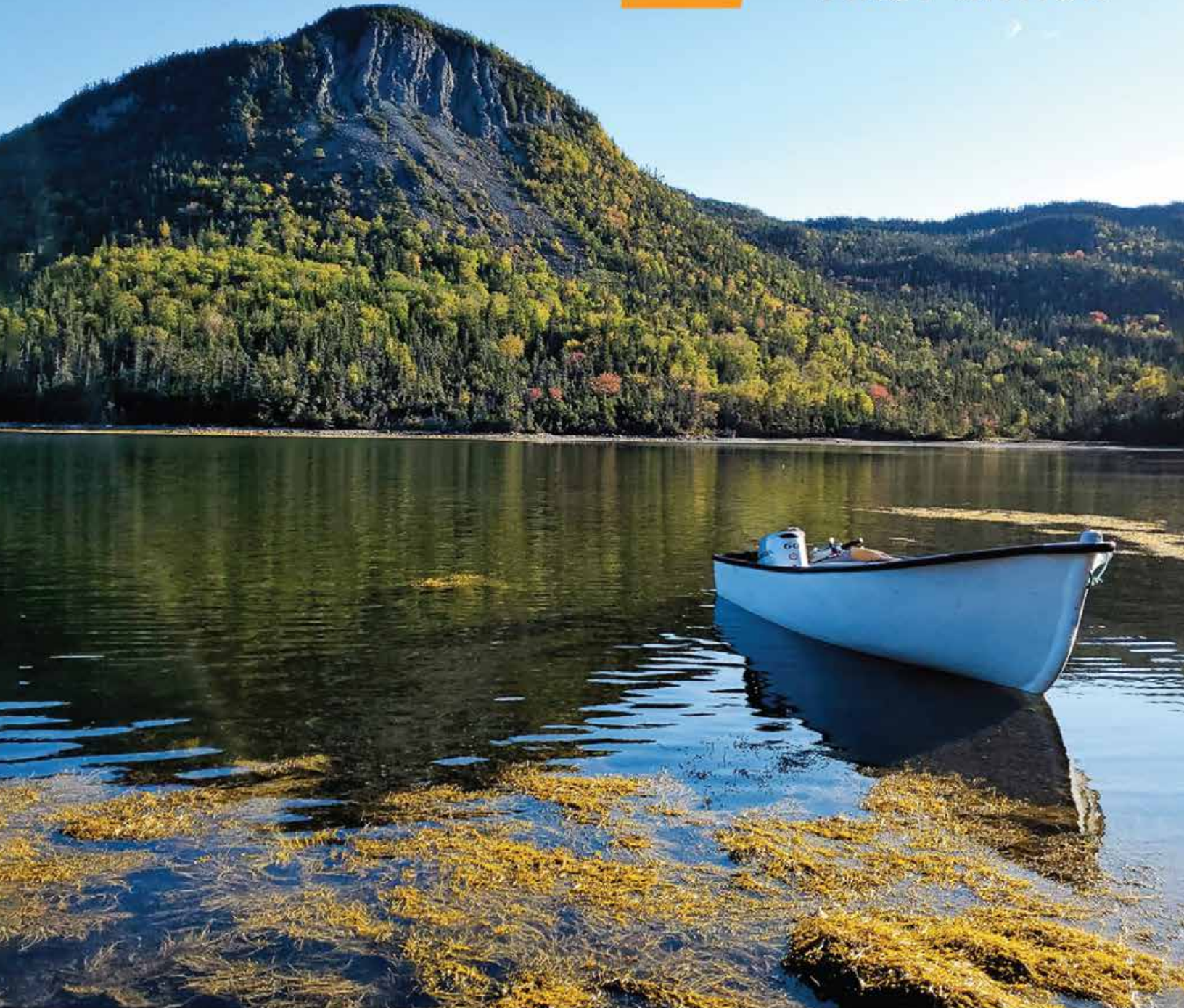




Qalipu  
FIRST NATION



**ANNUAL REPORT  
2023-2024**



# MISSION STATEMENT

*Qalipu First Nation exists to  
achieve the advancement of  
our people.*



Spiritual  
Accountable  
Professional  
Progressive

# TABLE OF CONTENTS

**03 - Message from the Band Manager**

**04 - Message from the Chief**

**06 - Finance**

**07 - Education and Training**

**14 - Operations**

**16 - Health and Wellness**

**20 - Culture, Tourism and Community Development**

**22 - Environment and Natural Resources**

**28 - Contact Information**



June 2023—MOU Signing with Parks Canada, QFN, MFN and Town of Burgeo for the South Coast Fjords Project



September 2023—Parade in Corner Brook for National Day of Truth and Reconciliation

# MESSAGE FROM THE BAND MANAGER



Charles Pender

## **Kwe'**

As Band Manager of Qalipu Mi'kmaq First nation, I am pleased to present this year's annual general report.

