



**Qalipu**  
FIRST NATION

**THE  
QALIPU  
FIRST NATION  
EXISTS TO  
ACHIEVE THE  
ADVANCEMENT  
OF  
OUR PEOPLE.**

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# MESSAGE FROM

Kwe'

On behalf of Qalipu Council, Executive Committee and Staff, I welcome you to our Annual General Assembly (AGA), 2021. This Assembly is an opportunity to provide to our members a review of the activities of the past year and present our year-end financials. The AGA also provides an opportunity for our Council to hear directly from our members. Again, our AGA is being live streamed to enable involvement by members who can't attend the meeting in person. Separate AGA events are planned in Western and Central Regions.

I wish to take this opportunity to thank our Council members and staff for their support and commitment to Qalipu First Nation and our members during the past year and particularly, for their efforts in dealing with the impacts of Covid-19 on operations. During 2021, Covid-19 continued to interfere with carrying out normal activities, however, we managed to provide an acceptable service level to our people. We must continue to take the necessary precautions to protect our staff and our members. We will continue to take this Covid reality seriously by following prescribed measures. We must be vigilant given the new Covid variants that are appearing in our Province.

In addressing the impacts of Covid-19, Qalipu First Nation has been able to secure to date, Federal funding in excess of \$4.3 Million to support our members. We will continue to lobby Government for additional funds to support current and future needs.

We now approach the end of Council's three-year term and prepare for a Council election in October 2021. For those Councilors leaving Council and not seeking re-election, I thank you for your service to our people during your term in office and wish you well in your future endeavours.

Qalipu First Nation continues to be an active member of the Assembly of First Nations (AFN). The AFN election this summer established Roseanne Archibald as the new National Chief. We look forward to working with Chief Archibald and our ongoing positive relationship with the AFN.



We continue to build on our relationship with the Atlantic Policy Congress Chiefs Secretariat and the Mi'kmaq Grand Council. In the Fall of 2020, Qalipu obtained a seat at the Atlantic Health Partnership for the first time. These are significant milestones in advancing our relationship with other First Nations and associated organizations.

Despite the impediments created by Covid-19, Qalipu has accomplished several new initiatives during the past year. These include the introduction of a Mi'kmaq Language Program, construction and official opening of Mikwite'tm Garden to honour Missing and Murdered Indigenous Women and Girls and their families, the permanent flying of the Mi'kmaq Grand Council Flag at City Hall and Grenfell Campus in Corner Brook, collaboration with AFN Regional Chief PJ Prosper and Chief Mi'sel Joe of Miawpukek First Nation to create a representative office of the AFN in Newfoundland and support for repatriating Beothuk remains to Newfoundland from the Museum of Scotland. Also, during the past year, Qalipu Council approved a 10-Year Strategic Plan based on input from our membership.



# THE CHIEF

## Brendan Mitchell

Further to new initiatives, as promised by Qalipu Council in 2018, Qalipu applied to the Federal Fisheries Minister for fishing access for Qalipu Members. This application is awaiting approval by the Minister. Additionally, Qalipu Housing Committee has been working diligently to develop a housing program which can benefit Qalipu Members.

In addition to these initiatives, ongoing Qalipu programs provide \$12 million annually for needed health benefits to members and a further \$8 million annually in education support for those pursuing post-secondary education and other types of training.

Enrolment in Qalipu continues to be an area of concern for Council. We've witnessed too many Founding Members and their families impacted negatively with loss of status and former Federation of Newfoundland Indians (FNI) Members not having gained the recognition they deserve.

Our conversations with the Government of Canada have led to an Agreement which will be finalized shortly pertaining to military personnel, RCMP and Veterans of both gaining Founding Membership. We continue to press Government to resume exploratory discussions related to former FNI members as identified in the November 2018 announcement by the Minister of Crown Indigenous Relations.

The urban reserve file is still active and an alternative to establishing an arrangement under the Indian Act is being pursued.

The next term of Chief and Council is expected to see the successful conclusion of outstanding initiatives and will be a period of solid growth. I encourage all of us to work in peace and harmony as we move Qalipu forward together on behalf of our Nation.



[L eft to Right] Glenda Buckle, Chief Brendan Mitchell, and Margie Benoit Wheeler

At the commemorative unveiling for the community of Crow Gulch  
Mural collaboration by Mi'kmaw Artists Marcus Gosse and Jordan Bennett

Wela'lioq

Chief Brendan Mitchell



# CHIEF AND COUNCIL

1943 - 2021  
IN LOVING MEMORY OF  
**BERNARD WHITE**

Benoît's Cove Ward Councilor 2012 –2021

Our condolences to Bern's wife Leona, his son, Ed, daughters Karen, Christina, Pam and Diane, nine grandchildren and seven great-grandchildren. I ask that you pray with me for strength and comfort for Leona and her family as they say goodbye and fondly remember a loving husband, doting father and grandfather as well as a kind and generous person.

- - Chief Brendan Mitchell

**2020-21 MARKS THE END OF CHIEF AND COUNCILS TERM.**

**WE WOULD LIKE TO THANK THE EXECUTIVE, WARD COUNCILORS, AND YOUTH REPRESENTATIVE FOR THEIR DEDICATION.**

## THE EXECUTIVE

Chief Brendan Mitchell



**2018-2021 Chief**

2015-2018 Chief  
2012-2015 Corner Brook  
Ward Councilor

Central Vice Chief Randy Drover



**2018-2021 Central Vice Chief**

2012-2015 Central Vice  
Chief

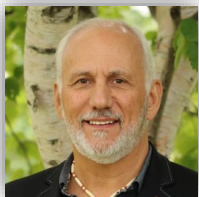
Western Vice Chief Keith Cormier



**2018-2021 Western Vice Chief**

## WARD COUNCILORS

Brian Dicks, Corner Brook



**2018-2021 Corner Brook Ward Councilor**

2015-2018 Corner Brook

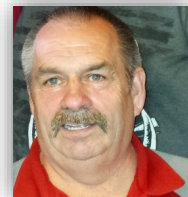
Andy Barker, Exploits



**2018-2021 Exploits Ward Councilor**

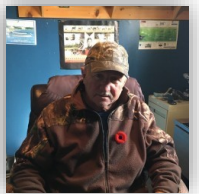
2015-2018 Exploits  
2012-2015 Exploits

Ivan White, Flat Bay



**2018-2021 Flat Bay Ward Councilor**

Calvin Francis, Gander Bay



**2018-2021 Gander Bay Ward Councilor**

2015-2018 Gander Bay  
2012-2015 Gander Bay

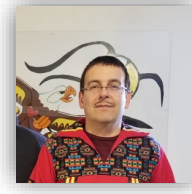
Frank Skeard, Glenwood



**2018-2021 Glenwood Ward Councilor**

2015-2018 Glenwood  
2012-2015 Glenwood

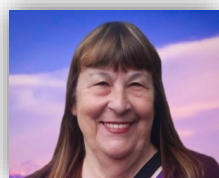
Jasen Benwah, Port au Port



**2018-2021 Port au Port Ward Councilor**

2015-2018 Port au Port

Odelle Pike, Stephenville

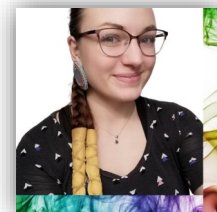


**2018-2021 Stephenville Ward Councilor**

Ivan J. White, St. George's



**2018-2021 St. George's Ward Councilor**



Sabrina Muise  
Youth Representative



# MAWITA'JIK MALJEWE'JK

Youth Gathering

# YOUTH REPORT



In November of 2020, Qalipu First Nation held its second Mawita'jik Maljewe'jk (Youth Gathering). For three days, 18 Indigenous Youth from across Newfoundland came together in Burry Heights to learn, explore, share, and celebrate their Indigenous heritage. It was empowering and beautiful. The youth spent time learning from their Elders - Odelle Pike, Terry Muise, Emma Reelis, and Ellen Ford. Elder Terry Muise gave very important teachings on the sacred fire throughout the weekend. Youth even had the chance to be caretakers of the sacred fire with help from their Elders. Like last year's gathering, youth identified and discussed the top priorities they are currently facing within their communities. These top priorities included Education, Environment, 2SLGBTQIA+ inclusion within the community, and Mental Health. During this weekend we learned from community leaders such as Jenelle Duval where she shared teachings about braiding sweetgrass. As well Noel Joe joined the youth and talked about his journey as an Indigenous political individual and how to overcome certain barriers. A big highlight of the weekend was when the youth were able to venture out to the petroglyph site and learn from Dr. Byran Tapper who has been studying the petroglyphs for some time now. It was a very emotional and empowering experience for all. *It was decided at the gathering that there would be two youth reps instead of one, to share the tasks of youth rep for Qalipu Chief and Council. The current Youth Reps are Sabrina Muise and Salome Barker.*

At the end of the Mawita'jik Maljewe'jk retreat, the idea of forming a youth council evolved so that more youth could become part of the network and form subcommittees to help the two co-reps and also be able to do more work to uplift Indigenous youth voices. The youth also wanted the council to be status-blind, meaning that the council could have youth who were both status and non-status. In March of 2021, the campaign for the youth council began! The election process would not have been possible without Robert Leamon, Isa Hagerman, and Sabrina Muise, all of who dedicated so many hours to make sure we could have an organized election. There was a 66.7% voter turnout for the election.

## The Results of the 2021 Youth Election:

**Co-Representative:** Salome Barker

**Governance Representative:** Avery Valez

**Western Regional Representative:** Ashlee Willette

**Central Regional Representative:** Victoria Stacey

**Diaspora Regional Representative:** Ky Pearce & Ashley CB

**Finance and Administration:** Nora Barker

**Communications & Social Media Representative:** Lindsey Swift

In July of 2021, the youth council held a governance retreat that involved workshops such as 'Indian Act 101', 'Qalipu 101,' and Lateral Kindness training. The Youth Council is looking forward to bringing more youth voices to the table and connecting with more youth across the province.

Msit No'kmaq.



# A MESSAGE

## FROM OUR BAND MANAGER

*Keith Goulding*

Kwe'

This 2020-2021 year was indeed a year of change and growth for Qalipu First Nation. We saw the adoption of our new 10-Year Strategic Plan which will shape the work and initiatives of the dedicated staff including expanding services in language, culture, education, health, and the environment. In order to meet the challenges set out before us in the Strategic Plan, we also undertook an organizational review to ensure that we had the right people in the right roles across our territory.

