

2019-2020 Annual Report





Qalipu
FIRST NATION

Qalipu First Nation

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



Drum Making Workshop in Central Newfoundland



A visit from the Mi'kmaq Grand Council

Back (L-R) Western Vice Chief Keith Cormier, Chief Brendan Mitchell, Stephenville Ward Councilor Odelle Pike, Grand Keptin Antle Denny
Front (L-R) Chief Mi'sel Joe, Elder Stephen Augustine, Mi'kmaq Grand Chief Norman Sylliboy



Marcella Williams and Alison White



Laura White



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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 Secondary Student Support. In addition to Government of Canada's support, Qalipu recognized the need



(L R) Chief Brendan Mitchell, Lindsay Batt, Salome Barker, Alex Antle at the inaugural Mawita'jik Maljewe'jk Youth Gathering

MESSAGE FROM

to contribute an additional \$266,745 to 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 Council members for their continued support and collaboration in advancing Qalipu on behalf of our members. Progress and successes have been achieved in many areas during the past year. A major accomplishment has been 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 in Atlantic Canada to achieve this distinction. Certification with the First Nations Financial Management Board will ensure that Qalipu has the financial independence needed to grow as a Nation.

First Nations Financial Management Board certification was an integral step in the path towards ten-year grant funding which was introduced in 2019. The funding agreement marks a significant departure from our previous annual allocation of funds. The new ten-year funding arrangement allows Qalipu to tailor its own programs, carry money forward from year to year and focus on a vision for the future that is driven by people and communities. In conjunction with the ten-year grant funding arrangement, Qalipu is developing a Comprehensive Community Plan.

Qalipu continues to be an active member of the Assembly of First Nations and the Atlantic Policy Congress of First Nations Chiefs

Secretariat. Membership in these organizations was achieved July 2018 and April, 2019 respectively. During November 2019, senior representatives of the Mi'kmaq Grand Council visited Qalipu First Nation for the first time. This visit was a significant opportunity to establish a positive relationship with the Mi'kmaq Grand Council and Mi'kmaq of Atlantic Canada. Grand Council representatives included Grand Chief Norman Sylliboy, Grand Keptin Antle Denny, Keptin Stephen Augustine and Keptin Chief Mi'sel Joe.

Qalipu First Nation, in conjunction with its consultant, has been engaged in developing an updated Strategic Plan. Discussions were conducted with Council, staff and members through community engagement sessions. This plan, which has a ten-year outlook, will be finalized in the third quarter of this year. I thank everyone who participated in this important initiative.

This past summer saw the cancellation of many significant cultural events here in Newfoundland, in Atlantic Canada and throughout Canada. Our staff at Qalipu compensated for the loss of in-person gatherings by using a virtual approach made possible through technology to share cultural initiatives. Staff, community members and community organizations collaborated to share cultural information and teachings to our broader membership.

Enrolment in Qalipu First Nation continues to be an item of concern for Council. On November 15, 2018, the Government of Canada and the Federation of Newfoundland Indians

agreed to enter into exploratory discussions to address outstanding concerns regarding members of the Canadian Armed Forces, veterans, RCMP and FNI members or members of other organizations named in the 2008 Agreement in Principle and who were denied membership in Qalipu. Despite discussions beginning in earnest during December 2018, we are yet to finalize agreements to allow these groups membership in Qalipu. The veterans file has advanced 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'kmaq language program at Qalipu.

In the coming year, we expect to see significant initiatives come to fruition. Qalipu members will experience a high level of community engagement by our Council as we endeavor to create a better tomorrow for our people and our Nation. Let's commit to working together in peace, harmony and unity as we move forward.

Wela'lin



Brendan Mitchell

THE CHIEF



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 [Membership Information Guide](#) 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 MESSAGE

FROM OUR BAND MANAGER

Keith Goulding

Chief and Council

The Executive



Chief Brendan Mitchell

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.



Central Vice Chief Randy Drover

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.



Western Vice Chief Keith Cormier

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



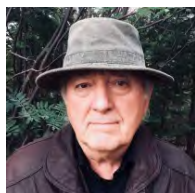
Bern White
Benoit's Cove

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 Elmastogoe 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."