"Qalipu First Nation exists to achieve the advancement of our people." This is not just a statement, it is something we believe, something which we live everyday in support of our members. Every employee of QFN is committed to serving our members' needs, it is something we all take great pride in. Through the combined efforts of each and every one of our employees across all of our departments, we strive every day to make the lives of our members better.

In the following pages you will see many examples of the programs we provide in support of our members. We continue to provide direct support for our members who require assistance when they need it most, through our medical transportation program, emergency housing supports, post secondary programs and student summer employment programs, while working towards providing greater access to mental health services and additional housing supports.

We are proud to be active in our communities and schools where we share our culture and language through our many cultural outreach programs, community conversations, summer camps, workshops and language classes and we are working to be able to offer more opportunities for our members to be involved in our cultural and language programs.

Our Environment and Natural Resources department continues to work with a broad number of government and other organizations to help protect our natural environment. We have been proud to support efforts to protect ecologically sensitive areas such as Charlie's Place in central Newfoundland and we are a participant in the South Coast Fjords Natural Marine Conservation Study Area Steering Committee.

We continue to provide valuable assistance to our business members and entrepreneurs through our Community Development and Tourism programs and are working to expand these offerings.

Finally, I want to take this opportunity to thank our dedicated staff, many who you many never see or speak with, but all who have worked tirelessly over the past year on your behalf. We know that we are not always able to help everyone in the way that you may want, and we sincerely appreciate your understanding of the efforts of our team. We deeply appreciate the positive and respectful feedback and suggestions we receive from our members, and we look forward to continuing to serve you in the coming years.

**Nmultes,**

**Charles**



# MESSAGE FROM THE CHIEF

Jenny Brake

*Kwe'*

This term of council has been a period of immense growth, resilience, and progress for Qalipu First Nation. Together, we have navigated challenges and celebrated successes, and we move forward with great optimism. Our community is strong, vibrant and thriving as we continue working to preserve and promote our culture, language, and traditions for future generations.

Our achievements over the last three years reflect our collective contributions, which have been instrumental in shaping the future of our Nation. From advancing economic development initiatives, to preserving our culture, to ensuring the well-being of our members

through our various programs, every success we have celebrated reflects our collective commitment to bolstering our community. We are proud of the work that has been done and are eager to pursue opportunities that will continue to enhance the lives of our members.

As we come to the close of this council term, we extend gratitude to our council, staff, community partners and of course, our Elders. By working together, we are building a future grounded in our traditions and rich in opportunities and that we hope will endure for generations to come.



January 2024—National Day of Truth and Reconciliation logo contest winner Naoise White alongside her principal, Peter Burt and Chief Jenny Brake.



January 2024—Chief Brake signing the document to extended the partnership Qalipu First Nation has with the College of the North Atlantic.

We wish to acknowledge the leadership of Regional Chief Brendan Mitchell during his time as Chief of Qalipu First Nation. His departure to take on a new role with the Assembly of First Nations marks a significant moment for our community. We are grateful for his service and wish him continued success in his new endeavors.

Finally, we extend our deepest thanks to our members for your unwavering support and patience as we navigated changes around the council table. Transitions are never easy, but your trust in our leadership and your active engagement have been invaluable. This is your First Nation, and everything we do is in service to you. As we look to the future, we do so with confidence, knowing that together, we will continue to elevate the lives of our people and honor the legacy of our ancestors.

*Wela'tin,*



First meeting with Chief Brad Benoit of Miawpukek First Nation who is also the Co-Chair with Chief Jenny for Mamka.



Chief Brake visited St. Michael's School in Stephenville Crossing.



January 2024—Seal Roundtable discussion with the Honourable Diane LeBouthillier, the Minister of Fisheries, Oceans and the Canadian Coast Guard

# FINANCE

Financial Statements for the **2023-2024 fiscal year** will be published to the website once they are made available.

Members can call the reception desk to request a paper copy to be picked up at the Corner Brook office or sent in the mail.



May 2023 - Charles Pender, Band Manager and Andrew Simmons, Director of Finance at the MMIWG2S event in Corner Brook



# EDUCATION AND TRAINING



## Student Support

Post-Secondary Student Support Program

This program provides financial support for tuition, fees, books and living expenses to eligible member clients. Over the past year, we have funded **1,134** students in various programs, from certificate to graduate levels. The Education and Training Department also administers the Post-Secondary Student Support Program for individuals who are registered under the Indian Act and on the general membership list. In 2023-2024, **7** students received support through this program.

Our team encourages everyone to thoroughly review our application criteria and to apply early to ensure the timely processing of your application. Our program is managed by dedicated staff throughout the region, and we have representatives in the following office locations, St. George's, Corner Brook, Gander, and Glenwood.