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. Over this time, we have been able to transform the way in which we do business. This pandemic has taught us all the importance of staying connected and it has allowed us to develop new ways to keep connected with our members, engage our members, and to bring us together in exciting ways. Throughout this difficult time, our team has been able to maintain 100% of the services to our members while working from home for parts of the year. 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 conducted 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. In 2020-21 we applied and were awarded \$4.3 million in Covid-19 support for our membership which we were able to use to support students in school, vulnerable populations within our membership with essential travel, and to provide aid to our essential workers as they risked their health and that of their families to keep our communities fed and healthy.

We have as well been busy preparing for the upcoming election; a 100% electronic balloting system which will transform how each member can finally have a say in the way we govern ourselves. This e-voting platform will ensure that issues such as long commutes to polling stations, long waits, delays receiving and returning of mail-in ballots and a safe, and personal safety during a pandemic are resolved. It will ensure greater access by all our members across our territory and beyond.

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 over their term of office and a special thank you to our tireless staff of Qalipu for all that they do.

Wela'lioq,

Keith Goulding  
Band Manager





# HUMAN RESOURCES

## STAFF OF QALIPU FIRST NATION

The organization chart illustrates the reporting structure for each of the main departmental areas of the Qalipu First Nation. These seven (7) departments are as follows:

Education & Training, Finance, Operations, Environment & Natural Resources, Culture, Tourism, & Community Development, Health and Wellness, and the Office of the Executive.

There are a total of sixty-two (62) employees working for Qalipu First Nation:

- Thirty-four (34) employees work in the Corner Brook office
- Seven (7) employees in the St. George's office
- Two (2) employees in the Stephenville office
- Four (4) employees in the Glenwood office
- Three (3) employees in the Grand Falls-Windsor office
- Twelve (12) River Guardians are employed in the Western and Central Regions with six (6) employees located in each region.



Janet McAuley  
Human Resources Manager

Visit [www.qalipu.ca](http://www.qalipu.ca) and click **About > Departmental Structure** to view the Organization Chart approved by Council on March 27, 2021.

## HIRING AT QALIPU FIRST NATION

Prior to hiring employees, new job postings are posted on the Band's website: [www.qalipu.ca](http://www.qalipu.ca) under the heading; **Member Services > Employment > Qalipu Careers** and on the Career Beacon Job Board. Members are reminded to check regularly for any upcoming job opportunities.

In addition to the modern, intuitive, and easy-to-use Human Resources software that was installed during the last fiscal year for staff to request leave through an app that is installed on their cell phones, we have added a component that allows external applicants to apply online. Applicants now have two options to apply, they may apply online or electronically by attaching their submissions to an email. 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.

**Join the EDUCATION AND TRAINING Facebook Group**

**Or visit [www.qalipu.ca](http://www.qalipu.ca) and click Member Services > Employment**

**ACCESSING EMPLOYMENT OPPORTUNITIES**





# HEALTH & SAFETY

Qalipu First Nation is federally regulated which requires the support of an Occupational Health & Safety Committee that meets nine times per year. The committee includes a Health & Safety Coordinator and a Representative from each of our the six office locations. The members of the Health & Safety team are very active in their roles and take every opportunity to improve their knowledge by registering to receive the training that is offered from Workplace NL through work shops and webinars.



## REDEVELOPING HEALTH & SAFETY THROUGH THE LENS OF COVID-19

Qalipu First Nation has been extremely busy over the past year developing COVID-19 guidelines and an extensive COVID-19 Return to Work Plan in an effort to prevent the spread of COVID-19.

Our Health & Safety team attended the many webinars that were offered by WorkplaceNL, concerning various aspects of dealing with COVID-19; this assisted greatly with the development of COVID-19 resources.

At Qalipu First Nation we are committed to ensuring that a safe and healthy environment exists and is maintained for staff and visitors.

We maintain this standard by having Health & Safety Representatives from all locations conduct a monthly Health & Safety Workplace inspection. The Committee reviews the inspection reports along with any other Health & Safety reports, concerns and changes to legislation as they arise. The Committee makes recommendations where required and follows through on concerns to ensure that they are addressed in a timely manner.

# BAND MEMBERSHIP

Qalipu First Nation has an Indian Registration Administrator (IRA) on staff to support the membership in maintaining their files. The role of the IRA is to maintain the integrity of information contained within the Indian Register. The IRA is able to maintain current membership information by updating the following information in the Indian Register:

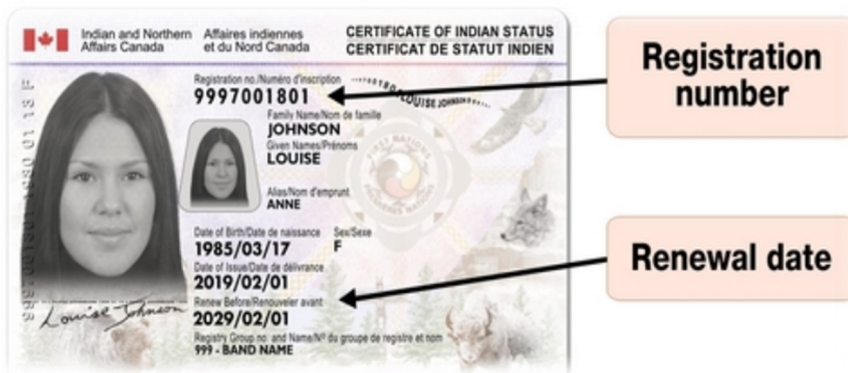
- ◇ Add a child under the age of 18 to the Register, provided the child has a parent who is a current member of Qalipu.
- ◇ Change of name due to marriage.
- ◇ Change of name due to divorce.
- ◇ Changes due to name or gender amendments.
- ◇ Notification of death. A copy of one of the following documents must be provided: Funeral Director's Statement of Death; Death Certificate; or a Vital Statistics' Death Registration.
- ◇ A Status Indian from another Band wishing to transfer their membership to Qalipu. Approval of such a transfer requires the permission of Chief and Council.
- ◇ Correction of personal information contained within the Indian Register. If your personal information (such as name, date of birth, etc.) is incorrect in the Register, a member can request the information to be corrected. Documentation to support the correction must be provided.



## SECURE CERTIFICATE OF INDIAN STATUS (SCIS) CARD RENEWALS

**Reminder to members to check the expiry date on their SCIS card. A huge number of cards for adults will require renewal in 2022.**

Indigenous Services Canada (ISC) has an **SCIS Photo app** that will eliminate the need to obtain passport photos and make renewing SCIS cards faster and easier. Please note that if the application is completed using the app, the applicant will require a guarantor. The SCIS Photo app **cannot** be used if the person wishes to have their application processed at Qalipu First Nation by an SCIS Clerk. To contact our SCIS Clerk, Betty Lou Hynes by calling **(709) 634-8675** or by email at **bhynes@qalipu.ca**.



Nancy O'Connell

Indian Registration Administrator

### GINU MEMBERSHIP PROFILES

Remember to update your ginu membership profile any time your information changes, changes include mailing address, email address, and telephone number by going to **[www.qalipu.ca/ginu/login](http://www.qalipu.ca/ginu/login)**.

Members are also required to contact Indigenous Services Canada (ISC) of name changes after marriage, divorce, notification of death, membership transfer, address, and other personal changes to your file. You can reach ISC at **1-800-561-2266**.

Members wishing to update or correct their information can also contact our Indian Registration Administrator Nancy O'Connell at our Corner Brook Office by telephone at **(709) 634-4010** or by email at **noconnell@qalipu.ca**.

## QALIPU FIRST NATION BAND MEMBERSHIP DATA 2020 – 2021

### SCIS applications:

Corner Brook	183
St. George's	22
Glenwood	5

Adult Registration: 30

Child Registration: 39

Field Events: 47

In the past year, 39 child registrations under the Indian Act were sent, along with 30 adult registrations under the Indian Act. We processed 47 field event requests (Ex: name change or notice of death). In Corner Brook, 183 members received support filling SCIS applications while at the St. George's office, 22 SCIS application were completed; in Glenwood 5 applications were filed.



# HEALTH AND WELLNESS



Mitch Blanchard  
Director of Health and Wellness

Newly renamed, our **HEALTH AND WELLNESS** department at Qalipu strives to improve the lives and well-being 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 well-being of our members is important to us.

## JOINING THE ATLANTIC HEALTH PARTNERSHIP

On November 19, 2020, Qalipu First Nation joined and was welcomed into the Atlantic First Nations Health Partnership. Qalipu inclusion in the Health Partnership is a key milestone in achieving community health priorities and co-managing health programs and services. The partnership supports sharing, learning, and collaboration with other First Nation Chiefs and First Nations, the Inuit Health Branch, Indigenous Services Canada, and Atlantic Policy Congress of First Nations Chiefs Secretariat.

## NON-INSURED HEALTH BENEFITS (NIHB)

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 and our province while additionally creating employment opportunities and improved response times for our members.

### COVID-19 Impacts on NIHB

With a decrease of six (6) percent in Medical Transportation and with the Chief Medical Officers orders during the pandemic, the NIHB Medical Transportation is mainly being used for essential medical services. These are core services for community members. The nineteen (19) percent increase in service delivery to Mental Health Counselling, can be correlated to the impacts of COVID-19.

### MEDICAL TRANSPORTATION

Medical Transportation benefits provide funds to assist clients to access medically required health services that cannot be obtained within the community. Travel is provided 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 must be accessed first, private insurance plan or public social programs.

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 our NIHB Support Specialists or NIHB Navigator. You can also visit [www.qalipu.ca](http://www.qalipu.ca) and click **Member Services > Health > Non-Insured Health Benefits**.

It's key to remember that the NIHB Medical Transportation service is a reimbursement program and a supportive medical transportation coordination program. It is not intended for the purpose of an emergency response or emergency medical transportation at the immediate time of an emergency situation.





**MENTAL HEALTH COUNSELLING**

The 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 service, 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](https://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](#), and call them to make an appointment. 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.

**COVID—19 SUPPORT PROGRAMS**

In February 2021, QFN launched two support programs for community members to help lessen the impact of COVID-19. For seniors, Qalipu developed and administered an essential travel program to help with the cost of transportation when picking up essential items and groceries during a pandemic. For essential workers who incurred childcare cost during the pandemic, Qalipu provided a monthly subsidy/reimbursement to support them as they provided essential services to our communities.

