

INDIGENOUS
PEOPLES DAY
FIRST NATIONS EDITION



ANNUAL *2022-23* REPORT



Qalipu
FIRST NATION



QALIPU FIRST NATION

Working for the Advancement of our People

Qalipu is part of the Mi'kmaq Nation whose territory extends from Maine to Quebec, through the Maritime Provinces and into Ktaqmkuk (Newfoundland). This territory is also known as Mi'kma'ki.

Unique Nation: Our Mi'kmaq ancestors were denied rights and acknowledgement when Newfoundland joined Canada in 1949. More than sixty years later, some twenty-five thousand descendants proudly claim Indian status in their place. The band was formally recognized with the formation of Qalipu First Nation in 2011 after decades of advocacy by Indigenous leaders.

Across Ktaqmkuk: Our territory is made up of 67 traditional Mi'kmaq communities, spread out over 9 Electoral Wards. An elected Chief and Council govern the Qalipu First Nation. There are five satellite offices located in Gander, Glenwood, Grand Falls-Windsor, St. George's, and Stephenville and our central administrative office is in Corner Brook.

Supporting our Members: Our service offering includes education and training, tourism development, health benefits and services, employment programs, registration assistance, environmental monitoring & research, culture, and community economic development.

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CHARLES PENDER

WELCOME FROM THE
BAND MANAGER

Kwe’

As your new Band Manager, I am pleased to present Qalipu First Nation’s annual general report for 2022/ 2023. I will admit to facing a steep learning curve in the first month of my term at Qalipu as I seek to help navigate a very large and complex organization while at all times keeping our underlying vision and values at the forefront in everything we do.

I have had the opportunity to visit our 5 satellite offices and begin the journey of getting to know Qalipu, our programs and services and our employees who work daily to help Qalipu achieve our collective vision: “*Qalipu Mi’kmaq First Nation exists to achieve the advancement of our people.*”

While I have only been with the Band for a short while, I do want to thank and commend our staff for their hard work, commitment, and professionalism in serving our members in a culturally sensitive and respectful manner. I am truly impressed by your dedication, your empathy, and your commitment to improving the lives of our members.

As I continue to learn and grow in this position, I look forward to working with our employees, Chief and Council in service to our members.

Finally, I would like to thank my predecessor, Mr. Keith Goulding, for all of his hard work and efforts on behalf of QFN over the years.

Wela’lin,

Charles

Financial Highlights 2022-2023

The Band generated over \$24 million in revenue during the fiscal year. This is an increase of over 24% from 2022.

\$10,000,000 paid out in funding for education and training for our membership.

Through Covid support for home heating and food security, \$595,000 was distributed.

\$2,853,000 was paid out to support Band members travelling for medical appointments and procedures.

The Emergency Housing Repair Program provided \$266,649 in funding to Band members for home repairs.

\$300,000 was spent to fund language, land-based learning, and reviving Mi’kmaq arts and crafts

\$1,610,000 was provided for access to mental health counselling and other supports.

MESSAGE FROM THE CHIEF

BRENDAN MITCHELL



Kwe'

On behalf of our Council at Qalipu First Nation, our Executive Committee and Qalipu Staff, I welcome you to our Annual General Assembly (AGA) 2023. Our AGA presents an opportunity to review with Qalipu members, the activities of the past year and to present the financial statements for our operations. The AGA also provides an opportunity for Qalipu Council and senior staff to hear directly from our members.

As we near the completion of year two for our current Council elected in October 2021, I wish to thank Councilors for their ongoing efforts, commitment and dedication to Qalipu First Nation, our members and our communities.

The format for this year's AGA involves a more interactive approach whereby members will be given the opportunity to speak one-on-one with the Directors of our various departments as our staff showcase the programs and services available through their teams.

Qalipu First Nation continues to maintain and develop positive working relationships with Indigenous organizations at national, regional and provincial levels and with federal, provincial and municipal governments. We continue to foster a strong relationship with the Assembly of First

Nations (AFN), the Atlantic Policy Congress, the Mi'kmaq Grand Council and the Atlantic Health Partnership.

In December of 2022, the Newfoundland contingent made a request to the AFN to establish its own region. Formerly, Newfoundland was combined with Nova Scotia with one Regional Chief representing both provinces. The resolution was well supported by the Chiefs in the Assembly at the AFN Annual General Meeting. In the Spring of 2023, I was appointed as the Interim Regional Chief for Newfoundland and became a member of the Executive Committee of the Assembly of First Nations. Recently, funds have been secured to enable the set-up of an office of the Regional Chief for Newfoundland. This development for Newfoundland Mi'kmaq allows us to take our rightful place among First Nations across Canada and I'm very proud to have been a part of this significant milestone during my term as Chief of Qalipu First Nation.

Also, late last year, I was pleased to represent Qalipu in a new agreement in partnership with the Government of Canada and the Federation of Newfoundland Indians that would allow for the reconsideration of status for current and retired service members, and their children, who had not met the group acceptance criterion when their applications for status had been reviewed. We brought the Ser-

vice Members Agreement to a vote of our membership, and I was thrilled when 94% of voters said yes to putting in place a process for our veterans to come back into the Band. This process is ongoing, and we expect to see it finalized soon. I would like to take this opportunity to thank the members of the enrolment process Implementation Committee for their involvement and support for this initiative.

With concerns around Covid subsiding, the summer of 2022 saw the return of powwows and other cultural events throughout our Province. These events were well attended by both Indigenous and non-Indigenous people who appeared happy to be able to participate in cultural gatherings after the pause created by Covid-19. We now look forward to September 30 as we recognize the National Day for Truth and Reconciliation. Events are being scheduled in many of our communities.

In the coming year, Band members can expect a high level of engagement as we set out to visit more of our communities for something we're calling *Community Conversations*. These gatherings will be an opportunity for Band members to meet some of our staff, along with Council representatives, learn more about the programs and services offered by the Band, as well as provide feedback on what we could be doing more effectively.

We continue to focus on working together in harmony and collaboration as we develop our Nation for our people and communities.

Wela'lin, Chief Brendan



Chief Brendan Mitchell stands next to the Corner Brook sign which features a portrait of his great-grandfather Mattie Mitchell.
Mattie Mitchell was a well-known Newfoundland Mi'kmaq guide and prospector. He was recognized by the Federal Government of Canada for his contribution to the province and was designated as a person of National Historic Significance in 2002.



Finance Department



Accounting,
Payroll and
Budget
Planning

Director: Andrew Simmons

Overview

2022-23

Qalipu First Nation saw significant financial growth as the Band generated \$24.6 million in revenue during the fiscal year. This is an increase of over 24% from 2022. The increase in revenue is due to additional funds received from the Federal Government, increase in interest revenue, and additional funds received to support our members. The Department also secured funding to support a transition to a new accounting system, implement a new corporate structure of the for-profit entities, and to deliver housing programs to support members in need. Moving into 2023-24, we are excited about the opportunities available to increase the support programs we provide to membership.