## SUCCESS STORY

### Sonia Lavertu-Bernier

"My name is Sonia Lavertu-Bernier, and I am a Mi'kmaq woman on the Atlantic General Band list residing off reserve in Grand Falls, New Brunswick. I have always been a curious and avid learner which has led me to previously acquire a Political Science Degree from St-Francis Xavier University. For the last fifteen years, I have been a federal public service worker in different sectors, including the Innovation and Crime Prevention Unit of the Royal Canadian Mounted Police of New Brunswick for the last seven years. Working as a Diversion Coordinator and Community Programs Officer has brought me to love the concepts of Restorative Justice, Alternative Measures, and all forms of crime prevention strategies.

It was always a dream of mine to pursue a post-graduate degree at some point in my life but due to different reasons, including cost, I never investigated the possibility further. One day, I noticed a social media campaign about the Public Safety program at Wilfrid Laurier University that would result in master's degree, offered completely online as well as part-time which would enable me to continue working full time and take care of my family. By reaching out to the Qalipu Education Program, I was lucky enough to qualify for their support and 2.5 years later with a lot of hard work, a pandemic and work/life balancing I can now proudly say that I have a master's degree in public safety with a concentration in Crime Prevention. This will enable me to climb the ladder in my career, offering me more possibilities for advancement as well as making me better at my current job which I love. I would like to thank the Education program for their support during these last few years and appreciate everything that they provided for me to achieve this goal."



**Masters Degree - Public Safety  
Wilfrid Laurier University**

# SUCCESS STORY

## LAUREN DUFFY

**Bachelor of Fine arts  
Grenfell Campus, Memorial University**



“I would like to extend my gratitude to Qalipu First Nation, Education and Training for their support. I initially completed a Bachelor of Fine Arts (Visual Arts) at Grenfell Campus, Memorial University and proceeded to complete medical school at the University of Ottawa, which were both made possible in part by the PSSSP. I am currently completing post-graduate training as a psychiatry resident at the University of Ottawa. Mental illness can be debilitating and through psychiatry there is an opportunity to help patients heal despite experiencing some of their most difficult moments. This is an essential area of need for many vulnerable populations, including indigenous communities. Qalipu, thank you for supporting me in my journey.”

## 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 it helps to connect members with employment opportunities. We offer employment programs, training program, student employment programs, and funding for students attending post-secondary education.

In the past year we have supported **12** new clients in employment programs: Self-Employment Assistance Program (4), Wage Subsidies (7), Grad Incentive (1).

Training programs such as the Skills Parachute and Short-Term funding programs are also available for members. The Skills Parachute program aims to enhance client skills to improve their employment prospects by offering training sessions up to 5 days with costs capped at \$1,500. Short term courses are longer programs that vary in length but are no more than 12 weeks. In the past year, we have assisted

**29** clients through the Skills Parachute program and **16** clients through the Short-Term funding program.

We also provide a range of Targeted Training Initiatives designed to enhance the cultural and employability skillsets of Indigenous people. Some of these initiatives include workshops on ribbon skirt making, hunting, and trapping, mineral prospecting, and seal harvesting.

In addition, we provided funding for **89** Indigenous students pursuing post-secondary education programs aligned with the high demands in the labor market.

The Youth Summer Employment Program (YSEP) offers wage subsidies to community organizations, who in turn, provide Indigenous youth with valuable employment opportunities to enhance their skillset. Businesses apply for the program, with selections made from each of the nine wards, along with additional recipients from locations outside these areas if funding permits. Indigenous youth directly apply to the selected businesses for these positions. During the summer of 2023, we

supported work placements for **41** students through this program, with 21 of these placements made possible by additional funding approved under Employment and Social Development Canada’s (ESDC) First Nations and Inuit Youth Employment Strategy (FNIYES) program.

Qalipu and the RCMP continue their collaborative efforts to provide Indigenous youth with valuable work experience in policing and justice. This program offers participants a unique opportunity to gain insight into the RCMP to help them determine if this would be a career path of interest to them. This program is 9 weeks long during the summer months starting with training at the RCMP headquarters in St John’s. Participants will then be placed at a detachment near their home to carry out the remaining weeks. In the Summer of 2023, 7 students successfully completed the program all the while, providing meaningful contributions to communities including numerous safety presentations to children and seniors in Bike Safety, Sun Safety and Senior Protection for Scams, etc.



2023 Qalipu RCMP Summer Students with Monique Carroll, Director of Education and Training, Kristina Duffy, Manager of Education and Training and Yvonne MacDonald, Employment Coordinator .



Qalipu RCMP Summer Student conducting a bike safety demonstration with children.

## Youth Summer Employment Program



**Shelby's Machine Shop**

Summer Assistant

Shelby's Machine Shop in Stephenville Crossing, NL hired Mariah Lucas for the Youth Summer Employment Program. She did a very good this summer and worked very hard. She is easy to work with, a joy to have around and was eager to learn. She was reliable and seemed interested in learning new skills especially with welding. She has been getting better at being more outgoing towards customers and it was a pleasure to see her gain confidence over the summer. Thank you for giving me the opportunity to hire a student and look forward to working with future students.