Qalipu First Nation Health Stats
<b>Benefits Paid:</b> \$1.8 Million (Medical Transportation) \$0.6 Million (Mental Health Counselling)
<b>Increases/Decreases in Services:</b> -6% in Medical Transportation +19% in Mental Health Counselling
<b>Pre-Approvals:</b> 1,476
<b>Calls Incoming/Outgoing:</b> 12,190.
<b>Registration of New Mental Health Providers:</b> 13





# JORDAN’S PRINCIPLE

## WHAT IS JORDAN’S PRINCIPLE

Jordan’s Principle is a child-first principle named in memory of Jordan River Anderson, a First Nations child from Norway House Cree Nation located in Manitoba who was born with complex medical needs. He spent more than two years unnecessarily in hospital while the Province of Manitoba and the Government of Canada argued over who should pay for his at home care. Tragically, Jordan died in the hospital at the age of five years old, never having spent a day in his family home.

## WHAT IS THE OVERALL INTENT?

Jordan's Principle makes sure all First Nations children can access the products, services and supports they need, when they need them. 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.

## HOW DO I MAKE A REQUEST?

To access Jordan’s Principles, 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.



## MAKING A DIFFERENCE TO OUR CHILDREN

Region	Children	Approved Amount
Atlantic	270	\$1,839,268.40
Ontario	15	\$121,359.95
Alberta	12	\$175,631.16
British Columbia	3	\$2,287.50
Manitoba	2	\$5,350.00
Northern	1	\$299.00
Total:	303	\$2,144,196.01

## CHILD YOUTH AND FAMILY (BILL C-92)

In 2020-2021, Qalipu Health and Wellness started a project to help support the direction the Band would take related to Child in Care and Preventative Services. The direction would be based on community input and vision. This preliminary engagement would provide information sessions to Chief and Council, Staff, and membership in person. However, the pandemic made the Health and Wellness Department pivot and provide a virtual platform. An information and educational webpage ([Child, Youth, & Family Act](#)) was developed, and community input was collected via online survey. Additional information and resources of the engagement will be provided to community upon completion of the project.



# HOUSING

Housing continues to be a priority for individuals, community, staff and Chief and Council. During the past year Qalipu hosted several engagements sessions and collected community input via 2021 Housing Survey. As Qalipu works to finalize its strategic plan for housing we know that the five (5) year strategic goals will support: The development & operation of a housing program, to become a residential property developer, and to build partnerships.

Qalipu will begin development of programs and services that will meet the housing needs of community members throughout the province. These programs and services have to be accessible to all members. Concepts and focus areas are: Supporting individuals, families with the ability to find safe and affordable homes that will improve the quality of life. A home maintenance service program that supports seniors with repairs, accessibility, and routine maintenance.

As Qalipu looks towards the future of housing, Qalipu will be forming strong partnerships with private, not-for-profit, and governmental agencies .



## CONGRATULATIONS HOWARD THISTLE

**In April of 2021 our very own NIHB Navigator Howard Thistle was the recipient of the Atlantic Policy Congress' 2021 Honouring Our People Award !**

Former Health Manager Mitch Blanchard, now Director of Health and Wellness nominated Howard for this award.

Blanchard stated "Howard Thistle is a valuable member of the Health and Wellness Team. His knowledge of the NIHB program is deep, he has helped numerous individuals and families. He continuously gives to and supports the health team. We are so pleased and honoured to have him on our team and to see him win this award."



Howard Thistle

Non-Insured Health Benefits (NIHB) Navigator



# CULTURE, TOURISM AND COMMUNITY DEVELOPMENT

Newly renamed, our **CULTURE, TOURISM AND COMMUNITY DEVELOPMENT** department continues to reach great successes in building stronger communities through cultural initiatives, tourism and craft development, and our entrepreneurial support program.

We create opportunities to explore the Mi'kmaw language, learn traditional skills and connect with other Indigenous peoples. 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 take those experiences and create unique economic opportunities for our membership while simultaneously 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.



Tara Saunders

Director of Culture, Tourism and  
Community Development

## COPING DURING COVID-19

With the pandemic, we were forced to adapt and host our workshops online. It was exciting to realize that we now could reach many more people by these offerings. Availability to workshops and teachings online allowed many members who were not located directly on the island to participate. We recognized that it helped bring the community closer by removing the distance barrier, thus drastically increasing the demand and interest for such activities. With participant registration in the hundreds, we were forced to draw for the allocated seats, ensuring that there was fair opportunity for those near and far to participate; all while ensuring the health and safety of all involved.

Throughout the Spring of 2020, beading tutorials were offered, each week focusing on different techniques of beading. Both Alex Antle and Nicole Travers were present to help if anyone had questions. Some videos have been viewed over 13,000 times! You can head to **Qalipu First Nation Facebook Page > Videos** and view the playlist titled "Beading with Alex and Nicole."

National Indigenous People's Day 2020 was a completely online event. In collaboration with grassroots community groups, knowledge keepers, and those members who wanted to share, an entire day of programming was created for everyone, anywhere to tune into the Qalipu First Nation Facebook page to watch and participate.



# CULTURE



## KO'KMANAQ APOQNMUKSI'KIK; OUR COUSINS ARE HELPING US

We were honoured to have Grandmother Jane Meader and daughter Paulina Meader virtually share a series of workshops. It is important to remember to reach out to those with teachings in Ktqamkuk and Mi'kma'ki. Topics included residential schools, Indian Day Schools, 60's Scoop, the effects of intergenerational trauma, Systemic Barriers & Racism, introduction to some of the better known ceremonies and rites of passage.

Michael R Denny, a Mi'kmaw man, and renowned traditional singer. We were delighted to have him share the traditional instrument Ji'kmaqnn. Michael showed participants how the Ji'kmaqnn were made and the history of the songs sung with the chanting stick. He was available to answer any questions of any kind regarding songs, dances, language, and the revival of such; the topic of pan Indigenous, and the importance of understanding what is traditional Mi'kmaq culture.

## MIKWITE'TM GARDEN; I REMEMBER GARDEN

Qalipu First Nation was pleased to host the grand opening of the Mikwite'tm Garden on the Majestic Lawn in Corner Brook in June 2021. Built as a commemorative gathering space to honor Missing and Murdered Indigenous Women and Girls, the Mikwite'tm Garden provides a public area for reflection, ceremony, remembrance, and awareness of our Indigenous culture and heritage.

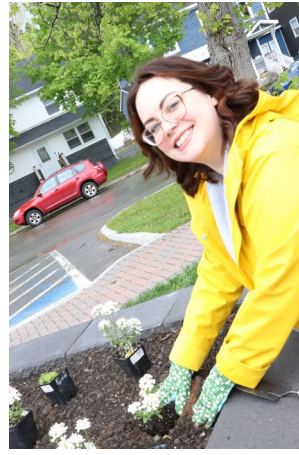
The grand opening included music by the Corner Brook Aboriginal Women's Association, Jeff Soper and Jennifer Lowe, a moment of silence for those lost, and a beautiful tribute from Glenda Buckle who lost her sister within our local community. The event was emceed by Qalipu member and Royal Newfoundland Constabulary (RNC) officer, Shawna Park, who for the first time in history was permitted to wear her traditional regalia with her RNC uniform; a subtle tribute to the commitment needed from non-indigenous partners and governments to end the MMIWG crisis within our Nation.

Also in attendance to pay respects and bring greetings were Qalipu Chief Brendan Mitchell, Miawpukek Chief Mi'sel Joe, Honorable Andrew Furrey, Premier of Newfoundland, and Labrador, MP Gudie Hutchings, MP Yvonne Jones, MHA Lisa Dempster, and Mayor Jim Parsons.

Funding for the garden was granted to Qalipu First Nation through the MMIWG Commemoration Fund from the Federal Department for Women and Gender Equality.



# Mikwite'tnu Garden





## TURNING LATERAL VIOLENCE INTO LATERAL KINDNESS

After identifying a need to address and educate on the issue of lateral violence within our communities and beyond, in 2019 the Department of Culture, Tourism, and Community Development successfully pursued a grant in the amount of \$25,000 from the Provincial Office for the Status of Women. With the grant, which was received from the Indigenous Violence Prevention Fund, QFN was able to engage facilitators Marilyn Jensen and Thomas Shepherd, based in the Yukon to deliver their workshop “Turning Lateral Violence into Lateral Kindness: to members of Qalipu staff, council, and leaders within our broader Mi’kmaw community. The workshops were held virtually over 4 days of training. Marilyn and Thomas will be traveling to Newfoundland to deliver level 2 of the training in early Fall 2021.

### WHAT IS LATERAL VIOLENCE?

Lateral violence is a term used to describe emotional violence within Indigenous communities when members of the same community bring each other down through harmful behaviors. Lateral violence occurs between people from the same group of belonging, such as family, nation, Indigenous group, etc., which is why it can cause such immense harm.

We hope that the values and lessons learned in this training by our staff and community leaders will be passed on to many other members of our community and we can start to fight back against the hurt that we tend to cause each other. We recognize that lateral violence is a prevalent issue for many Indigenous communities and finding ways to prevent and respond to it will help in any healing process.



Participant's of our virtual 2021 Mi'kmaw Language Revival Program

## MI'KMAW LANGUAGE REVIVAL

One hundred and eighteen people participated in this year's Mi'kmaw Language Program which was held for the first time virtually.

It was taught by a Qalipu member, and supervised by fluent speakers and writers from Unama'ki (Cape Breton). The program officially ended on June 30th. Mi'kmaw Language Facilitator Dean Simon, says he is very encouraged by the interest shown in language reclamation. "After living in Unama'ki for about 2 years, I know this level of sustained interest is welcomed". 103 beginners participated in three or more classes, along with 15 Novice students.

When the program resumes, there will be 15 graduating to intermediate, 65 beginners graduating to Novice; 38 people are choosing to repeat beginners. They will be joined by more than 100 others who have expressed interest on our Facebook page. "When you have well over 200 people in a program, you know there is passion."

There will also be a "Conversation Only" element to the next offering for those who do not wish to learn to read and write, and just want to know some greetings and small talk. The previous program aimed to teach people to read and write proficiently so that they could maximize their own self-study using written resources that are available online and in print. "When you finish the Beginner level you should be able to read a Mi'kmaw word well enough for a fluent speaker to understand AND you should be able to write down words that you hear accurately enough to go back to them later and pronounce them properly. We don't have first language speakers here so we have to depend more heavily on reading and writing to get us to the speaking level."

