

**Qalipu First Nation  
Council Meeting  
February 11, 2023**

**Qalipu Community Room & Microsoft Teams**

# Table of Contents

- Attendance .....3
- Acceptance of the Agenda- Motion 30-2022-2023 .....3
  - Edits to the Agenda .....3
  - Finance .....3
  - Health .....4
  - Education and Training.....4
  - Culture, Tourism and Community Development .....4
- Experience Qalipu Plan-31-2022-2023.....4
- AOPs Discussion Resumed .....5
  - Environment and Natural Resources .....5
- Committee Updates .....5
  - Finance and Audit Standing Committee Update.....5
  - BCR 06-22-23- Appointment of Auditor .....5
  - Motion 32-2022-2023- Changes to Internal Employment Eligibility.....5
  - Motion 33-2022-2023- Manager’s Benefits.....5
  - Operations and Communications Committee Update.....6
  - General Discussion Topics.....6
- UNDRIP Presentation .....6
- Questions received for Council .....6
- Council remarks.....6
- Adjournment .....7

## Attendance

The following members of Council and Staff attended the meeting:

<b>Name:</b>	<b>Position:</b>
Mr. Brendan Mitchell	Chief
Ms. Jennifer (Jenny) Brake	Western Vice-Chief
Mr. Andrew (Andy) Barker	Central Vice-Chief
Mr. Jasen Benwah	Councillor Port Au Port
Ms. Charlene Combdon	Councillor Exploits
Ms. Sharren (Sherry) Dean	Councillor Corner Brook
Mr. Calvin Francis (joined via Teams)	Councillor Gander Bay
Ms. Terri Greene	Councillor Benoit's Cove
Mr. Francis (Frank) Skeard	Councillor Glenwood
Mr. Robert (Bobby) White (joined via Teams)	Councillor Flat Bay
Mr. Hayward Young	Councillor Stephenville
Ms. Kellie Kerpan (joined via Teams)	Director of Culture, Tourism, and Community Development
Ms. Alison White (joined via Teams)	Communications Manager
Ms. Paulette Brinston (Staff)	Executive Assistant
Mr. Andrew Simmons (Staff)	Director of Finance

The council meeting began at approximately 9:00 a.m.

## Acceptance of the Agenda- Motion 30-2022-2023

Moved by:	Sherry Dean	Seconded by:	Jasen Benwah
Motion Carried	All in favour	Nine (9)	Zero (0) Against

### Edits to the Agenda

Frank Skeard proposed the removal of items from the agenda from the "general discussion topics" section. Kellie Kerpan, Director of Culture, Tourism and Community Development was present for the meeting and addressed some of the items removed from general discussion.

## Annual Operating Plans

### Finance

Director of Finance, Andrew Simmons was present to address questions from council regarding the AOPs for all departments. There was some discussion about the implementation of the new ERP system (Enterprise Resource Planning) being adopted by the finance department.

## Health

There were some conversation around the provision of medical transportation services for membership. Andrew Simmons explained that the department is working on establishing local guidelines that take into consideration Indigenous Services Canada's requirements for those services.

## Education and Training

Andy Barker posed a question to the E & T Chair, Ivan J. White, regarding post-secondary supports under the ITSEPS program. Ivan explained it is difficult to determine how many non-status individuals receive funding because members can also qualify under the program. These statistics are broken down in QFN's annual report. Priority is always given to Indigenous people, however, if funds are remaining, self-identifying applicants are considered.

## Culture, Tourism and Community Development

The Participark project was listed as an item under general discussion topics, Andrew Simmons provided an update within the CD AOP. There have been some delays regarding the project due to a change in ownership of the company originally awarded the contract. The goal is to have the project begin in the summer of 2023.

An Elder's Cultural Advisory Committee update was provided by Kellie Kerpan. The outdoor education program transitioned over from the Education and Training department, there was a list provided of "knowledge keepers" who were providing cultural outreach in communities. This list did not match the list the CD department had; some were not QFN members. The department is in the process of consolidating their list with the one provided by E & T.

An MOU with Indigenous Services Canada, the province, and QFN to Indigenize the curriculum has been signed. There has been some conversation around an official launch, but it has not yet been implemented.

Sherry Dean requested an update on the Killdevil outdoor program, there had been previous discussions about issues encountered in the implementation of the programs. Busing was a challenge and there has also been changes to the programs. Kellie Kerpan explained that some changes were made to align with NLESD curriculum, as they are a partner in the program.

## Experience Qalipu Plan-Motion 31-2022-2023

CD Director Kellie Kerpan discussed the changes that were implemented in the new version of the EQ strategy. A subcommittee was established to address the concerns expressed by council previously, those items have been either amended or removed.

Moved by:	Charlene Combdon	Seconded by:	Ivan J. White
Motion Carried	All in favour	Nine (9)	Zero (0) Against

## AOPs Discussion Resumed

### Environment and Natural Resources

The standing committee has recommended that a member of staff should visit the Marathon Gold worksite to provide an assessment of operations.

## Committee Updates

### Finance and Audit Standing Committee Update

#### BCR 06-22-23- Appointment of Auditor

Moved by:	Jasen Benwah	Seconded by:	Jenny Brake
Motion Carried	All in favour	Nine (9)	Zero (0) Against

Be it resolved that the auditing firm of Bonnell Cole Janes is appointed auditor of the Qalipu Mi'kmaq First Nation Band for the purpose of conducting an examination of the Band's accounting records and financial procedures for the fiscal year ending March 31, 2023 and shall further provide a report on that examination to the Finance and Audit Standing Committee of this Council.

#### Motion 32-2022-2023- Changes to Internal Employment Eligibility

Revise the HR policy to allow all employees who were hired through a competitive process and have been employed by Qalipu for more than six months to be eligible to apply for internal job postings.