General Assessment

Best score among First Nations in Canada

Indigenous Services Canada (ISC) prepares an annual report highlighting the strengths and risks for each agreement holder. ISC states, “The General Assessment Workbook is used

to assess the following risk factors: governance, planning, financial management, program management and other considerations. Information about the recipient 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’.” In 2022, Qalipu received the lowest score possible, a 0.00. This is the best score among First Nations in Canada and 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.

Financial Statements

Audited and Consolidated

We are pleased to report another successful year for Qalipu First Nation in meeting its financial reporting requirements. The financial statements on the following pages

represent the consolidated operations of the Band and its wholly owned commercial enterprises: Qalipu Development Corporation (QDC), Mi’kmaq Commercial Fisheries Inc. (MCF), Qalipu Marine Holdings Ltd. (QMH), and Eastern Door Logistics. In 2022-2023, the Band earned revenues of \$24.6 million and total expenditures of \$23.2 million, resulting in a surplus of \$1.4 million. The Band’s auditors, Bonnell Cole Janes, completed their final report and presented the statements to Chief and Council, which were approved on July 23rd. The auditor provided an unqualified audit opinion and stated that “In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at March 31, 2023”

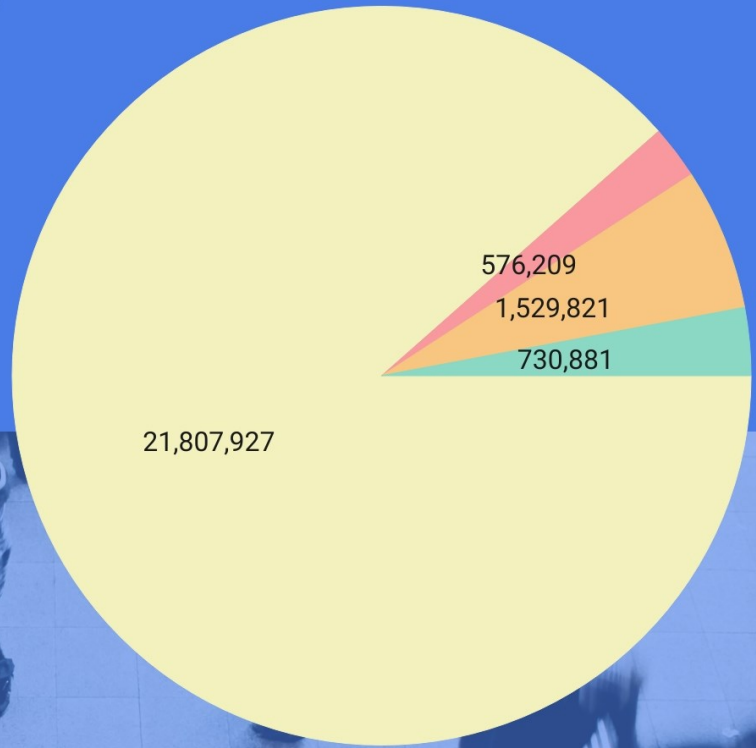


Where the Money Comes From

Pie Chart

Sources of Revenue

- Federal Government**
- Provincial Government**
- Own Source Revenue**
- Other Sources**

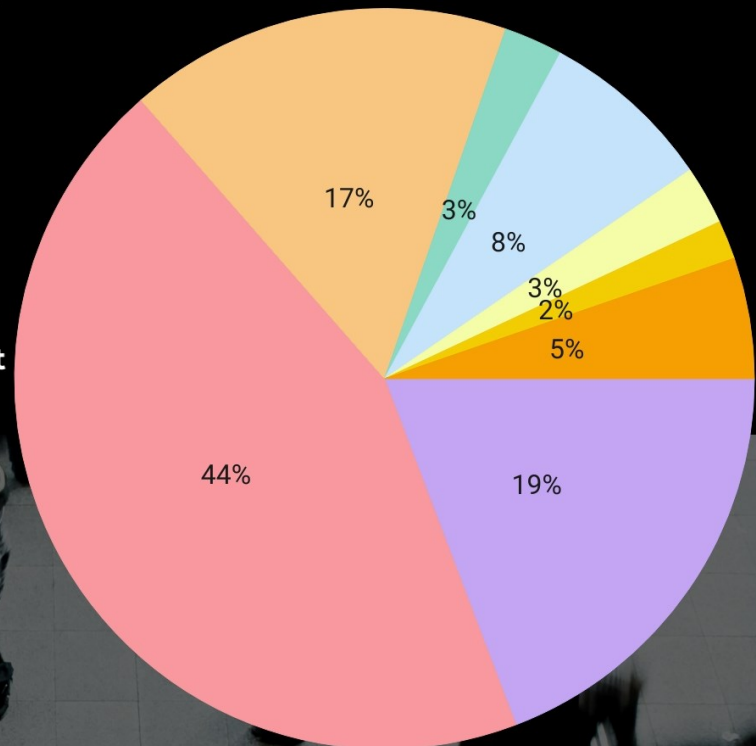


Where the Money Goes

Pie Chart

Expenditures

- Education/Career Development**
- Health Benefits**
- Council and Staff**
- Covid Programs**
- Administrative Costs**
- Services and Marketing**
- Housing Support Programs**
- Other**



QALIPU FIRST NATION
CONSOLIDATED STATEMENT OF REVENUE
FOR THE YEAR ENDED MARCH 31, 2023

	<u>Budget</u>	<u>2023</u>	<u>2022</u>
REVENUE			
Federal Government			
Indigenous Services Canada (Note: 15)	\$12,704,436	\$18,009,566	\$15,265,731
Employment and Social Development Canada	2,180,465	2,451,585	1,941,322
Fisheries and Oceans Canada	281,844	812,595	539,978
Canadian Heritage	308,200	167,037	146,239
Environment and Climate Change Canada	100,767	100,736	99,873
Women and Gender Equality Canada	170,710	85,471	657
Canada Mortgage and Housing Corporation	51,818	64,961	17,639
Atlantic Canada Opportunities Agency		64,472	69,498
Impact Assessment Agency of Canada	12,022	46,544	23,205
Natural Resources Canada	<u>220,000</u>	<u>5,000</u>	<u> </u>
	<u>16,030,262</u>	<u>21,807,967</u>	<u>18,104,142</u>
Provincial Government			
NL Housing Corporation	239,000	251,410	11,590
Canadian Women's Foundation		119,100	
Industry, Energy and Technology		58,521	15,399
Children, Seniors & Social Development		49,000	
Fisheries, Forestry and Agriculture	100,000	39,405	10,595
Tourism, Culture, Arts and Recreation	50,000	38,926	14,377
Municipal Affairs and Environment	8,762	8,762	2,292
Heritage NL	6,835	6,835	2,165
Immigration, Population Growth and Skills	4,250	4,250	
Women's Policy Office			<u>19,363</u>
	<u>408,847</u>	<u>576,209</u>	<u>75,781</u>
Other Revenue			
Commercial fishery	1,017,805	884,786	980,793
Interest revenue	53,037	455,386	34,178
Aboriginal Employment Services	622,680	249,482	
Rent	189,649	189,649	200,448
Labrador Friendship Centre	220,161	112,055	122,618
Toronto Dominion Bank	100,000	100,000	
Intervale Associates Inc	66,345	95,748	43,326
First Nations Education Initiative Inc.	90,296	66,796	6,004
Miscellaneous		65,200	47,443
Ulnooweg Indigenous Communities Foundation	85,050	24,379	6,057
Gifts and donations		11,029	25,055
Administration fees	1,083,504	5,990	96,618
Aboriginal Sports and Recreation Circle of NL	2,727	202	18,478
ACAP Humber Arm			33,781
Assembly of First Nations			6,000
Gain on disposal of capital assets			<u>1,000</u>
	<u>3,531,254</u>	<u>2,260,702</u>	<u>1,621,799</u>
	<u>\$19,970,363</u>	<u>\$24,644,878</u>	<u>\$19,801,722</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, 2023

