BAY DU NORD DEVELOPMENT PROJECT** REGIONAL ASSESSMENT OF OFFSHORE OIL AND GAS EXPLORATORY EAST OF NEWFOUNDLAND AND LABRADOR **VALENTINE GOLD PROJECT CAPE RAY GOLD** ST. LAWRENCE FLUORSPAR MARINE SHIPPING TERMINAL PROJECT





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*t*share



SHARE YOUR NEWS AND EVENTS

Share your Indigenous community news and events with our Community Mailing List and make sure everyone has a chance to celebrate accomplishments, connect and be involved. We reach thousands of people (status not required!) and you can, too. Email your news and events to communications@qalipu.ca

Sign up for Community Mailing List http://eepurl.com/gfuxPP



abers of the Band who are over the age of 65 and cannot access communications on our website are invited to sign up for our mailing list. Please contact communications@qalipu.ca or call 634-5111







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