**Benoit First Nation**

Cultural Facilitator

Preston Wheeler was hired by Benoit First Nation as a Cultural Facilitator. He worked under the mentorship of the Summer Tourism Coordinator and greeted tourists and visitors, helped develop tourist information, assisted with the summer cultural programs including interpretation tours of the Kluskap's Walking Trail. Preston also participated in various workshops and was an asset to our organization for the 7-week program.

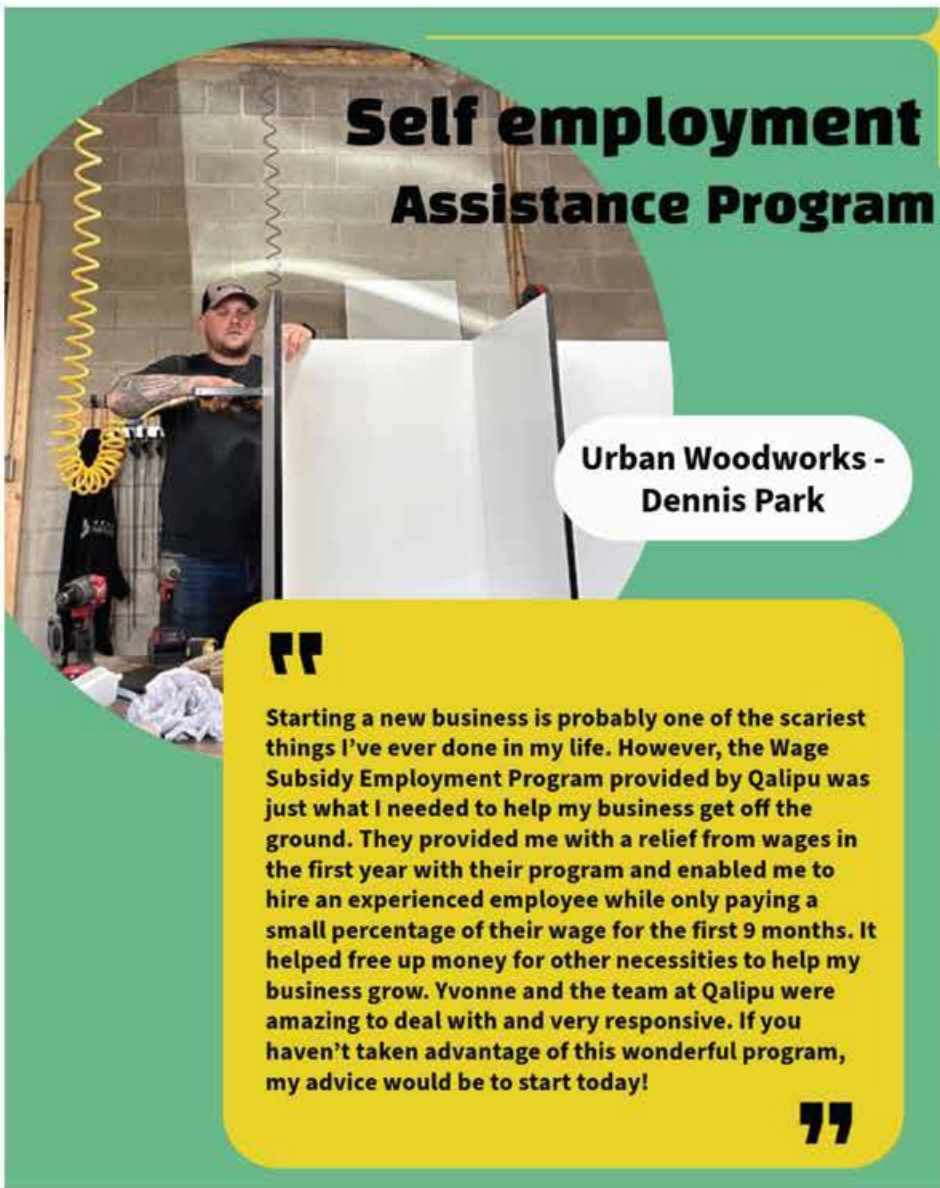


**Sheaves Cove Recreation**

Camp Coordinator

Triton Felix worked with Sheaves Cove Recreation Committee as a Camp Coordinator. His work comprised of training and planning for the summer program. Not only did Triton work with the children and have activities for them 3 days a week, but he was also kept busy maintaining and mowing the grounds, sanitizing equipment and setting up agendas for future camps. Shelley, President of the Committee states that everyone was pleased with Triton's work ethic, attention to safety and diligent to ensure all activities went smoothly for the children.