	<u>Budget</u>	<u>2023</u>	<u>2022</u>
EXPENSES			
Skills development - University	\$ 3,792,464	\$ 7,001,954	\$ 6,216,013
Health benefits payments	2,322,293	4,463,792	3,080,351
Wages and benefits	4,632,110	3,676,307	3,174,249
Skills development - Community College	1,235,540	2,635,066	2,330,794
Travel and meetings	1,218,547	1,003,216	501,412
Covid-19 Support Program	446,650	595,806	555,792
Summer program	79,000	386,057	153,802
Emergency housing support	267,376	354,727	122,680
Professional fees	540,947	316,154	168,465
Office and postage	255,414	287,683	326,792
Consulting and research fees	612,734	279,997	394,496
Maintenance and supplies	260,744	237,524	227,504
Honorariums and per diems	246,850	216,013	126,720
Amortization of tangible capital assets		209,993	224,841
Graduate incentive	660,000	159,662	24,440
Wage subsidy	72,000	134,504	72,068
Rent	174,152	124,467	80,264
Telephone	125,496	119,917	97,302
Advertising and promotion	141,869	107,080	103,203
Licences and fees	965,000	106,221	77,226
Boat fuel and bait	60,000	99,789	40,712
Insurance	43,691	83,960	74,444
Targeted training program	70,000	78,313	177,894
Utilities	62,805	65,171	64,960
Cultural activities and supplies	78,662	60,830	23,942
Interest on long term debt	44,466	48,142	35,993
RCMP youth program	69,730	43,290	22,664
Career threads program	14,000	43,237	54,751
Loss on disposal of tangible capital assets		40,322	
Housing program		39,137	29,560
Self employment assistance	60,000	38,666	10,000
Municipal tax	44,729	35,773	35,779
K-12 Programming		31,839	
Income taxes	40,000	20,849	103,449
Gifts and donations	8,000	15,298	7,994
Bad debts		15,041	5,677
Interest and bank charges	9,380	14,780	20,883
Jordan's Principle - Programming		10,780	
Staff skills development	65,039	9,989	46,398
Miscellaneous		5,680	2,539
Contribution to Qalipu programs	100,000	5,467	10,637
Capacity building	7,500	3,643	5,515
Field supplies	4,299	1,542	19,379
Sports and recreation support	2,727	1,407	17,273
Equipment purchases	134,700		
Aboriginal health program	15,000		
Labrador community support			116,597
Election expenses			107,436
	<u>\$ 18,983,914</u>	<u>\$ 23,229,085</u>	<u>\$ 19,092,890</u>

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

Education and Training



Education,
Training,
Employment and
Partnerships

Director: Monique Carroll

Student Support

Post-Secondary Student Support Program

This program provides funding for tuition, fees, books and living allowances for eligible clients. In the past year, we have funded **954** students under the Post-Secondary Program in a variety of college diplomas as well as undergraduate and post-graduate studies. The Education and Training department also administers Post-Secondary Student Support Program for individuals who are registered under the Indian Act and on the general membership list.

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

Apply: <https://qalipu.ca/education-and-training/post-secondary-student-support-training/>

Hello, I'm
Brett Wells Keough

Graduate-Doctor of
Dental Surgery,
Dalhousie University
with support from
Qalipu First Nation



My name is Brett Wells Keough, I am from Irishtown, and I recently graduated with a Doctor of Dental Surgery degree at Dalhousie University. In 2015, I graduated from high school and started my first year of university at Grenfell Campus in Corner Brook studying general chemistry and mathematics. I had a strong interest and success in these subjects in high school. My degree choice meant that I would ultimately finish my studies at Memorial University's St. John's campus, where the remainder of my courses would be offered. In addition, I took courses as prerequisites to the Doctor of Dental Surgery program offered at Dalhousie University in Nova Scotia. When I graduated from MUN in Spring of 2019 with a Bachelor of Science, I was relieved when I learned that my application to the Faculty of Dentistry at Dalhousie was accepted and that I would be starting another 4-year long journey in the Fall of 2019. Nova Scotia is the only dental school in Atlantic Canada, so I inevitably had to move away from home again, to Halifax NS, where I would face enormous challenges both educationally and financially. The past 4 years at Dalhousie, I've learned the ins and outs of what it takes to be a confident and qualified dentist. I've even decided to keep pursuing more education by accepting a 1-year General Practice Residency offered by Dalhousie, to gain more familiarity with providing advanced dental care to medically compromised adults and marginalized populations.

All of this is to say that the Qalipu First Nations band has been there with me every step of the way. Their Post-Secondary Student Support Program has been a tremendous support by allowing me to focus on my studies, ensuring I become the best possible version of myself while studying for the career that I love, and minimizing the financial burden accrued by attending such a prestigious program. I owe them a debt of gratitude. My plan upon graduating from dental school is to commit time to practice in areas where access to dental care for Indigenous people is limited, such as rural areas of Newfoundland and Labrador. I feel there is no better way to show my appreciation than providing dental care to a group of people that continue to support me and undeniably need better access to dental care.



Indigenous Skills Employment Training Program

Improving employability skills of our membership

This program focuses on several different initiatives to improve the employability skills of our members and helping to connect members with employment opportunities. We offer employment programs, summer student employment programs, training programs and funding for students attending post-secondary education.

In the past year we have supported **25** new clients in employment programs: Self-Employment Assistance Program (4), Wage Subsidies (16) and Grad Incentive (5)

Training programs such as the Skills Parachute and Short-Term funding programs are also available for members to increase their skills and improve their chances of maintaining or gaining employment. In the past year, we have supported **19** clients in the Skills Parachute program and **13** cli-

ents in the Short-Term funding program.

In addition, we funded **147** 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 also 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.

The Youth Summer Employment program (YSEP) provides wage support to community organizations who, in turn, provide Indigenous youth with meaningful employment to enhance their skillset. Businesses apply for the program and are selected from each of the nine Wards, along with one recipient from locations outside the Wards

as well. Indigenous youth apply directly to these businesses who are successful recipients of the Youth Summer Employment Program. This past year, we funded work programs for **105** summer students.

Qalipu and the RCMP continue to offer work experience for Indigenous youth who are interested in a career in policing and/or justice. This exciting job opportunity gives youth an insightful look at the RCMP to help them determine if this is a career path they wish to pursue. This program is a great stepping-stone for individuals interested in pursuing a career in the RCMP. Our RCMP Summer Student Program has thrived again in the past year with **6** students participating.