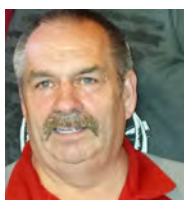
Brian Dicks
Corner Brook

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.



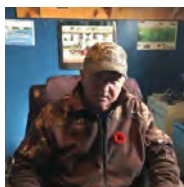
Andy Barker
Exploits

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.



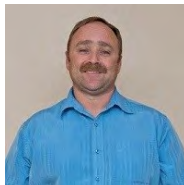
Ivan White
Flat Bay

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.



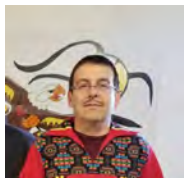
Calvin Francis
Gander Bay

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
Glenwood

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
Port au Port

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
Stephenville

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.



Ivan J. White
St. George's

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.



Salome Barker
Youth Rep

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.

YOUTH REPORT

MAWITA'JIK  MALJEWE'JK
Youth Gathering

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 participants voting for their top concerns for Indigenous youth



Jessica Saunders with Elder Odelle Pike




Jessica Saunders, Kaylee Sullivan, Samantha Gardiner and Jef Young



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 Qalipu 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.

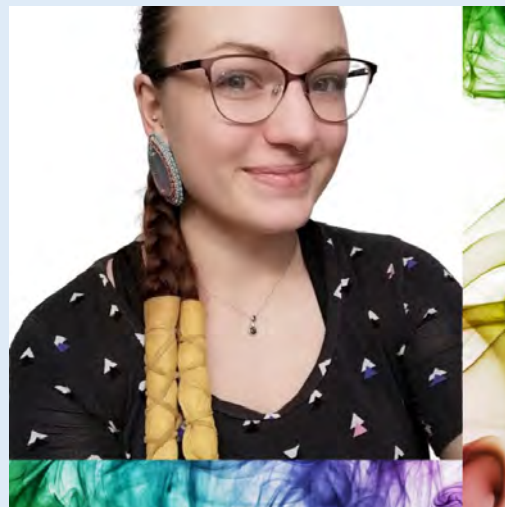
In the spring of 2020, Jessica Saunders resigned from the role due to family commitments. Salome Barker stepped up as the new Youth Representative.



Salome Barker, Elder Odelle Pike and Alex Antle

IN FOCUS:

KA'QAWIJ 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 @kaqaweyouth



FINANCE DEPARTMENT



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 Qalipu First Nation to refine internal controls in Finance, Governance, Human Resources, and Information Technology. 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 Systems Certificate

FIRST NATIONS FINANCE AUTHORITY



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

BENEFITS OF GRANT FUNDING

- Long term outlook
- Ability to retain unused funds (no repayment of surplus funds at year-end)
- Less time spent reporting to government
- Flexibility with funding purpose



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. Qalipu 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 low-interest lending.

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 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 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'kmaq Commercial Fisheries Inc. (MCF), Qalipu Management Services Inc. (QMS), Qalipu Marine Holdings Ltd. (QMH), Qalipu Project Support Services Ltd. (QPSS) and Eastern Door Logistics. In 2018-2019, the Band 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 self-determination 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 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."



Logo artwork by Marcus Gosse

COMPREHENSIVE COMMUNITY PLAN



CCP Coordinator
Samantha
Gardiner

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



Mi'kmaq artist Marcus Gosse

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, self-sufficiency, 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."



JOIN OUR FACEBOOK PAGE

COMPREHENSIVE COMMUNITY PLAN

Fill out our survey and win CCP t-shirts for the whole family

[Click Here to Take the Survey](#)

FINANCIAL

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

	<u>Budget</u>	<u>2020</u>	<u>2019</u>
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			2,005,751
Department of Canadian Heritage			10,113
Transport Canada	4,400		9,790
Provincial Government			
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
	<u>\$14,288,921</u>	<u>\$13,276,775</u>	<u>\$12,908,189</u>

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

STATEMENTS

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

	<u>Budget</u>	<u>2020</u>	<u>2019</u>
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
Wages and benefits	2,774,161	2,487,243	2,321,819
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		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
RCMP youth program	70,035	64,179	68,079
Wage subsidy	76,375	63,283	134,805
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
Self employment assistance	60,000	24,000	37,848
Reserve for election (Note: 12)	20,000	20,000	30,000
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		1,236	27,613
Promotional items		170	2,381
Election expenses		34	90,673
Aboriginal health program	9,947		15,000
Loss on disposal of tangible capital assets			647
Targeted training program	33,059		
	<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

being able to focus closely on my studies as much as possible during all of my post-secondary studies, but they also enabled me to pursue my Graduate degree in a specialized area that truly motivates me.