# Self employment Assistance Program



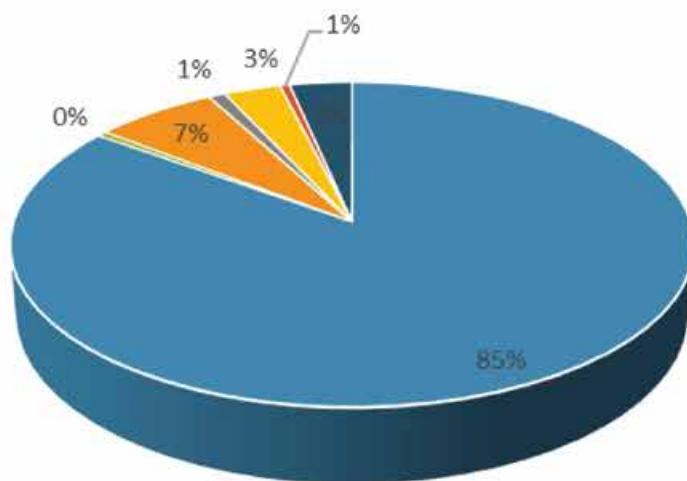
**Urban Woodworks -  
Dennis Park**

“

Starting a new business is probably one of the scariest things I've ever done in my life. However, the Wage Subsidy Employment Program provided by Qalipu was just what I needed to help my business get off the ground. They provided me with a relief from wages in the first year with their program and enabled me to hire an experienced employee while only paying a small percentage of their wage for the first 9 months. It helped free up money for other necessities to help my business grow. Yvonne and the team at Qalipu were amazing to deal with and very responsive. If you haven't taken advantage of this wonderful program, my advice would be to start today!

”

## Students Funded



- PSSSP (1,134)
- General List (7)
- ISETP - Student Support (89)
- ISETP - Employment Programs (12)
- ISETP - Summer Student Program (41)
- ISETP - Youth RCMP Program (7)
- ISETP - Skills Parachute & Short Term (45)

# Partnerships

Working together to create opportunities

Success would not be possible without the collaboration with partners who are as equally dedicating to supporting our members. We would like to acknowledge and thank our partners throughout this past year: RCMP, Memorial University, College of the North Atlantic, Academy Canada, Gander Flight Training, Trades NL, Canadian Armed Forces, and Spicer Facilitation. As well as many employers who have employed our members under our Employment Program's such as Jay Bee's Convenience, Chubbs Convenience, Lillian's Variety Piccadilly, Saltbox Café, East-Glo Electric Ltd., Urban Woodworks, The Landells Clinic, Lawn & Farm, Details Folks, Bayside Renovations, B's Snack Shack, Salt Life & Industrial Supplies, Patey's Safety & Industrial, and Hair Boutique. As well as many employers who have employed our Youth over the Summer months through the YSE program.

Education and Training would like to extend a special thank you to the Atlantic Association of Registrars' & Admissions Officers (AARAO). Each year, our team has the opportunity to participate in the AARAO career fairs at high schools located within our wards. In the Fall 2023, our staff again attended the western and central region of the AARAO tour to share program information with embers. Our team also attends other career fairs and community events to promote our various programs and services throughout the year.



(L-R) Yvonne MacDonald, Employment Coordinator and Kristina Duffy, Manager of Education and Training at the Grenfell Career Fair.

**NEW!**

Qalipu First Nation reached an agreement with Academy Canada, College of the North Atlantic and Gander Flight Training to establish a direct payment process for our funded students attending these institutions.

QFN also has a similar agreement with Memorial University.

# Scholarships

Bernie Hanlon Memorial & Calibre - Valentine Gold Mine

The recipient of the 2023 Bernie Hanlon Memorial Scholarship is Savannah Sidle. Savannah is working towards her Master of Human-Computer Interaction degree at Carleton University. Savannah spoke about her experience as an Academic Facilitator with the Indigenous Enriched Support Program (IESP). This program helps to remove barriers to education accessibility for Indigenous Canadians. In this role, Savannah is tasked with finding Elders and members of the community to share their lived experience to support weekly workshop activities and learning.

Qalipu First Nation and Calibre – Valentine Gold Mine (formerly known as Marathon Gold) established a scholarship to encourage and support Qalipu members with career development and growth as they attend post-secondary.

Five scholarships, valued at \$1,000.00 each will be awarded annually for 5 years. For 2023-2024, the recipients were: Nicholas Gillingham, Evan Janes, Jacob MacDonald, Preston Patey and Kaelan Pidskalny. Each of these students demonstrates the attributes and qualities upon which this scholarship was based, academic excellence, community service and extracurricular involvement.

## 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 of dedicated service with the Federation of Newfoundland Indians and later with Qalipu First Nation. Bernie worked tirelessly to help those around her develop personally as well by supporting and encouraging cultural and spiritual growth.