By creating a large group of strong self-learners, these people will be able to 'teach it forward' and reach way more people in the long run than one teacher could ever hope to reach. This is just one of the valuable lessons Simon says he learned in a course



he just finished from the University of Southern Maine (Passamaquoddy territory), called “Revitalization and Reclamation Methods”. He has just finished compiling a study guide for participants which will be mailed out in the coming weeks, along with program t-shirts, a Mi’kmaw book (or 2), and a couple of other small surprises.

Qalipu [Holl-lee-boo]

Mi’kmaw [Me-gum-oww]

Mi’kmaq [Me-gum-hah]

### SPEAKING MI’KMAW

Q has a guttural sounding pronunciation.

Used as an adjective, used 99% of the time.

Used as a noun, describing us as a whole group.

The program has also reached people through the first-ever Language Week leading up to National Indigenous Peoples Day on June 21<sup>st</sup>, a twelve week series on CBC Radio, and numerous other media coverage. “We are being approached by non-indigenous organizations and individuals on a regular basis and even got to do a 90-minute bilingual radio show with Bay of Islands Radio.” People interested in learning a little or a lot of Mi’kmaw are encouraged to visit **L’nui-kina’masulti’kw Facebook Group** by searching “We are learning to speak Mi’kmaw” or emailing **dsimon@qalipu.ca**.

## 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 Covid-19 Pandemic has had a huge impact on current operating businesses and the start up of new enterprises. The Economic Development Officer has seen a slight increase in members seeking business support in the 2020-21 year. **We currently have 425 active clients engaged in business investigation, planning, launching, business buy-out, operation or expansion. Last year, 288 members sought out covid relief funding and general business information, 137 were assisted with labor market research, 39 members were assisted with business plan development and guidance, 42 members were referred to our Training and Education department for wage subsidy or the self employment assistance program and a large majority of members were referred to external agencies.**

In 2019-2020, our outcome numbers show **27 clients have expanded their business, 31 members have made improvements, 7 members bought out previously owned businesses, and we had 11 new start-ups.**

This past year, we have worked with members who proposed business ideas in a variety of sectors including, Indigenous tourism out fits, aquaculture, agriculture, farming, fishing, bakeries, childcare, property investment and management, B and B’s, boat tours, holistic healing, restaurants, and health services. There has been a steady increase in all facets of business ideas, but this past year, much like last year and more urgently because the pandemic has shown us how unsecure we are with our food supply due to living on an island and relying on transport, etc., agriculture and food security businesses account for more than a quarter of start-ups and enquiries.

### QALIPU COVID-19 SMALL BUSINESS RELIEF FUND

During the 2019-2020 Fiscal Year, Qalipu First Nation received \$150,000 from the Federal Indigenous Community Business Fund (ICBF) to support member-owned businesses who have experienced negative impacts from the COVID-19 pandemic. With the fund, QFN offered up to \$10,000 to businesses that could demonstrate an impact from COVID-19 and who identified a way the funding would help their business survive and recover. In total, QFN was able to support 23 member-owned businesses with grants ranging from \$2,550 to \$10,000. This fund was specifically for smaller businesses who were not eligible for other existing COVID-19 relief programs that were administered by the Federal Government and was successful in filling a gap in supports for our rural, Indigenous owned enterprises.







*Our goal is to help foster a strategic, scalable and sustainable tourism industry which will contribute to the economic, cultural and community development of the Qalipu First Nation and the Mi'kmaq People of Newfoundland and Labrador.*

*Experience Qalipu (EQ) is the tourism and craft development division of Qalipu First Nation. EQ is lead by a five-year strategy focused on development and capacity building in the Indigenous tourism sector, as well as strengthening the Indigenous arts industry and building awareness around traditional and modern indigenous art. The 2020-2021 year posed many challenges for both sectors and EQ worked to pivot along with the rest of the world to continue supporting and advocating for our tourism operators and artists.*

## CRAFT SYMPOSIUM

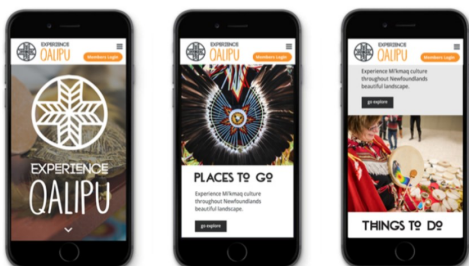
Though the venue was a little less crowded, the reach was much, much broader for a successful craft symposium. Through the months of September—April, EQ held a series of professional development sessions, skills development and artist talks to teach and inspire Indigenous artists and craftspeople how to develop and advance their professional arts career. As a follow up to the symposium, Experience Qalipu hosted two virtual Indigenous arts and craft fairs to provide Indigenous artists and craftspeople with an opportunity to sell their products and promote the sale of authentic Indigenous art online.

## PARTNERSHIPS

Qalipu First Nation (QFN) works with many partners to help grow and foster Indigenous Tourism within our Province and beyond. We are extremely fortunate to have our staff members represent QFN on the board of Indigenous Tourism Association of Canada as well as the Newfoundland and Labrador Indigenous Tourism Association.

QFN also works in partnership with Parks Canada to help build and tell the Mi'kmaq story in Newfoundland and during the 2020-2021 fiscal year we started working with the Gros Morne National Park team to bring more Mi'kmaq content to their online marketing.

Other important partners that we often work with to grow the industry are the Newfoundland and Labrador Marketing Team, Go Western Newfoundland and Adventure Central, The Gros Morne Institute for Sustainable Tourism, and the Craft Council of NL.



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

*[ExperienceQalipu.ca](https://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](mailto:tsaunders@qalipu.ca) or 709-634-5972





# EDUCATION AND TRAINING

Our **EDUCATION AND TRAINING DEPARTMENT** dedicates their work to continuously enhancing the training level of our people and to secure employment opportunities to ensure our people are self-sufficient.

To achieve its mandate, Education and Training offers a number of services for members in areas such as education, training, employment, and partnerships.

## POST-SECONDARY STUDENT SUPPORT PROGRAM (PSSSP)

2020-2021 has been another successful year for the PSSSP. This program provides funding for tuition, fees, books, and/or a living allowance for eligible members. In this past year **we have funded 877 students under the Post-Secondary Program** in a variety of college diplomas as well as undergraduate and post-graduate studies.

We encourage members 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.

Monique Carroll  
Director of Education and Training



Shaelynn Barry  
Masters of Public Health, MUN

"Hello! My name is Shaelynn Barry, and I am completing my last semester of the Master of Public Health program at Memorial University and have accepted a practicum this summer with Labrador-Grenfell Health. I will be researching the topic of health equity for maternal and child health. I am excited to work toward more equitable access to health services in Labrador. I was also recently accepted to attend Medical school at MUN this fall! My career goal is to work in Newfoundland and Labrador to advance health equity, accessibility, and quality of health care. I am so grateful for the financial support I received from the Qalipu First Nation's PSSSP program throughout my undergraduate Commerce Degree and my

Master's degree. This support has allowed me to keep my focus on school, achieve good grades, and secure an excellent practicum opportunity, that supports my dream of being a physician in the province!"

"I'm Phil Hillier, originally from Corner Brook and I have just finished my Doctor of Medicine degree at Memorial University! I would like to thank Qalipu First Nation for all of the support they have provided me over the last four years of my degree. I am currently living in Halifax completing my residency training in Internal Medicine at Dalhousie University, but I hope to return home to the west coast (best coast) in the future to help contribute to the health and prosperity of the region that has given me so much throughout my life. Hopefully the new hospital will finally be built by the time I come back!"

## Meet some of our STUDENTS

Philip Hillier  
Doctor of Medicine, MUN







Nicholas O'Neill  
BSc Physics & Computational Mathematics

*"My five years attending Grenfell Campus, part of Memorial University of Newfoundland, have been very enlightening. Whether it be my fellow students or my amazing professors, all were crucial in helping me complete my BSc in Physics and Computational Mathematics. Thankfully I was able to secure funding from the Qalipu First Nations Band so that I could simply concentrate on my academic and overall growth instead of needing to worry about student debt. My double major (equivalent to an honors degree) was very difficult but also very rewarding, as shown through my growth as a student and a person.*

*My hard work did not go unnoticed: in 2018 I was placed on the Vice President's List and won the W. Gary Rowe, QC Scholarship; the summers of 2018, 2019, and 2020 I received NSERC grants to theorize and analyze different dark matter particles to solve the Proton Radius Puzzle (particle physics), as well as producing results regarding the gracefulness and near-gracefulness of n-fans using stacked Skolem and hooked stacked Skolem sequences (graph labeling – computational mathematics). Most recently I have received a MITACS grant to do research again in the fall.*

*My future endeavors are still unknown for the most part, but they will likely include more ties with my Indigenous heritage (dependence on the land and personal sovereignty), and hopefully more collaboration with the Qalipu First Nations Band. One thing is for sure, the knowledge gained through my experiences at Grenfell will continue to be applied and will shape my future. The future is bright, even through the unusual and historical times we are living in. The best is yet to come!"*

*"My Name is Alyssa Strickland, I grew up in Bay d'Espoir, NL. I recently completed my Bachelor of Education*

*(Primary/Elementary) at Memorial University in St. John's. From a very young age I've always known that I wanted to be a teacher. There is something so remarkably special about being able to watch these young minds grow and blossom. Watching them turn into strong independent little humans and being able to help them along the way is just the most rewarding thing. I was able to start teaching as soon as I was certified and I've been loving every minute of it. Forever thankful for all the love and support along the way!"*

Alyssa Strickland  
Bachelor of Education, MUN



## BERNIE HANLON SCHOLARSHIP WINNER 2020

**ADAM CHUBBS-PAYNE** is a student from Corner Brook, NL who started his career journey in September 2018 at University of Ottawa in Ontario. Adam is completing a Doctor of Medicine and once graduated sees himself advocating for improvements within the Indigenous healthcare and aspires to establish his own practice where he can assess and treat Indigenous patients. Adam believes that his commitment to academics along with his ambition to follow his dreams can inspire Indigenous Youth and encourage them to accomplish their educational aspirations.