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 post-graduate 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 TRAINING PROGRAM

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.

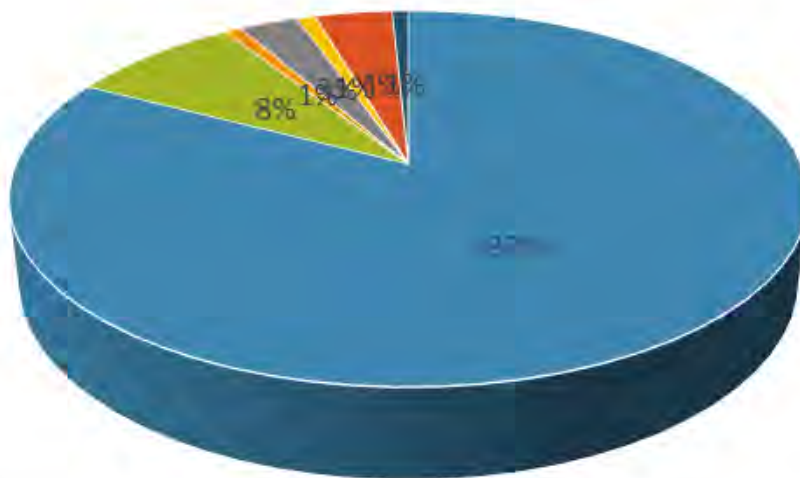
Training programs such as the Skills Parachute and Short-Term Funding Programs are also available for members. The Skills Parachute Program has a directive to increase the skills of the client and improve their chances of maintain-

ing 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 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**

Students Funded



- PSSSP (838)
- ISETP - Students (84)
- ISETP - Employment Programs (12)
- ISETP - Summer Student Program (29)
- ISETP - Youth RCMP Program (9)
- ISETP - Short Term Training Initiatives (38)
- NWT - Students (8)

Meet some of our STUDENTS



My name is Taylor-Rae Bennett, I am 22 years old, a member of the Qalipu Band, and just completed my 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!



Josh White

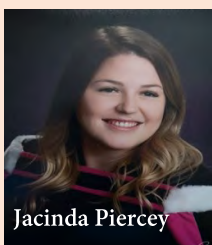
Hi, my name is Josh White and I am a recent graduate of the Health and Physical Education Degree at Mount Royal University in Calgary, Alberta. I graduated on the President's Honor Roll with a cumulative GPA of 3.96/4.0, however, my academic journey did not start out as successfully as it ended. Following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



Chelsea Mackey

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 Crohn's 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.



Jacinda Piercey

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 year's group of students with the RCMP/Qalipu Student Summer Employment Program, now in its 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.

YSEP Student Noah Hynes worked at Saltbox Inc.



"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!"

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



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. Noseworthy 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 Education 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 Corner Brook, January 6, 2020 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. A Memorandum of Understanding 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*



Rebecca Reid with Director of Education and Training Monique Carroll

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 long-term 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 many cultural experiences including a cultural retreat, medicine harvesting, and diversity and substance-abuse training workshops. In addition to learning 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



K-12

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 volunteers 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.

In order to increase our presence in our communities, our K-12 team work hard to create partnerships. During this year, we worked with Theatre Newfoundland and Labrador to develop a short story play in the theme of the Night Sky, in partnership with the Grenfell PromoScience team. This event was held on November 26th, 2019 and was a resounding success. On March 9th, Monique Carroll, Kristen Pittman & Angela Brockway met with staff from the Grenfell campus to develop a summer camp for students to learn about Mi'kmaq culture. Also with Grenfell campus, the K-12 team assisted Grenfell campus in the planning of the International Women's Day celebration on March 10th. Angela Brockway, Education Outreach Officer, attended the event and was a Keynote speaker.