Please join us  
in congratulating this year's scholarship winners:



**Evan**  
Janes



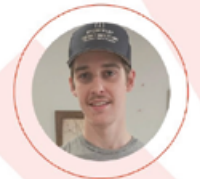
**Jacob**  
MacDonald



**Kaelan**  
Pidskalny



**Nicholas**  
Gillingham



**Preston**  
Patey

Each recipient exemplifies academic excellence, community service, and extracurricular involvement—the core values upon which the scholarship program is based.

# Kiskajei wjit Espikina'muaqn

I am ready for higher  
studies

The 'Kiskajei wjit Espikina'muaqn' – I am Ready for Higher Studies" project was launched in 2022 with the focus to reduce the financial and socioeconomic barriers for Indigenous students in Newfoundland and Labrador. through 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 an RESP and regular contributions are not necessary to receive the Canada Learning Bond. However, financial limitations apply.

As a result of this project, we were pleased to provide a bonus of \$5000 to fifty Indigenous youth who opened an RESP within the program constraints and quality for the CLB. The bonus will ease financial burden when they pursue post-secondary education. While this project ended on March 31, 2024, the Canada Learning Bond is still available to modest-income families.

# ILMI

Indigenous Labour Market  
Information



The Indigenous Labour Market Information (ILMI) project securely gathers valuable labour market information by identifying the training and employment gaps while assessing the needs in our communities.

The information is collected by conducting surveys of our members 15+, and to ensure the data is kept updated, members can provide an update every 10 months. From the start of the project in 2022 until March 21, 2024, 5,700 surveys have been collected including updates.

To say thank you for completing the survey, members will be mailed a \$25.00 gift card. When a member completes an update, they will receive a \$40.00 gift card. This project is set to continue until March 31, 2025.

Visit our webpage: <https://qalipu.ca/indigenous-labour-market-information-project/> to find out more.



Kristina Duffy, Manager of Education & Training, Carole Spicer of Spicer Facilitation and Miranda Targett, CLB Coordinator.

# STAY INFORMED

[WWW.QALIPU.CA](http://WWW.QALIPU.CA)

Visit our website to view bursaries, grants & scholarship information and employment opportunities.



<https://www.facebook.com/groups/qalipueducationandtraining/>

Join our Facebook group where employment opportunities, workshops, training opportunities, etc are posted daily!

# OPERATIONS

## Membership

Updates, new registrations and SCIS renewals

Secure Certificate of Indian Status (SCIS) and Indian Registration Administration (IRA) departments have been quite busy over the past year. A total of 897 SCIS registrations or renewals were completed this year. This number includes 92 new adult registrations and 147 new child registrations. The field events, which include marriages, deaths, divorces, and name changes totals 70.

## Community Room

The space for social gatherings

The Community Room which is located in the building at 1 Church Street has moved from the upstairs level to the ground level. This move has been well received by members, employees and community groups. The move to this new space allows the room to be accessible to everyone including those with mobility issues. This space is a very important part of the organization

and it is well utilized for various meetings and events throughout the year. This move also allowed for 5 new office spaces in the upper level of 1 Church Street to be used for employee office space. With the constant growth of the organization, more office space is needed.

## Update your information.

Address Change

Name

Gender

Death/Birth

Band Transfer

Contact QFN Indian Registration Administrator

## ISO Certification

International Organization of Standardization

ISO 9001 is the international standard for Quality Management. The standards look at a company's level of excellence in leadership, attention to process, evidence-based decision making, engagement, relationship management, customer focus and demonstrating a commitment to continuous improvement.

The Band renewed its commitment to this standard following an extensive three-day external audit. Originally achieved in 2015, maintenance of ISO certification requires an annual audit

and a certification renewal every three years.

The team conducts scheduled audits to ensure performance and compliance and together, they help the Band prepare for the annual microscope on how well it's meeting the standards. This achievement reflects the importance that is placed on the accountability of serving our members and daily operations of the Band.



# EMPLOYEES AT QFN

The Band employs 90 people



## Head Office

55 employees work in the Corner Brook offices



## Stephenville

5 employees work in the Stephenville office



## Gand Falls-Windsor

4 employees work in the Grand Falls-Windsor Office



## River Guardians

12 River Guardians are employed with six in western and six in central

## St. George's

7 employees work in the St. George's office



## Glenwood

3 employees work in the Glenwood office



## Gander

4 employees work at the Gander office



# Job Opportunities!

Check regularly for job opportunities on:



[www.qalipu.ca](http://www.qalipu.ca)



**Career Beacon  
Job Board**



**Facebook, Twitter  
& LinkedIn**



**Weekly E-Newsletter**

# HEALTH & WELLNESS

## Mental Wellness

Programs, resources and community outreach

The Mental Wellness Division was established early in 2024 and the position of Manager was awarded. The framework for the department's focus was developed in alignment with the annual operating plan which includes the hiring of staff for this division and the development in the areas of group programming: *Et-uaptmumk* "two-eyed seeing" program and programs related to life promotion, substance use disorders, lateral violence and social cohesion.