## PARTNERSHIPS

Education and Training through the Qalipu Mi'kmaq First Nation Band have engaged numerous partners this year that we would like to thank for their dedication and their willingness to support our members and our programs. In the past year **SOME PARTNERS OF EDUCATION AND TRAINING** included: Big Land Fishing Lodge, Three Rivers Mi'kmaq Band Inc., Big Scoop Enterprises, Steel Mountain Construction, Countryside Abattoir, Hillview Convenience and Hardware Ltd., Big Tom's Snack Shack, Decker's Auto Tech Ltd., Oceanview Estates Ltd., just to name a few.

This office can only be effective if we can connect our members to these opportunities. To help facilitate this, **WE ASK ALL MEMBERS TO UPDATE THEIR EDUCATION, TRAINING, AND WORK PROFILES ON GINU, OUR LABOUR FORCE DATABASE** at [www.qalipu.ca/login-options/](http://www.qalipu.ca/login-options/). You can view additional Education and Training opportunities at [www.qalipu.ca](http://www.qalipu.ca) under the heading **MEMBER SERVICES > EDUCATION AND TRAINING** or **> EMPLOYMENT**.





### PARTNERSHIP SUCCESS STORY

#### Wage Subsidy with North Shore Care & Share Daycare

North Shore Day Care was approved under the Wage Subsidy Program to hire *Cassandra Park* as a *Child Care Provider* in July of 2020. Cassandra continues to work with the company, and she is still excelling at her job by arriving on time and showing up to work every day! The children love her very much, it is no trouble to tell she has made a positive impact on their lives. Her daily duties include caring for the children and ensuring the daycare is clean and up to Covid-19 protocols.

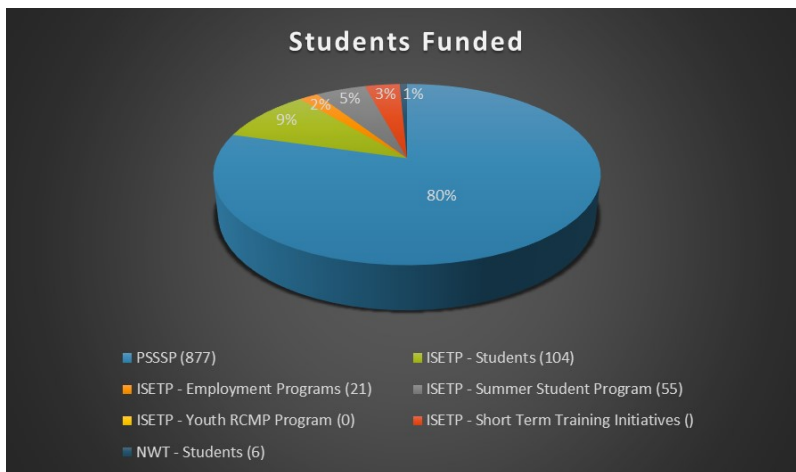


## INDIGENOUS SKILLS EMPLOYMENT TRAINING PROGRAM (ISETP)

Our ISET Program focuses on several different initiatives to improve the employability skills of its members. Through ISET, we offer a full palette of programs to help connect members to employment opportunities. We offer Employment Programs, Summer Student Programs, Training Programs, and Funding for Students attending post-secondary education. **IN THE PAST YEAR WE HAVE SUPPORTED 21 NEW CLIENTS IN EMPLOYMENT PROGRAMS:**

**Self-Employment Assistance Program – 1**

**Wage Subsidies – 20**



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 twelve weeks in duration. In the past year **we have supported 22 clients in the Skills Parachute program and 25 clients in the Short-Term funding program.** In addition, **we funded 104 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 55 summer students.** Our RCMP Summer Student Program did not go ahead in the summer of 2020 due to COVID restrictions at the various RCMP depots. 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. ***This brings our total for the ISETP program to 227 members and the total number of members supported through Education and Training in 2020-21 to 1104.***

In order to allow our members to fully understand the funding programs and services provided by our Band, we have made our policy available on our website.

The full **LOCAL GUIDELINES** are available online at [www.qalipu.ca](http://www.qalipu.ca) by clicking **MEMBER SERVICES > EDUCATION AND TRAINING > POST SECONDARY STUDENT SUPPORT TRAINING.**

There is also a page dedicated to bursaries, grants, and scholarships available to Indigenous people. These can be found under the heading **MEMBER SERVICES > EDUCATION AND TRAINING > SCHOLARSHIPS & BURSARIES.**



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

### St. George's Indian Band

The St. George's Indian Band received support to hire 2 students, Charlize Linthorne and Alexander White under this program. Due to COVID restrictions the Mi'kmaq Museum was not open during the summer of 2020, therefore the students hosted online events with the youth. They offered a rock painting event, held a cleanup at the People of the Dawn Friendship Centre, assisted with the St. George's Community Gardens over a 7-week period and reviewed and updated the Elder's List for the band. Charlize is currently completing a Bachelor of Engineering (Mechanical) at McGill University and Alexander is completing a Bachelor of Science at Memorial University.

## EDUCATION AND TRAINING K-12 DIVISION

### OUTDOOR EDUCATION PROGRAM

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

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*. Due to COVID-19, the Outdoor Education Program was paused and did not take place in Spring 2020 or Fall 2020.

In the absence of the Program, staff from Education and Training partnered with Parks Canada to create two promotional videos to highlight the beauty and success of the Outdoor Education Program. The first video details the program and the second video highlights testimonials from leaders and students who have attended the program in the past. Follow us at **Education and Training Group on Facebook!**

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*Angela Brockway, Kristen Pittman, and Corinne Brett Killdevil Camp and Conference Centre in Gros Morne National Park*





## INDIGENOUS EDUCATION OUTREACH PROGRAM

The Indigenous Education Outreach Program brings aspects of Mi'kmaw culture into the Grade 5 classrooms. By participating, schools fulfill curriculum outcomes through cultural lessons in history, medicine bag making, and talking circles. This academic year was a challenging one. Given COVID-19 restrictions, all sessions were completed virtually by our Education Outreach Officers. Regardless, the Program experienced a significant expansion. **A total of 29 schools were visited, including an expansion into our central region, up from a total of 15 schools in the previous year. A total of 935 students participated in the Indigenous Education Outreach Program in the 2020-2021 academic year.** Our staff are excited to continue this expansion in the upcoming years.

Our Program often receives requests from teachers through grades Junior Kindergarten to 12 to visit classrooms and deliver Indigenous Education that would be applicable to the curriculum. Our staff had the opportunity to virtually visit Junior-K to Grade 12 classes at Immaculate Heart of Mary School, Pasadena Academy, Valmont Academy, and Indian River High. Additionally, Kristen Pittman, Manager of Education & Training and Corinne Brett, Education Outreach Officer, hosted two Professional Learning sessions to teachers with the Newfoundland & Labrador English School District regarding Programs & Services offered by the department and the history and culture of the Mi'kmaq in Newfoundland & Labrador.

Kaylee Sullivan  
Education Outreach Officer



### WORDS OF APPRECIATION FROM TEACHERS

*"We just finished the second portion of the Indigenous Educational Outreach Program, making the medicine bags. A beautiful lesson, thank you! It made me see just how great a need there is for more hands on activities like this than what I am providing for my class at the moment. In reflecting on this afternoon, I saw some wonderful attributes arise from my students. They were cooperating, communicating, reaching out for help; they were persevering, and handling stress and frustrations"* – Serena Simms, Templeton Academy

*"Thank you again for the great presentation, I have a feeling it was well received and will promote a desire to learn more. Really appreciate your time"* – Mr. Soucy – CDLI e-Teacher

### FEEDBACK FROM GRADE 5 STUDENTS AT BISHOP WHITE SCHOOL

*"Thank you for telling us about your culture. I really liked when you told us your spirit name. I enjoyed when you put on the video of the waves and we pretended to be in boat. The last thing I liked was making the medicine bag too"*

*"Thank you for taking the time to sit down by the computer for two hours. It was really fun making the talking stick and the medicine bags. It was really exciting"*

*"Thank you for doing a virtual talk with us about your culture. I enjoyed making my own talking stick"*

## 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. The Education Partnership Program has made great strides in the 2020-2021 year. Representatives from each Partner Organization met virtually throughout the year to work together to create a Memorandum of Understanding (MOU). The MOU has been drafted and is awaiting final approval from the Partners. Once approval is received, a signing event will take place. A Joint Action Plan has also been produced to identify the goals and strategies as we continue this effort into the 2021-2022 fiscal year.

### POWER IN PARTNERSHIPS

To increase our presence in our communities, our K-12 team work hard to create and foster partnerships. The Education & Training Department has worked closely with the PromoScience team at the Grenfell Campus of Memorial University to create and participate in a series of Webinars targeted towards High School students that focused on careers and opportunities in STEAM. Webinars were held on a biweekly basis throughout the summer of 2020. The Department also produced a video in partnership with KidsU at Grenfell Campus. The video provided instructions on how to create a rattle for children. In addition, a summer Mi'kmaw learning camp was planned in 2020 with Memorial University's KidsU to take place in August of 2021.

## ONE SKY PROGRAM

The One Sky Program is aimed towards junior high students, focusing on social and emotional learning through Mi'kmaq culture-based teachings and activities. One Sky was developed by Qalipu First Nation in partnership with the Newfoundland & Labrador English School District, People of the Dawn Indigenous Friendship Centre, Empowering Indigenous Women for Stronger Communities, the Qalipu Cultural Foundation, and the McConnell Foundation.

The Program's mission is to provide schools with a choice of several outreach activities, as well as cultural resources, contacts for school engagement, and teacher professional learning opportunities. Teachers will have access to



Corinne Brett, Education Outreach Officer  
Leading the Sacred Medicine and Nature Walk Teaching

resources that are directly connected to the curriculum outcomes and are connected to the Social and Emotional model of Learning (SEL) that is being adopted province wide. Outreach activities include; Sacred Medicines and the Smudge Ceremony, the Talking Circle, Medicine/Nature Walk, Snowshoeing, the Seven Sacred Teachings, Indigenous Games (Waltes), Indigenous Crafts, Cultural Connections Yoga, The Drum, Interactive History Lesson, Indigenous Story Telling, The Wikuom and Electric Powwow.

The Program is being developed in response to the gap in cultural connection for Newfoundland youth, many of whom have Indigenous heritage. Through cultural outreach, resource distribution, and teacher connection, Qalipu First Nation's Education & Training Department and its Partners aim to become an indispensable part of the school community, acting as a pillar of Comprehensive School Health. This effort is in line with both the calls to action set out by the Premier's Task Force on Improving Educational Outcomes (2, 5) and the calls to action as outlined by the Federal Truth and Reconciliation Report.