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

The Newfoundland & Labrador English School District identified staff persons within their organization to take part in a cultural learning day hosted by the Education & Training department on February 7th. Additionally, on March 13th, Kristen Pittman and Angela Brockway met with Shane Welcher, Director of Indigenous Education with the NLESD and Tom Mugford with the Department of Education & Early Childhood Development about the Education Outreach Program.

Monique Carroll and Kristen Pittman are now members of the Indigenous Education Advisory Committee. This committee met via teleconference on February 20th.



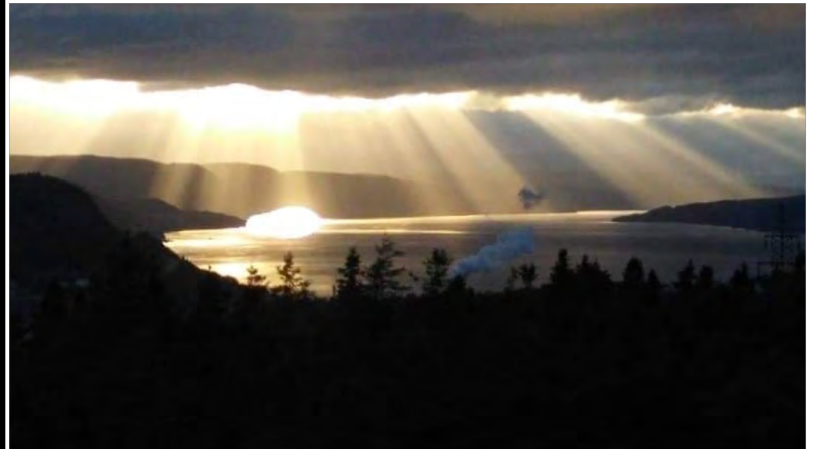
Some of our wonderful volunteers helping with a session at Sacred Heart Elementary. Pictured from left to right: Russell Park, Joanne Goulding, Diann George, Lorraine Stone and Margie Wheeler

Photo Contest Runner Up

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.



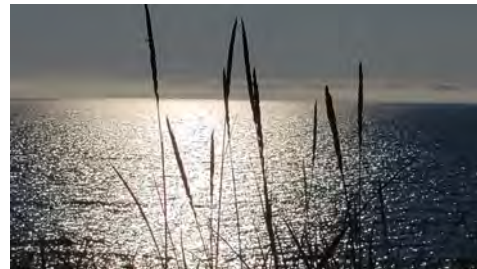
Clarence Diamond



Ryan Burton



Alex Antle



Brian Berger



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

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.

NEW SOFTWARE

During 2019-2020, 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.

HEALTH AND SAFETY

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.

WORK WITH QALIPU

**WE POST ALL JOB
OPENINGS ON THE
QALIPU.CA WEBSITE, ON OUR
SOCIAL MEDIA PLATFORMS,
AND THE CAREER BEACON
JOB BOARD
CHECK REGULARLY
FOR UPCOMING OPPORTUNITIES**

<http://qalipu.ca/employment/qalipu-careers/>



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



Registration number

Renewal date

Call 709-634-4010 for Assistance

BAND **MEMBERSHIP**



Indian Registration
Administrator Nancy
O'Connell

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.

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



SCIS Photo
Indigenous Service

4.6 ★★★★★
5 Ratings

GET

DOWNLOAD THE NEW APP FROM INDIGENOUS SERVICES CANADA TO MAKE APPLYING FOR OR RENEWING YOUR SECURE CERTIFICATE OF INDIAN STATUS (SCIS) CARD FASTER AND EASIER

For more information:
<https://www.canada.ca/en/indigenous-services-canada>



Health and Social Division



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 possible solutions, the housing committee conducted a review of programs and services and conducted its own housing and accommodations survey. The 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 subsidies 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 re-scheduled 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 communities 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



Please visit our website for contact information and get in touch if you need support with accessing your health benefits and services.