The Mental Wellness Navigator offered services to the community. These services assisted 3,365 clients with essential tasks such as assisting members with navigating substance use treatment centre supports through NNADAP (National Native Alcohol and Drug Abuse Program), connecting members with counselling and other resources in the community and providing community outreach at various events.

*Congratulations!*

"HONORING OUR  
PEOPLE AWARD"  
RECIPIENT

*Susan Bryan*  
*Mental Wellness Navigator*

This award recognizes people that contribute to the health and wellness field for their First Nations community and who make a difference in the lives of the people with whom they work.

This award was presented in February at the 2024 Atlantic First Nations Health Conference in Moncton, NB.

As Mental Wellness Navigator, Susan is passionate about removing barriers and ensuring clients and their families can access mental wellness, addiction, trauma and life promotion programming. She is committed to creating a safe, culturally sensitive, non-judgmental and empathetic environment for those who are struggling with mental health and addictions, ensuring that clients feel better about themselves and navigate them in a direction which can lead to living a healthier fulfilling life.



# Housing

## Building into the future

*" This has given me a place to call home"*  
- QFN Member -

Now into its third year, the Qalipu First Nation housing division strives to continue offering housing support to members while building capacity and expanding services. Since the formation of the QFN housing division, to date, over \$1.6 million in program funding has been received for member support. Additionally, through funding under Indigenous Services Canada (ISC), QFN has increased its housing capacity with the creation of 3 full-time housing staff positions.

### Housing Strategy

The Qalipu Housing Strategy Plan includes the goals and objectives of the housing division that guides program delivery consisting of housing resources, policies and procedures, community outreach, partnerships, research and planning.

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

Reaching Homes Indigenous NL (RHRRNL) —“I’Tesnen: We Are Staying” Emergency Housing Support Program received \$368,500 in funding from RHRRNL to provide members who are homeless and/or at risk of becoming homeless with various emergency housing support services. This program concluded on March 31, 2024.

Additional funding of \$300,000 was received in 2022 from Reaching Home Rural and Remote NL (RHRRNL) to continue supporting members with vital emergency housing support. This program concluded on March 31, 2024. In total, approximately 207 members availed themselves of support under these emergency housing support programs.

### Partnerships

In 2023-2024, Qalipu partnered with the Rural Development Network (RDN) to support the development of a report outlining findings from community engagement on the current status of housing and homelessness among our members.

In June 2023, housing staff attended a two (2) day Assembly of First Nations National Housing and Homelessness Conference to discuss housing challenges among First Nations and identify solutions on a federal level. In 2023 and 2024, housing staff have been engaged in housing and homelessness conferences hosted by the Atlantic Policy Congress (APC). The goal of these conferences hosted by the APC is to support the Atlantic First Nations Housing Strategy and improve on existing housing conditions faced by many on and off-reserve First Nations in the Atlantic provinces.