Logo Creation by  
Mi'kmaq Artist Lenny Brake

### POSITIVE WORDS FROM ONE OF OUR ONE SKY PILOT SCHOOLS

*"Hi guys, thank you for a wonderful afternoon. We thoroughly enjoyed the experience and loved the ease and natural way you presented the activity. Well done. Looking forward to [the] drum making workshop sometime in the future" – Ms. Byrne, St. James All Grade.*

## WAY TO GO KRISTEN PITTMAN AND TEAM

Throughout the summer of 2020-21, Manager of Education and Training, Kristen Pittman and her daughter Olivia Burton hosted a Facebook video series on the **Qalipu First Nation Facebook Page** titled, **'Bedtime Stories with Kristen & Olivia'**. The series showed Kristen & Olivia read a variety of books and linked the texts to one of the Seven Sacred Teachings.

During this time, Kristen was also chosen as a member of the Anti-racism Advisory committee with the Newfoundland & Labrador English School District (NLESD). The Committee was established to provide advice and guidance to NLESD regarding anti-racism initiatives and policies. The first meeting took place February 2021 and occurs biweekly.

Additionally, Kristen filmed a podcast that spoke about programs happening within the K-12 school district. The podcast was released on the **People of the Dawn Indigenous Friendship Center Facebook Page** in collaboration with students in the Community Leadership Development Program at the College of the North Atlantic.

Lastly, in Spring 2021, Kristen was appointed Co-Chair of the Indigenous Education Advisory Committee of Newfoundland & Labrador. Along with committee member; Director of Qalipu Education and Training, Monique Carroll, the Department is delighted to have a presence on this advisory committee. The Committee is represented by five Indigenous groups in NL, the Provincial Department of Education, NLESD, and Memorial's Faculty of Education. The Committee meets several times a year in an effort to advance Indigenous education in the Province.

Kristen Pittman and Olivia Burton

In an episode of 'Bedtime Stories with Kristen and Olivia'





# ENVIRONMENT AND NATURAL RESOURCES



Jonathan Strickland  
Director of Environment and Natural Resources



Newly renamed, our **ENVIRONMENT AND NATURAL RESOURCES** department continues its focus on the preservation of our Natural Ecosystem for future generations. The department seen changes in it's organizational structure that included a split of two new divisions: Fisheries and Enforcement and Environment and Natural Resources.

## FIHING RIGHTS AND FISHING ACCESS

### The Journey of Qalipu First Nation to reconnect with the land and sea

#### Fishing Rights

Broadly, Aboriginal rights are the inherent rights to land, resources, and activities of the distinct societies that predate Canadian sovereignty; while treaty rights are those guaranteed in contracts negotiated between some Indigenous communities and the Crown.

In 2003, a legal case was heard in the Supreme Court of Newfoundland and Labrador, Trial Division.

The Crown accused the defendants of being in wrongful possession of Crown lands. It argued that the defendants did not have Aboriginal or treaty rights to fish, hunt, or trap on the land.

The defendants in this case were Mi'kmaq and were members of the Miawpukek Band. They had hunting cabins located on the Bay du Nord Wilderness Reserve in the area of the Bay d'Espoir on the south coast of the Island of Newfoundland. They hunted, fished, and trapped in this area. The defendants argued that they had Aboriginal and treaty rights to have cabins, hunt, and fish in the area. They argued they had Aboriginal rights because their Mi'kmaw ancestors had been present in that area before European contact. They also argued that these rights were protected by multiple treaties the Mi'kmaq had entered with the British in the eighteenth century.

The Court decided that the defendants were in wrongful possession of Crown lands. The Constitution Act, 1982 recognizes and affirms the existing Aboriginal and treaty rights of Aboriginal peoples in Canada. In this case, the Court found that the defendants did not have Aboriginal or treaty rights to hunt, fish, or trap on the land. The Court found that the defendants did not have treaty rights to hunt, fish, and trap in the area because they could not prove that any of the treaties, they referenced included this right.

The Court also found that the defendants did not have an Aboriginal right. In *R v Van der Peet*, 1996 CanLII 216 (SCC), the court laid out a

test for deciding whether an individual has an Aboriginal right to do something. For a person to have an Aboriginal right to practice an activity, that activity must have been practiced before contact with Europeans and must have been integral to the distinctive culture of the Indigenous group to which the individual belongs. The Court decided that the defendants could not prove that their ancestors had hunted, fished, and trapped in the area they had been in prior to European contact, so these activities were not protected Aboriginal rights.

The defendants were found guilty and were ordered to remove their cabins. (Queen v Drew et al, 2003 NLSCTD 105 (CanLII)). This case was later appealed in Supreme Court of Newfoundland and Labrador and then dismissed at the Supreme Court of Canada. (hakaimagazine.com).

While this legal case was not between Qalipu First Nation (QFN) and the Crown, these legal findings set a prescient in the courts that other First Nations, including QFN must demonstrate land use pre-European contact. While oral tradition exists describing Mi'kmaq inhabiting the island of Newfoundland pre-European contact, no physical evidence has been discovered to date.

Qalipu First Nation is not exploring the possibility of asserting any inherent right to fishing or hunting currently.

### **Fishing Access**

In 1992, The Aboriginal Fisheries Strategy (AFS) was developed by the Department of Fisheries and Oceans Canada (DFO) and served as a framework for the management of fisheries in a manner consistent with the 1990 Supreme Court of Canada Sparrow decision, which found that where an Aboriginal group has a right to fish for food, social, and ceremonial (FSC) purposes, and that it takes priority, after conservation, over all other uses of the fishery. (dfo-mpo.gc.ca).

Under the AFS, Fisheries and Oceans Canada (DFO) negotiates time-limited fisheries agreements with eligible Aboriginal organizations to set out fishing arrangements for food, social and ceremonial purposes. Licences are issued and contain conditions respecting a variety of fisheries management measures like, but not limited to, species, harvest limits, fishing areas and seasons. (dfo-mpo.gc.ca).

FSC licences do not grant individual fishing rights to a first nation but rather grant fisheries access to the First Nation for management within agreed terms (i.e.: Species, season dates, harvest limits, fishing areas, etc.). Fishing licences granted to Aboriginal organizations are issued under the authority of the Aboriginal Communal Fishing Licence Regulations.

In 1994, The Federation of Newfoundland Indians (FNI), later Qalipu First Nation, entered an Aboriginal Fisheries Strategy (AFS) agreement with DFO but did not explore the FSC component of this agreement.

During the Fall of 2018, QFN formally expressed its desire to DFO to begin negotiations for the development of a FSC. Following no advancement by either party, the request was resubmitted in July 2020. Following this expression of interest, the federal Minister of Fisheries gave DFO regional headquarters approval to enter "exploratory discussions" with QFN. Exploratory discussions continued until QFN submitted a summary document in Feb 2021 to the minister to receive approval to begin formal "negotiations". QFN has not received that authorization to date. Once QFN receives approval from the Minister, it can begin negotiations for a FSC licence which will grant fisheries access to a limited number of species in specific areas for each season. QFN will be required to manage the FSC and facilitate membership participation within all applicable regulations. QFN will have to develop a management plan for these species and develop capacity for monitoring, reporting, as well as conservation and protection of the FSC fishery. Once negotiated, FSC licences are re-negotiated annually.

## **CONSULTATION MANAGEMENT**

The Environment and Natural Resources department 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 federal and provincial government agencies to identify potential impacts on the natural environment as well as traditional, current, and future land use.

New developments have provided opportunities for partnership and direct participation in programs such as country food surveys and traditional use studies. Stay tuned to our Facebook group and important updates via email to provide your feedback on proposed projects.





# PROJECTS

## ENVIRONMENT AND NATURAL RESOURCES DIVISION

### Marine Spatial Planning (MSP)

### Aboriginal Aquatic Resource and Oceans Management (AAROM)

#### Marine Resource Inventory

Salmon Redd Surveys

Eelgrass Monitoring

Ocean Temperature Monitoring

Freshwater Habitat Obstruction Identification

#### Invasive Species

European Green Crab Mitigation

Golden Star and Violet Tunicate Monitoring

#### Community and Youth Engagement

World Oceans Day

Opportunistic Outreach Events

### Aboriginal Fund for Species at Risk (AFSAR)

#### Species at Risk

Banded Killifish Monitoring

American Eel Monitoring

American Eel Elver Monitoring

### Canadian Coast Guard Partnership (CCG)

### Coastal Restoration Fund (CRF)

Shoreline Erosion Surveys and Stabilization

European Green Crab Mitigation

Banded Killifish and American Eel Trapping

Eelgrass Surveys and Restoration

### Climate Change Monitoring

### Community Nominated Priority Places (CNPP)

Newfoundland Pine Marten Surveys

Acoustic Bat Monitoring Surveys

Piping Plover Surveys

### Impact Assessment Agency of Canada (IAAC)

Bay du Nord Development Project

Valentine Gold Project

Cape Ray Gold Project

Husky Energy Exploration Drilling Project

Newfoundland Orphan Basin Exploration Drilling Project

Central Ridge Exploration Drilling Project

Offshore Exploration Drilling Regional Assessment in Newfoundland and Labrador

### Provincial Environmental Assessments

### Ocean Frontier Institute

### Traditional Territory Delineation (External Consultant)



## FISHERIES AND ENFORCEMENT DIVISION

### Aboriginal Fishery Guardian (AFG) Program

Western Newfoundland Inland Salmon Enforcement

Central Newfoundland Inland Salmon Enforcement

### Food Social Ceremonial (FSC) Fisheries Access Negotiation

### Aquatic Connectivity Study

### Trout River Salmon Conservation



Mi'kmaq Alsumk Mowimsikik Koqoey Accociation (MAMKA) is the combined board of Qalipu First Nation (QFN) and Miawpukek First Nation (MFN) working together to represent the Mi'kmaq of Newfoundland and Labrador and their communities in Aboriginal Aquatic Resources and Oceans Management (AAROM).



## ACOUSTIC BAT MONITORING

The 2020-21 season marked the second year of acoustic bat monitoring at two sites in Western Newfoundland. QENR has partnered with lead organization Intervale Associates on a Community Nominated Priority Places (CNPP) four-year project which includes two bat monitoring sites. QENR staff are following North American Bat Monitoring Program (NABat) protocol and working with experienced surveyors at Canadian Wildlife Health Cooperative and the Department of Fisheries and Land Resources to assist in the conservation and recovery of species at risk and their habitats in Newfoundland.