<http://qalipu.ca/about/office-and-e-mail-addresses/>

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

**REGISTRATION OF
NEW MENTAL HEALTH
PROVIDERS: 21**

CALLS INCOMING/OUTGOING:

**11,309 AN
AVERAGE OF A CALL
EVERY 10 MINUTES.**

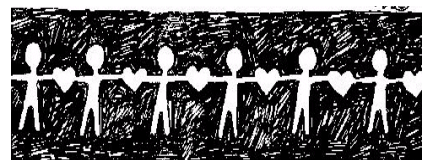
**Pre-Approvals: 2030,
an increase of 179%**

Claims Processed: 11,617, an increase of 133%

**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 & Addictions 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.





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

Administered by ISC for all Canada
Fiscal 2019/2020

Distinct Claimants:	8,075
Dental Transactions:	40,260
Total Amount Paid:	\$3,135,149

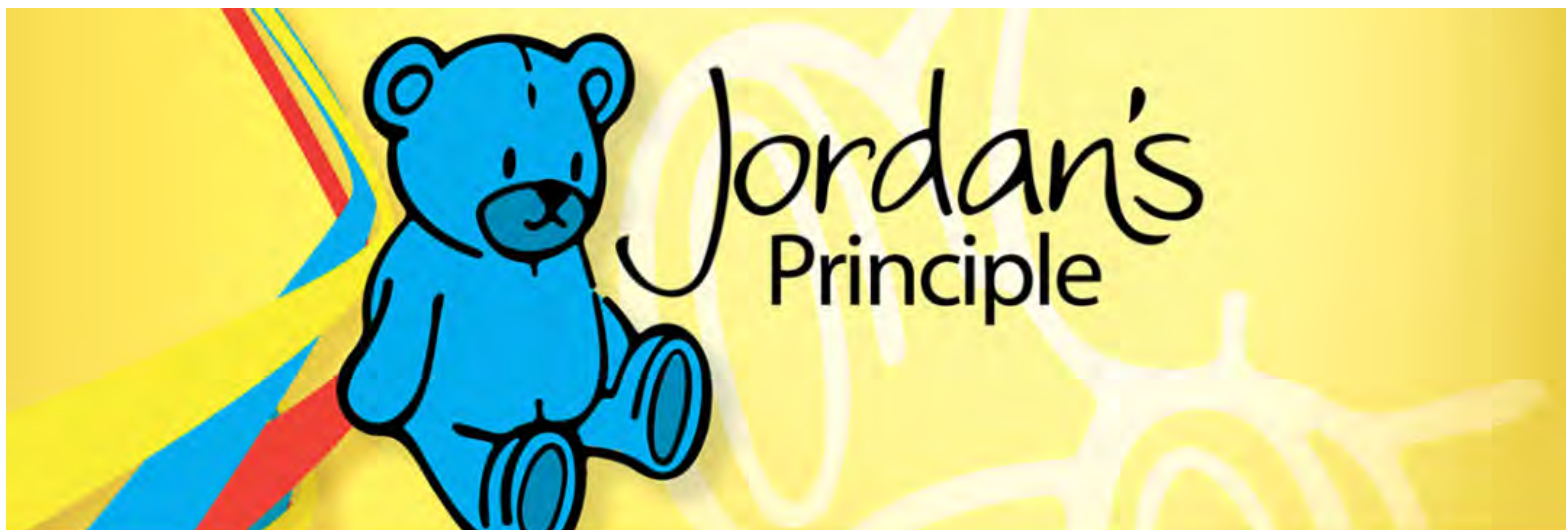


Distinct Claimants	4,671
Vision Transactions:	7,226
Total Amount Paid:	\$1,182,523

Distinct Claimants:	2,049
Medical Equipment and Supplies Transactions:	6,489
Amount Paid:	\$964,571



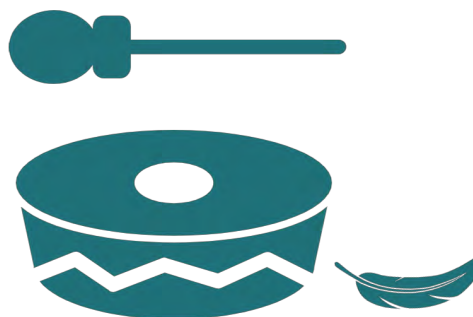
Distinct Claimants	14,797
Pharmacy Transactions:	285,258
Total Amount Paid:	\$9,444,572



**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.

COMMUNITY DEVELOPMENT DEPARTMENT



Tara Saunders, Acting Director of
Community Development

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 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 self-employment 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 outfits, aquaculture, agriculture, farming, fishing, bakeries, child-care, 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.