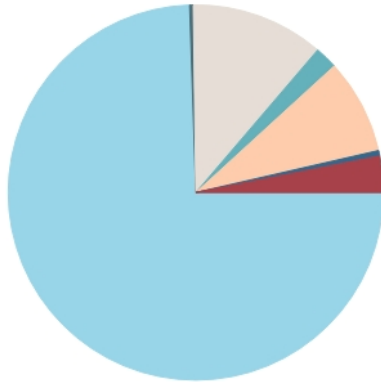
STUDENTS FUNDED

2022

2023

NEW!

Qalipu First Nation reached an agreement with Memorial University to establish a direct payment process for our funded student attending MUN. This had a positive impact for over 400 students and helped lessen some financial stress faced by many students.



- PSSSP Student Support 954
- General List Student Support 4
- ISETP Student Support 147
- ISETP Employment Programs 25
- ISETP Summer Student Program 105
- ISETP Youth RCMP Program 6
- ISETP Short-Term Training Initiatives 40

RCMP Summer Employment Program

Kennedy Blanchard



My name is Kennedy Blanchard and I am from the North Shore of the Bay of Islands. I am 19 years old and about to start my second year at MUN as I complete my Law and Society degree. I hope to one day have a career in the law field, either with the RCMP or as a lawyer. It was very interesting to get to learn and experience the happenings of the RCMP this summer with the summer student program. Being involved with the community was an essential part of our job. We did various presentations regarding important topics to the community, set up tables, and attended events to represent the RCMP. We did our best to represent the RCMP and Qalipu well and make connections within the community. Getting introduced to several of the different job possibilities with the RCMP was very enlightening. They are often only shown as a uniform job, but we all learned they have many possibilities for civilian jobs too. Interacting with the officers was the most eye-opening aspect of our job. All the officers were extremely approachable and open to questions. They did an amazing job showing us an insider's view of the job and inspiring us to want to pursue a career within the RCMP. I would also like to thank Cst. White for volunteering to supervise us this summer. This program is a unique experience for anyone interested in law enforcement. I would recommend anyone interested in law enforcement apply to the program.

Update: Kennedy has been accepted into the RCMP and will begin her basic training in the summer of 2023! Congratulations Kennedy!

Grad Incentive Program

Madison Nolan



“Madison has been a great addition to the Landells team. Her eagerness to learn, strong work ethic and passion for medical aesthetics all play an important part of our mission here at the clinic. She is continuing to grow her clientele and is getting more and more experience in medical aesthetics. Right now she is team lead for the Bela MD treatment which is one of her favourites here at the clinic. We are very grateful for the opportunity to take advantage of one of your employment assistant programs. Our industry comes with a steep learning curve so the Grad Incentive program allowed us the time and flexibility we needed to do additional training while Madison was first employed with us.”

Youth Summer Employment Program

Ryan Murphy



“Ryan was a great addition to our team! Ryan spent time working in our repair facility assisting the mechanics. His duties included checking fluid levels, tire air pressure, wheel torque, lights and greasing pivot points. He also rotated tires, broke tires off the rim, remounted tires and installed on the equipment. He took the time to learn how to use several hand and shop tools and also was training on our Forklift and Front End loader. Ryan had a very busy and successful summer it was great to have an ambitious student eager to work every day, we wish him well with his studies at STFX this fall. Thanks for accepting our application for the Youth Summer Employment Program.”

TARGETED TRAINING INITIATIVES

Enhancing Cultural and Employability Skills

Under the ISETP program, we offer various Targeted Training Initiatives. These initiatives provide opportunities to enhance the cultural and employability skillsets of Indigenous people.

Some of the Targeted Training Initiatives that we offered this year included ribbon skirt workshops, hunting and trapping, mineral prospecting, and seal harvesting.



Participants at Ribbon Skirt Making Workshop in St. George's



Participant panning as a part of the mineral prospecting training initiative

Partnerships

Working together to create opportunities

The department engaged numerous partners this year that we would like to thank for their dedication and their willingness to support our members and our programs. In the past year some partners of Education and Training included: RCMP, Memorial University, College of the North Atlantic, Evoy's Video, Lakeside Cabins Ltd., Saltbox Café Inc., Big Tom's Snack Shack, Bay of Islands Yacht Club, Murphy Brother's, Katies' Gas Stop, Shez West, Salto's Gymnastics, Town of Irishtown-Summerside, Tuckie Butt's Heating & ventilation, Chiropractic Associate's, White's One Stop, Patey's Safety & Industrial, GFW Auto Parts Ltd., NF Aqua Service Ltd., Environment Resource Mgmt Association, Lefty's Pizzeria, Red Indian Adventures, Flat Bay Band – Green Team, Pirates Haven, BSGMRC-Flat Bay, Gander Bay Building Supplies, G & T Enterprises, Marilyn's Ultramar, M & R Graphics, Gander Bay Indian Band, Kikmanaq Indigenous Cultural Revival Association, Appleton Recreation Commission, Riverside Diner, Town of Glenwood, Clarenville WaveRunners Swim Team, Paradise Bowl, Crosbie Job Insurance, Benoit First Nation Inc., Town of Port Au Port East & West, Sheaves Cove recreation

Committee, Our Lady of Lourdes Grotto, Recreation Of Mainland, Secret Cove Brewing Company, Lourdes Superette, Parkview Variety, Chubb's Convenience, Little Sky Dreamers, Rain Flowers Inc., St. George's Indian Band, Wild Fisheries, Bay St. George Soccer Association, Winding Brook Farms, Harmon Seaside Links & Park, Killick Café, People of the Dawn Friendship Centre, Qalipu Cultural Foundation, Stephenville Crossing Parks and Rec., Sweet Berry Farms, Town of Stephenville Crossing, Empowering Indigenous Women for Stronger Communities, DMLT Holdings Ltd., and Southwest Coast SPCA.

Education and Training continued to work with the Atlantic Association of Registrars & Admissions Officers (AARAO) to ensure that we participate in career fairs in each of the high schools that service students in our Wards. Client Service Officers attended the virtual AARAO Career Fairs in each of their perspective areas in September, 2022, to bring program information to members. Our Team will also attend other career fairs to promote our many programs and services.

Scholarships

New scholarship in partnership with Marathon Gold

Last year, Qalipu First Nation and Marathon Gold announced a scholarship to encourage and support Qalipu band members with career development and growth as they attend post-secondary education. Five scholarships, valued at \$1,000.00 each, will be presented annually over the next 5 years. This year, the scholarships were awarded to: Anna Brake, Chelsea Beaton, Kaylee White, Matthew Antle, and Tanner Wells. Congratulations to all the winners!



2022
Bernie
Hanlon
Memorial
Scholarship

This is to certify that
Julianna Brinston
was awarded the
Bernie Hanlon Scholarship
By Qalipu First Nation
in recognition of her dedication to her education and Indigenous culture
on this 12th day of October 2022

Julianna Brinston

This year's recipient of the Bernie Hanlon Memorial Scholarship is Julianna Brinston. Julianna is a third-year Biochemistry Nutrition Student at Memorial University in St. John's. She plans to study Medicine at Memorial once she completes her current program. Her desire to remove inequalities in the Healthcare system has been a driving force in her educational journey. In Julianna's application essay she wrote, "As an Indigenous woman in STEM, I hope to break boundaries and become an advocate for the Indigenous community, a group that is all-too often the victim of stereotyping and abuse in the medical system."