Moved by:	Jasen Benwah	Seconded by:	Sherry Dean
Motion Carried	All in favour	Nine (9)	Zero (0) Against

BE IT RESOLVED that the Qalipu First Nation amend the Human Resource Policy in section 7.E.(4) to read as follows:

For a position below the level of Director, employees that have been with the Band for over 6 months and hired through a competitive process shall be granted the first opportunity to apply and be considered for any new or vacant positions that may arise from time to time, provided that the employee, in the sole discretion of the Employer, has:

- i. The necessary skills, abilities, and qualifications; or
- ii. Relevant years of experience

#### Motion 33-2022-2023- Manager's Benefits

Revision of the HR policy to match the policy for Director's Health Benefits

Moved by:	Frank Skeard	Seconded by:	Sherry Dean
Motion Carried	All in favour	Nine (9)	Zero (0) Against

BE IT RESOLVED that the Qalipu First Nation amend the Human Resource Policy in section 14.E.(6) to read as follows:

Qalipu will pay up to a maximum of \$500 per year of the Health Benefit Plan. This plan can be in the form of extended health care, critical care, long -term disability, dental or other as approved by the appropriate supervisor.

**ACTION ITEM:** The finance and audit committee have been asked to find the funds in the budget to provide the same benefits for all staff.

### Operations and Communications Committee Update

Committee chair, Jenny Brake, provided an update on the activities of the department. Working on improving communications, putting up videos online, there is currently an RFP out to get some recommendations on how to improve current processes.

### General Discussion Topics

Sherry Dean had requested discussion of a meeting with local Chiefs be included in the agenda. She advocated for the need to have a meeting with representatives of local groups many of whom share common interests. Chief Mitchell suggested the meeting be held in Corner Brook in March or April. Frank Skeard expressed some concern with taking time and resources away from membership. This generated some discussion among councillors about the potential meeting.

The council meeting broke for lunch at 12:00 pm. The meeting resumed at 12:45 pm.

### UNDRIP Presentation

Keith Cormier, UNDRIP Engagement Assistant, provided a presentation to council, which was shared on ginu livestream, setting out recommendations from the United Nations Declaration of the Rights of Indigenous Peoples.

### Questions received for Council

No questions or comments were received for council.

### Council remarks

**Hayward Young-** Since joining council he has been lobbying for more of a QFN presence in his ward. There's a lack of access to services for membership, based on the size of membership in the ward. Some of our groups are doing good work but lack core funding.

**Terri Greene-** Held a combined virtual ward meeting with Sherry Dean. Will continue to hold those and members of council who would like to be included can join.

**Charlene Combdon-** Had a member reach out to her whose grandfather was a residential school survivor. Approached the town of Grand-Falls Windsor to put in a crosswalk that honours residential school survivors. The town has not asked for any financial support, they will be absorbing the cost. Finally able to make a connection with the Town of St. Alban's, there will be a workshop and she will also visit and engage with membership.

**Sherry Dean-** Looking forward to land discussion during in-camera. Enjoyed virtual ward meeting with Terri Greene, also had a in-person meeting the following week. She also reiterated her concerns about the lack of accessibility in the community room. Visited Templeton and read some stories for literacy work, read Mi'kmaw stories from the CD department. Continuing visiting schools and teaching students the Honour Song. Hoping that Chief and anyone (in council) who would like to attend, will come to the schools in April to hear the students sing the Honour Song. She also discussed the need to Indigenize the curriculum with the Principal of the local high School.

**Jasen Benwah-** Been busy helping members with SCIS card renewals. Port au Port is an evolving situation, everyone has likely seen the media report. He has been working to come up with a solution that works for both sides.

**Chief Mitchell-** Would like to comment on Jasen and his family's situation, dealing with serious harassment in his capacity as Chief of Benoit First Nation and a resident. Groups are lobbying for Jasen's removal as councillor, this cannot be done. The band is governed by the Indian Act, someone cannot be removed from office for having an opinion that is considered unfavourable to some.

**Frank Skeard-** Uncle and cousin have been sharing cultural knowledge to various communities. Land guardian training program being held in Gander funded by AFN, mostly attended by QFN members. He has not yet held a ward meeting; we need to consider a service center approach. QFN made a donation to the Gander women's association, the group is holding an event on Indigenous Women's Day. He shared Hayward's thoughts that there's a lack of representation in other wards, QFN should consider a service centre approach.

**Jenny Brake-** Working with local schools to ensure there's an Indigenous presence. Empowering Indigenous Women is doing a men's program, if members know of men who would be interested in getting involved, reach out to Colleen Paul. Chief Joanne Miles is the representative for AFM women's council, designated her (Jenny Brake) as proxy. No response was received from Aboriginal Sports and Recreation Circle on her application to serve as a representative. Provincial women's steering committee, of which she is a member, the government has established a reconciliation council which consists of representatives from each Indigenous group. Working on murals for local schools, if communities would like her to create a piece for them, she will try to accommodate their request. Visiting CC Loughlin to sing the Friendship Song with students, school is holding a "Friendship Day" on Valentine's Day. St. James All Grade is currently undertaken an initiative to infuse Indigenous culture into their curriculum.

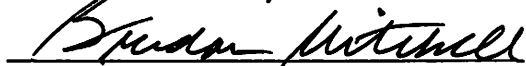
**Calvin Francis-** Everything is good in the ward. He will ensure he attends future meetings in person.

## Adjournment


Frank Skeard made a motion to adjourn at approximately 3:00 pm.

The next meeting of council is scheduled for Saturday, March 11, 2023.

**Minutes Submitted By: Paulette Brinston**



Approved By: Chief Brendan Mitchell



Certified By: Paulette Brinston