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.

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 Ser-

vice 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, Good-year'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



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 Qalipu also offers opportunities for our community to access and learn elements of our traditional Mi'kmaq 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 oppor-

tunities 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 closely with the Qalipu Cultural Foundation (QCF) to provide cultural and educational events for people across Ktaqmkuk. Community Development provides staff support to deliver workshops and events that are funded through QCF.

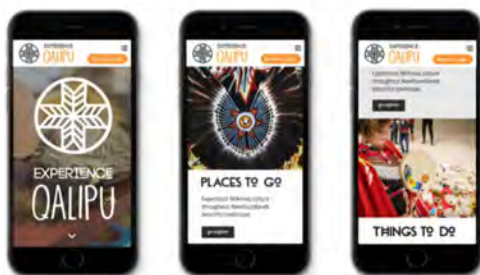
On June 21st, Indigenous groups across Canada celebrate National Indigenous Peoples Day. The Community Development Department organizes a community event in Corner Brook every year. For the 2019 celebrations, Indigenous community groups gathered at Bennett Hall to perform demonstrations and share knowledge. Local vendors and Indigenous artists were in attendance selling their crafts and art. The day was highlighted with a concert featuring local Indigenous musicians and fancy shawl dancers. This event was funded by Heritage Canada through QCF.

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

staff travelled to both locations and assisted with the facilitation of camp events. In both camps, participants experienced smudging, talking circles, campfires, Mi'kmaq songs and drumming.

In November 2019 and January 2020, the Community Development Department partnered with Robert Bernard of We'koqma'q First Nation and Dean Simon of Flat Bay to host 3 language workshops in Grand Falls-Windsor, Corner Brook, and St. George's. The workshops focused on the root word analogy of the Mi'kmaq language. Participants got to listen to stories, music, and traditions of our fellow L'nuk in Mi'kmaki. The Qalipu Cultural Foundation received a grant from Canadian Heritage through the Aboriginal Languages Initiative to fund this project.

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.

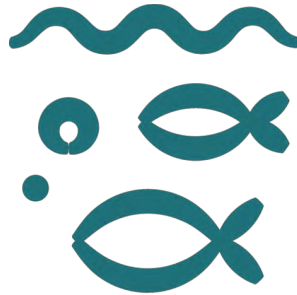


To see what our Indigenous tourism operators and crafts people have to offer, visit our site ExperienceQalipu.ca. Created to highlight both member owned businesses as well as other tourism assets within the Province, ExperienceQalipu.ca connects potential visitors to the many experiences throughout our communities.

ExperienceQalipu.ca

If you are an Indigenous tourism business owner or craft person we would love for you to join our site. Visit our "Member's Page" or contact Tara Saunders, Qalipu Tourism Development Officer, for more information. tsaunders@qalipu.ca or 709-634-5972

NATURAL RESOURCES DEPARTMENT



Jonathan Strickland, Director of
Natural Resources Department

QALIPU NATURAL RESOURCES

(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 in-house 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 as "Consultation Management", QNR 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, QNR 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 hand-crafted 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 twenty-two 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 QFN 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



Communications Officer Alison
White
communications@qalipu.ca
709-647-3009

#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>

ELDERS MAILING LIST

Members 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



NOMINATE YOUR COMMUNITY LEADERS



Qalipu First Nation
Kivutik, Akimikigog and Chikopik
Kivutik Akimikigog Chikopik

Photo Contest **WINNER**

COVER PHOTO
SUBMITTED
BY VICKIE
MACDONALD
"DAYDREAMING"
TAKEN NEAR
HIGHLANDS, NL



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