BERNADETTE "BERNIE" HANLON

Bernie dedicated her life to supporting and encouraging the Indigenous people of Newfoundland both culturally and in working with them to meet their educational dreams. Bernie always went above and beyond for her students and tried to help in any way possible through her many years with the Federation of Newfoundland Indians and later with the Qalipu First Nation. Bernie worked tirelessly to help those around her develop personally as well by supporting and encouraging cultural and spiritual growth. The Bernie Hanlon Memorial Scholarship was created to help a client of The Education and Training Department attending college or completing an undergraduate degree to continue to pursue those dreams.

Kiskajei wjit Espi-kina'muaqn

I am ready for higher studies

This year, the department launched a new project focused on reducing the financial and socioeconomic barriers for Indigenous students in Newfoundland and Labrador by promoting the availability of Registered Education Savings Plans (RESP) and the Canada Learning Bond (CLB).

The CLB is available for children of modest-income families up to and including their 15th birthday. Additionally, students who are transitioning to post-secondary education between the ages of 18-21 can apply for the CLB on their own. There is no cost associated with opening a RESP, and regular contributions are not necessary to receive the Canada Learning Bond. However, financial limitations apply.

As part of the project, we are pleased to announce that we have a limited number of RESP/CLB participation bonuses of \$500.00 for Indigenous students who open a RESP within the program constraints and qualify for the CLB. The bonus will be deposited directly into the RESP.

ILMI Indigenous Labour Market Information



The Indigenous Labour Market Information (ILMI) is a national pilot project is being carried out in over one hundred First Nation communities across Canada providing valuable labour market information. Qalipu started the project in June, 2022, and by the end of the 2022-23 fiscal year, 4335 surveys had been completed.

Information is kept secure and confidential, but helps our team identify training or employment gaps, and to help determine the needs of our membership. It can also be used to build resumes to match members with current jobs.

All Qalipu First Nation members 15+ are encouraged to complete the survey and to say thank you, members will be mailed a \$25.00 gift card.

Operations Department



Infrastructure,
Information
Technology and
Membership
Management

Director: Rod Bennett

Service Members Agreement

Honouring our veterans

In November, 2022, Qalipu announced a new agreement in partnership with the Government of Canada and Federation of Newfoundland Indians. The Agreement would allow for the reconsideration of status for current and retired service members, and their children, who had not met the group acceptance criterion when their applications for status had been reviewed.

Band members were asked to accept the new agreement by way of a ratification vote which took place in December, 2022. 3182 voting-age members turned out for the vote and 94% of voters who participated in the referendum voted yes to ratify the agreement.



(L-R) Evan Bennett, Alison Muise, Chief Brendan Mitchell and Rod Bennett.

Chief Mitchell, accompanied by staff support pictured here, visited all nine wards on a community tour to share information about the new Agreement and encourage Band members to participate in the ratification vote.

Following the ratification, eligible service members were invited to submit proof of service and have their files reviewed by the Enrolment Committee. Around 800 applications were received. The process of reviewing files and accepting veterans into the band is expected to conclude in the coming months.

Membership

changes, new registrations, SCIS renewal

Update your information.

Address Change

Name

Gender

Death/Birth

Band Transfer

Contact QFN Indian Registration Administrator

Secure Certificate of Indian Status (SCIS) and Indian Registration Administration (IRA) departments have been quite busy over the past year.

The field events, which include marriage, deaths, divorce, and name changes totals 130. New child and adult registrations under the Indian Act total 256. In addition, 2331 band members were supported in the renewal of their SCIS cards.

New Office Locations

Gander and Stephenville

We now have a new office in Gander that can hold five to seven staff members. In Stephenville we have moved into a larger office space and increased our staff from two to five staff members. Having new offices in both these communities is very important to the band. Qalipu First Nation is growing, and we are looking forward to working with all the communities.



EMPLOYEES AT QFN

The Band employs 84 people



Health & Wellness Department



Non-Insured Health Benefits, Jordan's Principle, Housing

Director: Mitch Blanchard

Housing

Building into the future

In 2021 – 2022, the Health and Wellness Department expanded its operations to include housing. Housing is an extremely important topic for the membership, staff, and Chief and Council. In the first year of operations, the goal was to identify resources for staffing and programming, build capacity, and create a vision plan for QFN housing. Now in its second year, the QFN housing division strives to continue offering housing support to members while building capacity. Since the formation of the QFN housing division, over \$1.1 million in program funding has been received for member support.

Housing Strategy

In 2022, the Qalipu Housing Strategic Plan was approved by QFN Chief and Council. This strategic plan includes the goals and objectives of the QFN housing

division (housing resources, policies and procedures, community outreach, partnerships, research, and planning, etc.) Qalipu's vision is to develop long-term, sustainable housing development programs that are affordable and obtainable with a wide range of housing options that contribute to the health, wellness, safety, and betterment of all our people.

Housing Support Programs

Qalipu Home Repair Program - In 2021, a partnership with Newfoundland and Labrador Housing Corporation (NLHC) saw \$263,000 in funding awarded to QFN under the "Provincial Housing and Homelessness Fund" to provide up to \$5,000 per band member to assist with their housing repair and renovations. This program concluded at the end of

November 2022 with over 350 applications received.

Reaching Home Indigenous NL - "I'Tesnen: We Are Staying" Emergency Housing Support Program \$368,500 in funding from Reaching Home Indigenous NL to provide members who are homeless and/or at risk of becoming homeless with various emergency housing support services. This program is scheduled to conclude on March 31, 2024.

Additional funding of \$300,000 was received in 2022 from Reaching Home Rural and Remote to support the vital

"This program gave me back a little bit of freedom, enabling me to do things on my own; it was a great help."

— CLIENT, WESTERN NL —



Special Program

Covid-19

Covid-19 Support Program Summary 2022

In 2021, through the help of government provided funding, **QALIPU FIRST NATION (QFN) WAS ABLE TO OFFER THREE PROGRAMS TO SUPPORT ITS MEMBERS WHILE NAVIGATING THE COVID-19 PANDEMIC.** These programs included the Vulnerable Population Essential Travel Program, Essential Worker Childcare Program and Device Support Program. Because of the enormous success of these programs and the evident need for continued supports for its membership, QFN was successful in applying for and securing additional government funding for 2022. After reviewing feedback from its members, many of whom reported increased need for our seniors and a struggle for our members to heat their homes, QFN decided to complete a second round of the Vulnerable Population Essential Travel Program as well as offer the Residential Home Heat & Energy Rebate for the first time. These programs put funds directly into the households of our most vulnerable for much needed supplies and provided support to help our membership afford the ever-increasing heating costs.