QENR has since expanded acoustic monitoring efforts to include two additional sites in Central Newfoundland through the Aboriginal Fund for Species at Risk (AFSAR). This project will also be conducted using NABat protocol with an

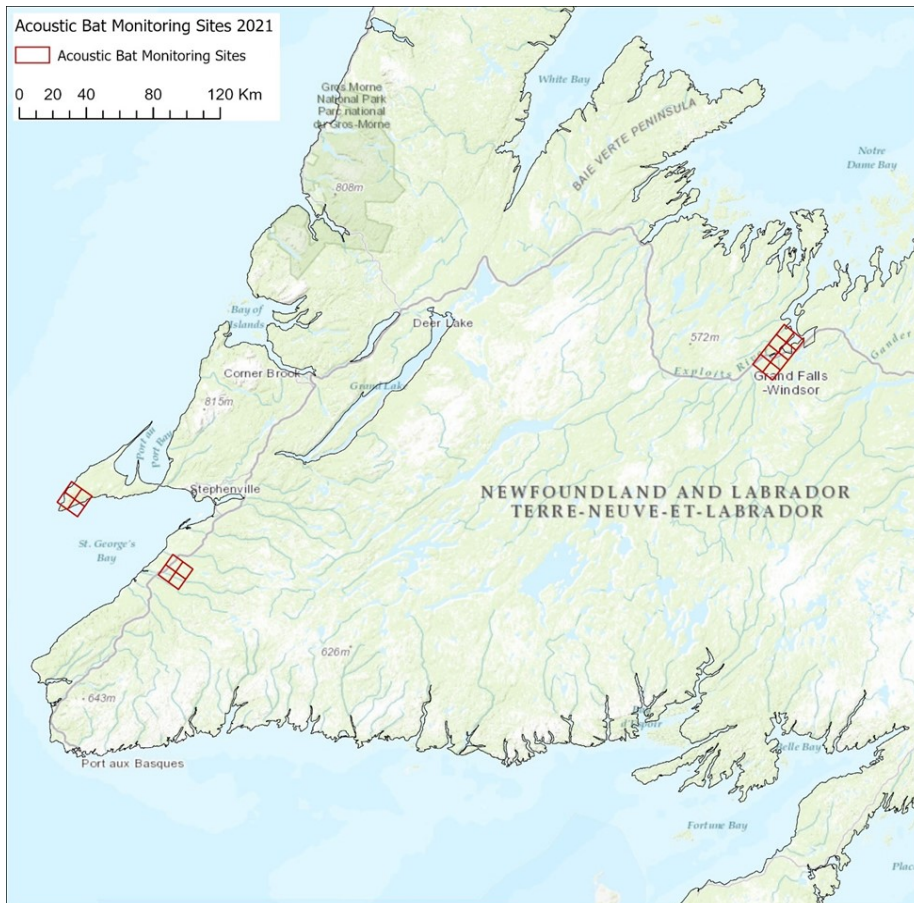
emphasis on citizen science. QENR aims to engage membership in the conservation and recovery of bat species through media outreach, colony identification, and volunteer emergence count surveys.

If you have noticed bats roosting on or around your property and would like to contribute to our research, contact Alyssa at [ahunter@qalipu.ca](mailto:ahunter@qalipu.ca) or call (709)634-1500.

Mobile acoustic bat monitoring spectrogram depicting ultrasonic bat calls



Stationary acoustic bat recorder, Bishop's Falls



Acoustic Bat Monitoring Sites

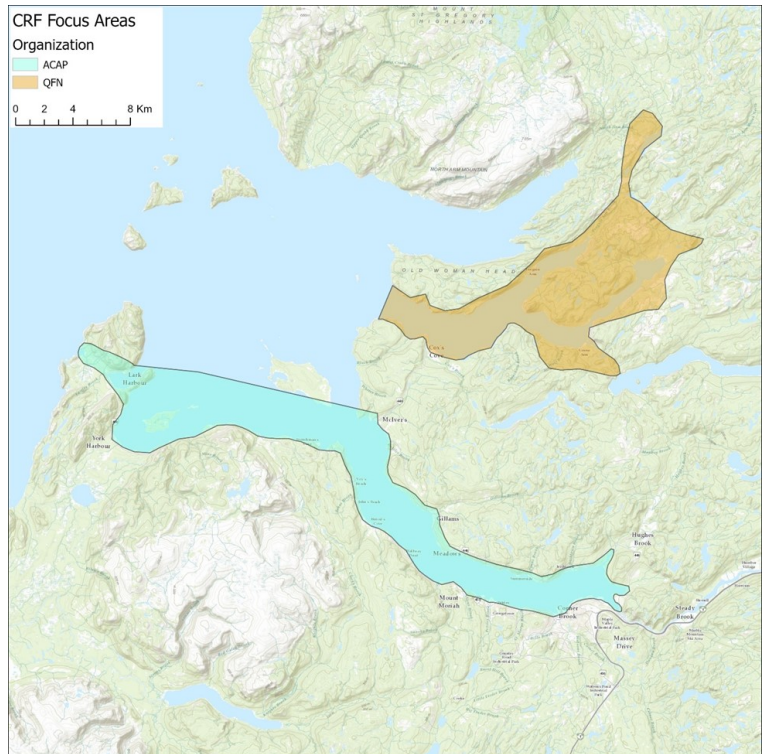


## COSTAL RESTORATION FUND (CRF)

Qalipu First Nation (QFN) has partnered with ACAP Humber Arm on their Coastal Restoration Fund (CRF) project from 2019-2021 to conduct research in the Middle Arm (including Penguin Arm and Goose Arm) and Humber Arm areas. This project expands on QENR's experience in marine resource inventory, aquatic invasive species, and aquatic species at risk research conducted to date. Project activities include:

- Shoreline erosion surveys and stabilization
- European Green Crab mitigation
- Banded Killifish and American Eel trapping
- Eelgrass surveys and restoration

With data collected, QENR will create a GIS database and assist ACAP Humber Arm in the development of a coastal management plan for the Bay of Islands.



QFN and ACAP Humber Arm CRF focus areas

## AQUATIC CONNECTIVITY

This marks the second year that Qalipu Natural Resources has participated in the Aquatic connectivity Assessments. This project aims to identify barriers to fish migration at water crossings along our roads, highways, and resource roads. Eighty-two crossings were observed in the Western region and detailed assessments were completed on those that were fish bearing. These assessments too note of the slope of the culvert along with other characteristics that are important in allowing fish passage. Obstructions to fish migration were recorded and submitted to Fisheries and Oceans Canada to implement repair, removal, or replacement.

## ABORIGINAL FISHERIES STRATEGY (AFS)

Qalipu Aboriginal Fishery Guardians (AFGs) continued their enforcement efforts in 2020. Enforcement services were provided for a total duration of twenty-two weeks through staggered hiring of staff. Through close collaboration with DFO and other enforcement agencies, we were able to continue our conservation and protection efforts safely and effectively throughout our territory. Our AFGs also actively monitor areas identified under the Contaminated Shellfish Safety Program to help protect our members and the general public from health hazards. The AFGs are crucial in assisting the rest of the department and MAMKA with a number of research programs including those that monitor our inland habitats, populations of species at risk, and aquatic invasive species.





Conserving and Protecting our Environment and Natural Resources can be as simple as calling to report any illegal activities happening on our waters or across our land. You can do so by reaching out to one of the following numbers:

**Provincial resource enforcement Division**  
1-877-820-0999

**Crimestoppers**  
1-800-222-TIPS

**Qalipu First Nation Fisheries and Enforcement Manager**  
1-709-634-2215

**DFO Observe, Record, Report Line**  
1-800-465-4336

## FLAT BAY GREEN TEAM—YOUTH SUMMER EMPLOYMENT PROGRAM

### MAKING OUR COMMUNITIES AND BEACHES CLEANER WHILE HELPING CREATE DISCUSSIONS ON ENVIRONMENTAL AWARENESS

During the summer of 2020, our EDUCATION AND TRAINING DEPARTMENT also supported Flat Bay Green Team initiatives. The Flat Bay Green Team was involved in a number of projects that benefited their resumes and the community of Flat Bay.

#### Some of the initiatives included:

Community beach clean-up with Intervale Associates & Flat Bay Band Summer Staff where they **cleaned up a total of 459 pounds of debris from the shoreline and bank which restored 2.29 hectares of shoreline habitat**. Some of the garbage collected included lobster pots, TV's, BBQ's, insulation from house renovations, plastics, bait box liners, steel car parts, old tires, and lots of rope.



The Green Team also created Environmental Awareness Videos that were featured on the

**No'kmaw Village Children's Program Facebook Group**. Additionally, they assisted in maintenance at the Calm Waters Park, painting the playground, mowing the grass, and cleaning and sanitizing equipment.

What's more, they worked the Covid-19 Safety Station at the Calm Waters Park, providing sanitizer,

masks and asking a screening questionnaire to visitors. Further Covid-19 support was given as they prepared and delivered senior kits throughout the community (walking sticks, water bottle etc.).

Lastly, the Team helped start the community garden and the building of the green house while lending a hand to the FBST Women's group with preparing mask kits for everyone in the community.



Members of the Green Team, Brian Hynes, Jamie Long, and Ashley Blanchard and Team Leader Chloe Smith



# FINANCE

The **DEPARTMENT OF FINANCE** had a successful 2020-2021 as Qalipu First Nation generated over \$15 million in revenue during the fiscal year. This funding allowed for additional programming to be delivered in support of all our members, especially the most vulnerable. Qalipu First Nation has fully implemented the new 10-year Grant program under Indigenous Services Canada. This arrangement allows Qalipu First Nation to take additional accountability to determine its future and assist members where they really need it. The additional flexibility and efficiencies gained through this program allowed our department to plan and forecast for the long term, retain unused funds for future years, and reduce reporting requirements for the government. Moving into 2021-22, we are excited about the opportunities available to grow and build on past success.



Andrew Simmons, Director of Finance

## 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 2020-2021 fiscal year, which represents an overall risk level of 'low.' 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.