Vulnerable Population Essential Travel Program (VPET)

Due to the impacts of Covid-19, some of the most vulnerable in our population, our seniors, faced greater challenges in obtaining and paying for critical supplies. To help support these members, QFN implemented the VPET program for a second round; for those who applied, a fifty-dollar travel reimbursement was provided to cover previous transportation related costs to

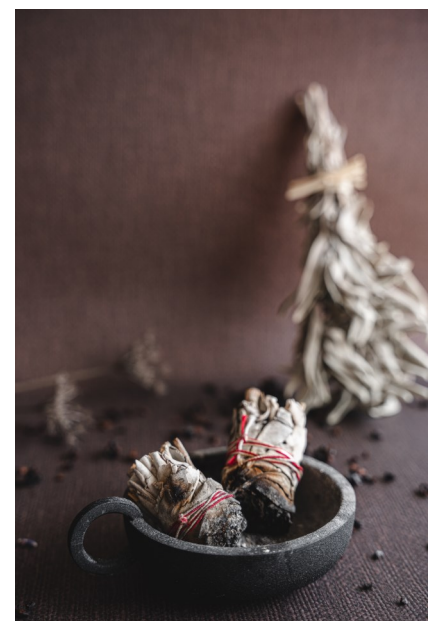
obtain groceries, hygiene, and sanitation products. Eligibility requirements for the second round of the program were as follows: applicants were required to be a member of QFN, a resident of Canada for a minimum of 12 months prior to the date of application and be sixty or older at time of application. There was a limit of one successful application per household. Members could apply for the program via an online application and for those who did not have access to internet, or a computer, support was provided via phone or in office. **THE SECOND ROUND OF THE PROGRAM SUPPORTED APPROXIMATELY 2042 MEMBERS WITH A PAYOUT OF APPROXIMATELY \$408,400.**

Residential Home Heat & Energy Rebate (RHH&E)

As a direct result of the Covid-19 Pandemic, and multiple stay-at-home orders, Qalipu First Nation recognized that its members endured financial hardship due to the unexpected and continuous rises in the cost of heating and running their homes. To support its membership through these unprecedented times, QFN hosted two separate random draws to disperse funds to successful applicants towards their incurred Home Heat & Energy Costs. The program was open to Qalipu First Nation members residing in Canada for a minimum of (12) consecutive months prior to date of the application. All applicants were required to provide proof of service charges in the form of a receipt or invoice from a registered home heat or energy provider showing a minimum service charge total during a specified 3-month period. There was a limit of one application per member. While all member applications were

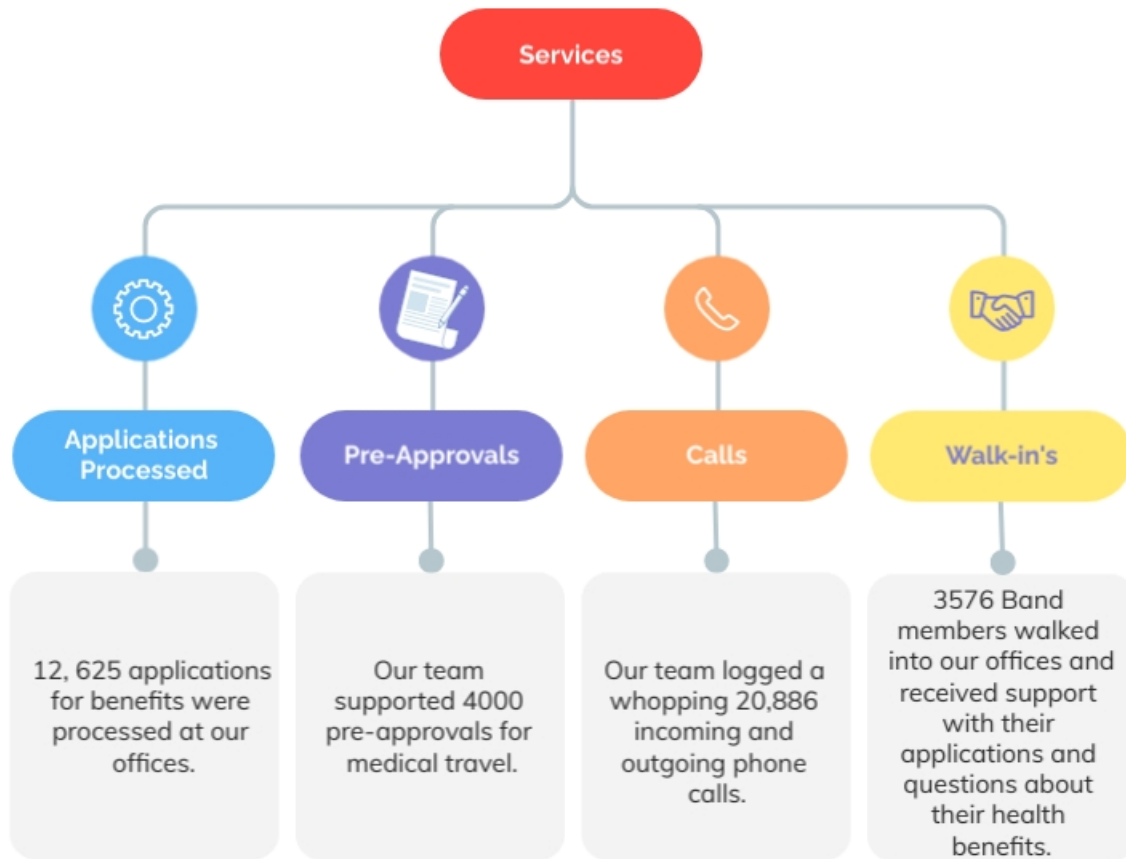
accepted, only one successful applicant per household was permitted.

The first round of the RHH&E program supported approximately 315 applicants at \$200 per household, totalling \$63,000. The first round of this program was met with an overwhelming number of applicants, approximately 106, that proved the need for support was greater than we could provide with the initial funding grant provided. Another proposal was put forward and approved for additional supports to run a second round of the RHH&E program. Due to inflation and the increasing costs of fuel and energy to heat homes, the second round of the program was approved for \$350 per household. **THE SECOND ROUND OF THE PROGRAM SUPPORTED APPROXIMATELY 752 MEMBERS WHO WERE NOT CHOSEN DURING THE FIRST ROUND. AT \$350 PER HOUSEHOLD, QFN PAID OUT A TOTAL OF \$263,200.** Overall, the RHH&E program supported 1067 members and paid out \$326,200.

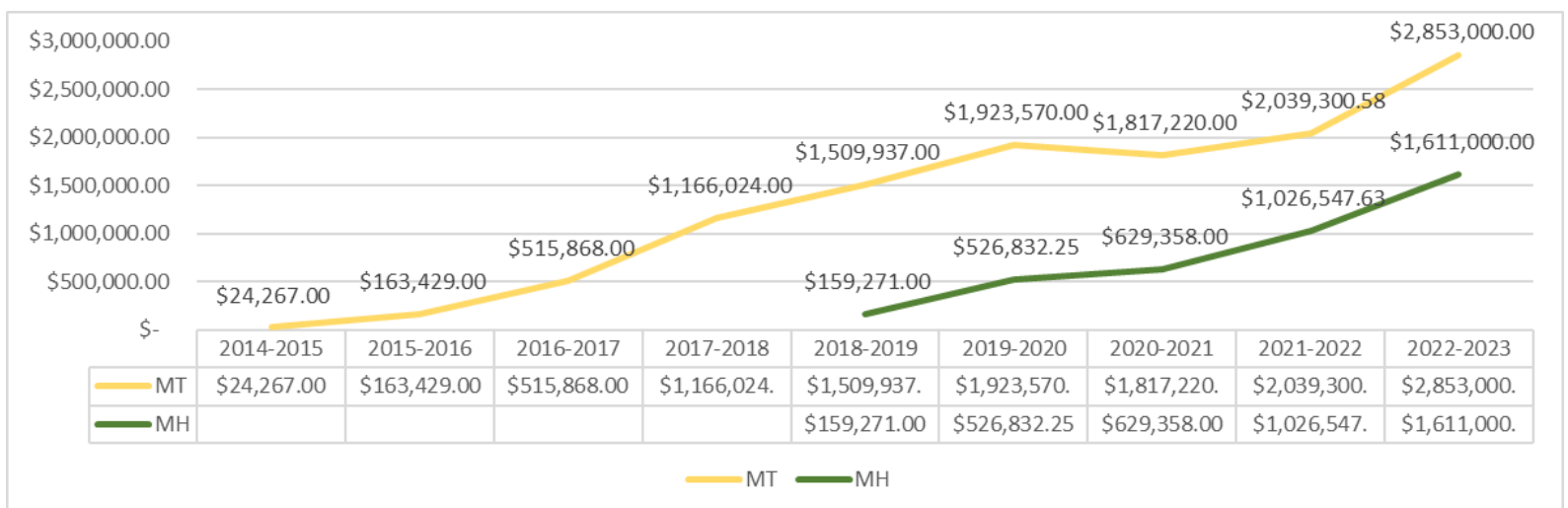


Non-Insured Health Benefits

2022-23 Statistics



Medical Travel (MT) & Mental Health (MH) Counselling Benefit Coverage



Culture, Tourism and Community Development



Cultural
Programs, Small
Business and
Tourism Support

Director: Kellie Kerpan

Eastern Sun

Cultural learning for
children aged 2-6

The Eastern Sun program currently has over 30 Centers participating (70 homerooms/classrooms) and receives interest from schools, family resource centers and daycares regularly. The curriculum, which teaches children Mi'kmaq culture and values, has been developed to incorporate developmentally appropriate learning experiences for children aged 2-6.

Every center is given a package which includes some Indigenous authored books to add to their library. Each time a visit is done at a center, the children learn a different aspect of the culture. Some examples would be animal tracks, Mi'kmaw Language Bingo, important days observed by the Mi'kmaw such as National Indigenous Peoples Day, Mi'kmaw History Month, Indigenous Language Day and Truth and Reconciliation Day. We also introduced drumming and singing. This is a fantastic program and we hope to see it continue for years to come.

"It's been amazing to see the impact the education has made on the children and the teachers, and we know this because they reach out to us often for help to indigenize the activities and learning experiences they are planning within their curriculums. This program reaches far and the benefits from it are being shared every day."

Monica Companion, Early Education Outreach Officer



Children participating in the "Moccasin Project " for Truth and Reconciliation day.



Children learn about furs, enjoying feeling the beaver (kopit) fur at Stepping Stones Daycare

School Outreach Program

Cultural learning for children in grades K-12

The Indigenous School Outreach Program brings aspects of Mi'kmaq culture into our classrooms, as we empower and inspire youth to become engaged with their culture. This year, aspects of the Education Outreach were changed to better suit the needs of the schools within the Newfoundland and Labrador English School District (NLESD). These changes included expanding and bringing the program to all ages within the schools, as well as creating additional lesson plans that better suit our programming and their curriculum. In total for the past school year, we were able to attend and deliver this program to well over 70 classrooms in various schools across our territory ranging from kindergarten to grade 12. This has been a massive success and we hope to expand again in the coming year.

Mi'kmaq Language Revival

Priority focus

Reviving our Mi'kmaq language continues to be one of the top priorities in our department. We have integrated language into all aspects of our work from our greetings and billboards to games and activities within daycares and NLESD. We have hosted multiple language classes throughout the year. Most classes have been held virtually to ensure that it is fair opportunity for all members across the territory and the country to sign up and take part in the classes. Our sights for

the future are to enhance language with all Qalipu First Nation employees. Something as simple as Kwe' or Wela'lin in an email is a step forward in regaining our language and securing it for the next 7 generations and shows our membership that we too are still learning.



REVIVING MI'KMAW ART

REVIVING MI'KMAQ ART was a project that was intended to revive the artistic practices lost throughout the years. The project highlighted young talented Indigenous artists who are passionate about their art and reviving their culture through different artistic mediums. The Reviving Mi'kmaq Art project showcased 5 Mi'kmaq artists and had travelling exhibitions across the island portion of the province. Some artists did attend the exhibits as did staff. All Culture, Tourism and Community Development staff helped as the exhibits travelled and attended the events that were held to promote the exhibits. Exhibits at all locations had a significant number of visitors. Throughout the duration of the project, workshops were also held with each artist where participants were given the chance to work directly with the artists and learn how to create different mediums of Mi'kmaq art.



EXPERIENCE
QALIPU

EXPERIENCE QALIPU has been focused on growing its social media presence. They have also been in attendance for events with national organizations such as the Indigenous Tourism Association of Canada and provincial organizations such as the Newfoundland and Labrador Indigenous Tourism Association. These events have been an honour to be invited to and provide the opportunity to share our culture and how to experience it when visiting Newfoundland.

Funding

Qalipu Business Network

Our department has worked diligently to ensure that Qalipu Business members or future members are constantly in the know for funding opportunities or networking events. This means we have been working closely with funders and organizations to help our members build and grow their businesses. We also help potential business owners with access to outside grants/funding to help them get off their feet, alleviate financial stress and help them become successful Indigenous business owners.

Cultural Outreach

Strengthening the Circle

New this year is **MONDAY MORNINGS LIVE**, a virtual program that takes place every Monday at 9 a.m. on the Qalipu First Nation Facebook Page. The program brings light to events that are taking place throughout the territory. This includes events from local bands and grassroots organizations. The program also features interviews with staff to talk about projects and programs within Qalipu First Nation, shares band news and events, along with music, stories, history, Mi'kmaw language, culture, and spirituality.

BIG DRUM GROUP is a weekly outreach group at St. Michael's Elementary School in Stephenville Crossing to share traditional powwow singing, and healthy values that promote respect for women and girls, gender diverse people, and the land of our ancestors. The group meets weekly during lunch break. This year, the group sang at the opening of the Christmas concert at their school and were met with great enthusiasm by those in attendance. Their school is invested in encouraging Mi'kmaw culture and is in the process of purchasing their own big drum for the group. This group was also featured in the school's annual Mawio'mi that happened in June, went to Bayview Academy school, to help inspire cultural pride by sharing songs, as well they were invited to sing for the Community Mi'kmaw flag raising event June 21st National Indigenous People's Day.