## Audited Consolidated Financial Statements.

We are pleased to report another successful year for Qalipu First Nation in meeting its financial reporting requirements. The financial statements on the following pages (36, 37) represent the consolidated operations of the Band and its wholly-owned commercial enterprises: Qalipu Development Corporation (QDC) and Mi'kmaq Commercial Fisheries Inc. (MCF). In 2020-2021, the Band earned revenues of \$15.2 million and had total expenditures of \$14.8 million, resulting in a surplus of \$331,157. The Band's auditors completed their final report and presented the statements to Chief and Council on July 29<sup>th</sup> and reported that the financial statements are fairly presented.

## New Financial Certification

On Tuesday, July 28, 2020, the Qalipu First Nation was awarded the Financial Management System (FMS) Certificate through the First Nation Financial Management Board (FNFMB). This certification demonstrates strong governance and finance practices and will allow for greater flexibility for the First Nation in creating its plan for the future.

Band Chief Brendan Mitchell noted that FMS certification is based on international finance and governance standards and is an accomplishment of which all Band members can be proud.

*"We have worked hard to develop the policies and procedures that demonstrate financial responsibility, transparency, and accountability worthy of this rigorous certification process. Our membership can take comfort in knowing Band funds are responsibly managed and be proud of working together in a good way as we plan for our future."*





Logo artwork by Marcus Gosse

# COMPREHENSIVE COMMUNITY PLAN



## A NOTE FROM OUR COMPREHENSIVE COMMUNITY PLAN (CCP) COORDINATOR

I am delighted with the engagement and input the community has put into this project. Without feedback from the membership, the comprehensive community plan would not be possible. I'm very thankful to the membership for everything they have shared with me as CCP Coordinator over the last two years. I have put a lot of effort into creating a document that I hope can be used for multiple purposes within our communities and a guide for all future planning within Qalipu First Nation. The history part of our CCP and the timeline are intended to be used as educational pieces for our membership, in classrooms, and anywhere else people want to learn about the history of Qalipu First Nation. I think that together we have created a beautiful path forward for Qalipu First Nation within the CCP.

Samantha Gardiner,  
CCP Coordinator



The Comprehensive Community Plan (CCP) for Qalipu First Nation (QFN) is now nearing the completion of its first draft. Surveys and community engagement were clued up at the end of 2020. Since then, CCP Coordinator, Samantha Gardiner, has been putting together the goals and achievements under each outline planning area.

Due to Covid-19 restrictions, we completed our community engagement sessions virtually through Zoom and Facebook weekly polls and questions. The public reach to our [COMMUNITY COMPREHENSIVE PLAN FACEBOOK GROUP](#) has been phenomenal, with many members providing feedback to our questions about the planning areas.



While compiling all the feedback from the membership on the eight planning areas, we originally started with Health, Education, Social, Culture, Infrastructure Development, Lands and Resources, Economy, and Governance. We rearranged these planning areas based on that feedback. We saw that language was important to members of QFN, so we decided to make language its own planning area with a focus on the revitalization of Mi'kmaq in Newfoundland and amongst our membership. Our planning areas now include Language, Education, Health and Social, Culture, Economy, Infrastructure Development, Lands and Resources, and Governance.

We are also happy to present [A TIMELINE OF MI'KMAQ IN NEW-FOUNDLAND](#) leading to the creation of Qalipu First Nation and all the accomplishments and troubles that have occurred since the band's formation. The timeline dates from the 1400s to our recent achievements in 2021. Once the first draft of the CCP Document is completed, we will take it back to the membership for their approval and allow everyone to provide feedback on what we have created together. This plan will follow Qalipu First Nation through the next 50+ years, so members must provide feedback as the most critical part of this plan is that the community creates it.



**QALIPU FIRST NATION**  
**CONSOLIDATED STATEMENT OF REVENUE**  
**FOR THE YEAR ENDED MARCH 31, 2021**

	<u>Budget</u>	<u>2021</u>	<u>2020</u>
<b>REVENUE</b>			
<b>Federal Government</b>			
Indigenous Services Canada (Note: 16)	\$14,850,884	\$12,197,072	\$10,386,097
Employment and Social Development Canada	1,914,571	1,344,043	1,278,885
Fisheries and Oceans Canada	420,526	367,200	335,125
Department for Women and Gender Equality	172,499	171,842	
Atlantic Canada Opportunities Agency	77,676	66,600	
Canadian Environmental Assessment Agency	50,193	23,662	20,123
Canada Mortgage and Housing Corporation	41,500	17,025	
Department of Canadian Heritage	100,000	33,496	
Parks Canada	15,000	15,000	
	<u>17,642,849</u>	<u>14,235,940</u>	<u>12,020,230</u>
<b>Provincial Government</b>			
Department of Advanced Education & Skills	37,800	37,800	
Department of Tourism, Culture, Arts and Recreation	46,350	25,192	54,126
Department of Fisheries, Forestry and Agriculture	25,200	25,200	
Women's Policy Office	25,000	5,638	
Department of Health and Community Services	5,500	100	500
	<u>139,850</u>	<u>93,930</u>	<u>54,626</u>
<b>Other Revenue</b>			
Commercial fishery	402,987	291,328	467,846
Rent	213,056	198,851	222,824
Management and administration fees	(26,272)	108,085	90,515
ACAP Humber Arm	119,900	86,799	95,920
Intervale Associates Inc	66,345	59,962	77,295
Emera		35,888	53,684
Interest revenue	33,310	29,230	95,152
Miscellaneous	69,967	23,398	26,279
Gain on disposal of capital assets		6,096	
Indigenous Tourism Association of Canada	2,849	2,849	57,151
Atlantic Salmon Conservation Foundation			15,000
Other commercial enterprises			253
	<u>882,142</u>	<u>842,486</u>	<u>1,201,919</u>
	<u>\$18,664,841</u>	<u>\$15,172,356</u>	<u>\$13,276,775</u>

The accompanying notes and supplementary schedules are an integral part of these financial statements

**QALIPU FIRST NATION**  
**CONSOLIDATED STATEMENT OF EXPENSES**  
**FOR THE YEAR ENDED MARCH 31, 2021**

	<u>Budget</u>	<u>2021</u>	<u>2020</u>
<b>EXPENSES</b>			
Skills development - University	\$ 6,260,761	\$ 4,813,284	\$ 4,035,616
Wages and benefits	3,084,440	2,679,268	2,487,243
Health benefits payments	2,436,080	2,329,730	2,653,615
Skills development - Community College	2,750,552	1,636,212	1,556,084
Labrador community support		863,348	116,750
Consulting and research fees	496,406	351,118	222,530
Covid-19 Support Program	759,985	308,256	
Amortization of tangible capital assets	4,800	236,744	243,730
Maintenance and supplies	248,651	193,687	207,367
Professional fees	228,895	164,763	96,550
Office and postage	204,704	132,242	133,516
Wage subsidy	72,000	130,161	63,283
Honorariums and per diems	121,613	121,023	110,092
Travel and meetings	415,291	120,936	314,821
Summer program	195,877	114,869	90,320
Telephone	86,138	73,771	81,688
Career Threads Program	27,132	73,705	60,400
Staff skills development	177,232	72,041	30,841
Rent	53,441	67,529	60,515
Insurance	70,284	62,345	51,734
Utilities	58,539	53,332	59,955
Interest on long term debt	38,733	38,548	40,455
Municipal tax	36,065	35,857	35,855
Boat fuel and bait	72,500	31,358	42,835
Licences and fees	27,650	30,168	27,696
Contribution to Qalipu programs	56,230	21,703	19,564
Advertising and promotion	68,375	21,374	15,679
Income taxes		15,406	29,008
Cultural activities	12,692	13,150	19,510
Interest and bank charges	7,900	11,690	12,042
Gifts and donations	23,000	6,631	6,235
Miscellaneous	9,083	6,550	2,890
Self employment assistance	60,000	5,000	24,000
Capacity building	5,250	3,117	3,067
Promotional items		2,283	170
Targeted training program	70,000		
Graduate incentive	62,500		1,683
Aboriginal health program	15,000		
RCMP youth program	13,920		64,179
Bad debts			1,236
Election expenses			34
	<u>\$18,331,719</u>	<u>\$14,841,199</u>	<u>\$13,022,788</u>

The accompanying notes and supplementary schedules are an integral part of these financial statements





Qalipu  
FIRST NATION

# SNAPSHOT 2020-21





# QALIPU FIRST NATION AFFILIATES



**QALIPU**  
DEVELOPMENT  
CORPORATION

## Qalipu Development Corporation

The Qalipu Development Corporation (QDC) is the business investment arm of the Qalipu First Nation (QFN). It is an independent, arms-length entity responsible for managing the QFN's investment interests, businesses, and properties. The QDC is an incorporated company which also oversees several other QFN business operations including Mi'kmaq Commercial Fisheries (MCF). Aside from managing the

Band's existing portfolio of investments, the QDC also aggressively pursues new business opportunities in the fisheries, forestry, agricultural and technology sectors. Both the QDC and MCF are profitable, self-sustaining companies.

## Mi'kmaq Commercial Fisheries



Mi'kmaq Commercial Fisheries (MCF) is an independent, Indigenous company owned by the Qalipu First Nation (QFN). It manages all commercial fishery activities on behalf of the QFN. Qalipu members possess inherent commercial fishing rights to engage in fishing activities in areas adjacent to their traditional, ancestral lands and waters. MCF currently owns or operates sixteen (16) commercial fishing enterprises and has negotiated several long term harvesting arrangements between Qalipu commercial fishers and various processing companies in the province. In October 2020 MCF launched its WASPU brand seal oil product into provincial, national, and international market place. WASPU is now being sold across Canada and final arrangements are in place to begin exporting globally. You can learn more about Waspu Oil by visiting



[www.mikmaqcf.com](http://www.mikmaqcf.com).

SUBSCRIBE TO OUR WEEKLY NEWSLETTER AT [WWW.QALIPU.CA/MAW-PEMITAJIK-QALIUPUK/](http://WWW.QALIPU.CA/MAW-PEMITAJIK-QALIUPUK/)

**MAW-PEMITAJIK**  
**QALIPU'K**  
*The Caribou are Travelling Together*

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The Qalipu Cultural Foundation (QCF) exists to preserve and promote the culture and heritage of the Mi'kmaq of Newfoundland. We strive to inspire our people to proudly embrace their heritage and empower them to continue the traditions of our Ancestors. The Foundation preserves cultural documentation, and promotes the involvement of Youth and Elders in cultural activities within the Band. We strive to inspire our people to proudly embrace their heritage, to empower them to continue the traditions of our Ancestors and restore the spirit of Mi'kmaw culture in Newfoundland and Labrador.