COMMUNITY WORKSHOPS

Our goal for this year was to reach out to smaller communities so that they know the band values every

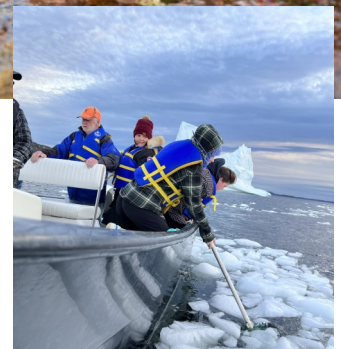
member. We hosted several workshops for things such as dream-catchers, drums, and ribbon skirt/shirts just to name a few. We will continue this work for the remainder of 2023 so keep your eyes posted for upcoming sessions.

CULTURAL KNOWLEDGE

This department is often called upon to assist schools, organizations, and community members to contribute cultural information such as our history, language, and music. Many organizations are wanting to become more involved in the process of reconciliation. Sometimes people want to learn and understand about Land Acknowledgements, or cultural protocols. Staff from this department have had the privilege of representing our Band with the Assembly of First Nations, the Assembly of Lieutenant Governors, as well as the Royal Family visit which occurred May 17th. In April 2022, we were able to implement a traditional song to welcome all the visitors and attendees at the Conference and Trade show in St. John's.

SPECIAL EVENTS

An event for National Truth and Reconciliation day was held Sept. 30th in Corner Brook. This event provided an important opportunity to recognize the national tragedies of the residential schools and put community members face to face with survivors who bravely told their stories. Our community also showed their support by taking part in a community walk to bring awareness, and to show support for the survivors.



Environment and Natural Resources



Environmental Research, Monitoring, Partnering and Community Engagement

Manager: Ian Sullivan

Species at Risk

Population Monitoring

AMERICAN EEL

Aboriginal Aquatic Resource Management and Oceans Management along with the Aboriginal Fund for Species at Risk provide funding for various American Eel research projects throughout western Newfoundland including both elver and adult eel sampling.

Elver/Glass Eel

Sampled using micromesh fyke nets. Catch per unit effort was determined by dividing the total eel catch by number of sample days.

	2021	2022
Glass	314/45 = 6.98	1234/26 = 47.46
Elver	255/45 = 5.00	264/26 = 10.15

Adult Eel

Sampled using traps in the Bay of Islands, St. George's, and Stephenville Crossing to determine population size and distribution, average length, and average weight.

PIPING PLOVER

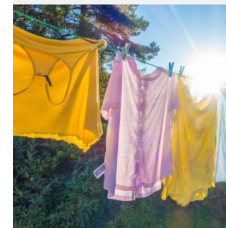


Piping plover is a migratory bird that nests on sandy beaches throughout western and southern Newfoundland. Beach surveys are completed each year to monitor breeding pairs, nests, chicks and breeding success. In 2022, 4 nests were monitored each resulting in 3 successful fledglings. By the end of the summer, a total of 20 birds occupied the beaches.

BANDED KILLIFISH

In 2022, six locations throughout western NL were sampled on multiple occasions for banded killifish with no success. One individual was confirmed in Gallants during dace sampling. The 2023 field season will continue to sample new locations to map their limited distribution.

Green Tip Tuesday



Conserve energy by setting up a clothesline. Is there anything that smells better than line dried clothes?

Throughout the year, the Department shared "Green Tips" every Tuesday on their Facebook Page



Environment and Natural Resources

Projects this year

MARINE SPATIAL PLANNING

ABORIGINAL AQUATIC RESOURCE AND OCEANS MANAGEMENT

- ◆ 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 Ocean's Day, Opportunistic Outreach Events)

ABORIGINAL FUND FOR SPECIES AT RISK—AQUATIC

- ◆ Banded Killifish Monitoring
- ◆ American Eel Monitoring
- ◆ American Eel Elver Monitoring

ABORIGINAL FUND FOR SPECIES AT RISK—TERRESTRIAL

- ◆ Acoustic Bat Monitoring Surveys

CANADIAN COAST GUARD PARTNERSHIP

LONG RANGE BIODIVERSITY PROJECT

- ◆ Newfoundland Pine Marten Surveys

- ◆ Acoustic Bat Monitoring Surveys
- ◆ Piping Plover Surveys
- ◆ Bank Swallow Surveys

MARINE BIRD MONITORING

- ◆ Emergency Response Planning
- ◆ Seabird Observations Surveys

IMPACT ASSESSMENT AGENCY OF CANADA

- ◆ Valentine Gold Project
- ◆ Cape Ray Gold Project
- ◆ Bay du Nord Development Project

PROVINCIAL ENVIRONMENTAL ASSESSMENTS

OCEAN FRONTIER INSTITUTE

TRADITIONAL TERRITORY DELINEATION (EXTERNAL CONSULTANT)

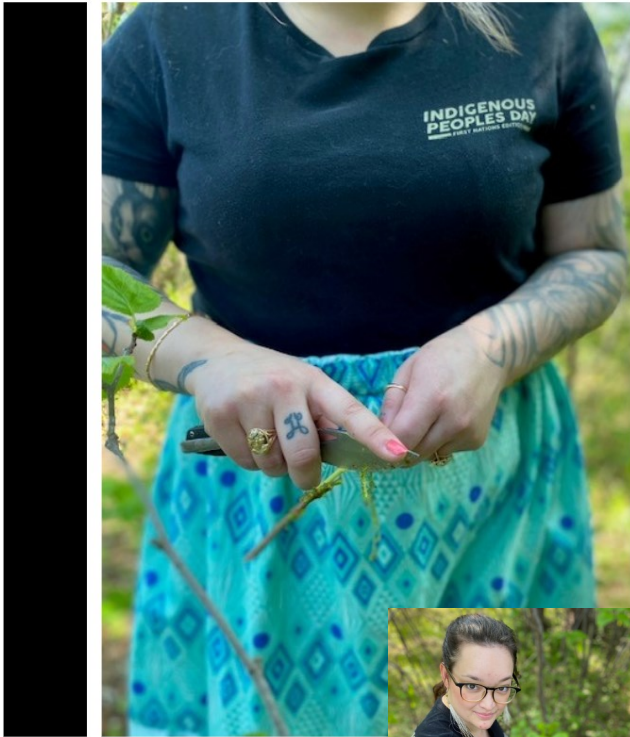
ABORIGINAL FISHERY GUARDIAN PROGRAM

- ◆ Western Newfoundland Inland Enforcement
- ◆ Central Newfoundland Inland Enforcement

FOOD SOCIAL CEREMONIAL FISHERIES ACCESS NEGOTIATION

TROUT RIVER SALMON CONSERVATION

About the Cover Photo



Band member Abigail Young-Churchill peels the bark from a piece of black mountain ash, often locally referred to as wild raisin.

Abigail was participating in a medicine walk and basket teaching with Scott Butt. This piece of mountain ash was later used as part of the ribs for the basket.

Abigail is from the west coast of Newfoundland and is an emerging artist worth checking out! Find her by searching Abigail's Authentics on Facebook.

Photo by Alison Muise



Qalipu First Nation | Annual Report | 2022-23

Qalipu is part of the Mi'kmaq Nation whose territory extends from Maine to Quebec, through the Maritime Provinces and into Ktaqmkuk (Newfoundland). This territory is also known as Mi'kma'ki.



Qalipu.ca



Facebook.com/QalipuFirstNation



709.634.0996