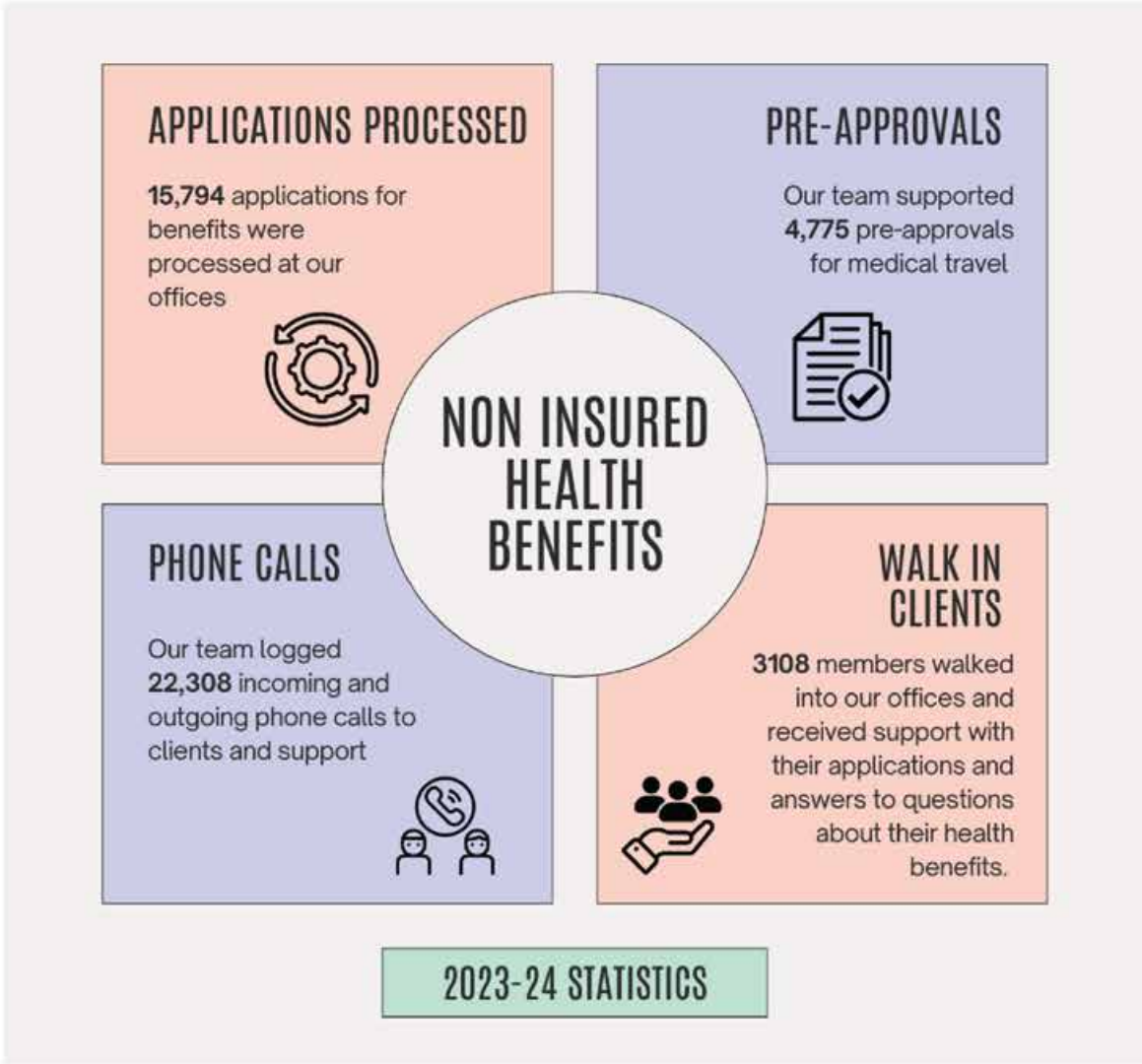
Qalipu is affiliated with the “Community Coalition on Housing & Homelessness” (CCHH), a community advisory board (CAB) for the Corner Brook to Deer Lake and Bay of Islands area of western Newfoundland. In addition, CCHH is a CAB under the provincial “Newfoundland and Labrador Housing and Homelessness Network” (NLHNN).

Qalipu continues to develop and build on existing partnerships, both provincial and federal, to strengthen Qalipu's housing portfolio and to secure additional resources long-term for our members.

*" This program helped me and my family more than I can say. After a long hard winter with rising cost of living, this has been a huge stress relief. Thank you!"*  
- QFN Member -

*" I am so appreciative. Qalipu First Nation has given me my life back"*  
- QFN Member -





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



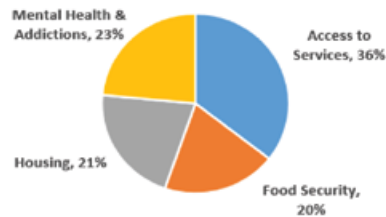
## WHAT DID WE HEAR? Community Engagement Sessions

Health and wellness needs can vary greatly between individuals, communities, and stages of life, making it crucial to gather input from a range of perspectives and lived experiences. A combination of in-person and virtual town hall-style sessions were held as well as online and write-in surveys to provide a variety of accessible opportunities for members to voice their concerns and ideas.

### Health and Wellness Community Feedback by the numbers:

- > 5 in-community town hall meetings
- > 1 virtual town hall session
- > 125+ participants at in-person meetings
- > Community survey with > 800 unique respondents
- > Youth-specific survey with > 400 unique respondents
- > 4 major areas of concern raised by members
- > 200+ health and wellness issues and needs identified by members

### Areas of Concern Identified by Members



Some of the common issues voiced by members throughout the ward meetings were:

Intergenerational, on-the-land programs would help connect youth with traditional culture and build positive values in our communities

Communication is key - people need to know what is available and how to access it

Infrastructure and supports are needed to help seniors age in place and remain in their communities

Community food sharing can help our most vulnerable members, especially with access to traditional foods

5

Health and Wellness Strategic Plan 2024 - 2029

Information gathered from the Community Engagement Sessions. Page taken from the Health and Wellness Strategic Plan 2024-29.

## Jordan's Principle

Support for First Nations children & their families

Jordan's Principle is a child first principle named in memory of Jordan River Anderson. Jordan was a First Nations child from Norway House Cree Nation in Manitoba.

Jordan was born with complex medical needs and because the province of Manitoba and the federal government could not agree on who would pay for his at-home care, he had to stay longer in the hospital than necessary. Jordan passed away at the age of 5 without having the chance to return home to his family and First Nation.

First Nations children under the age of 19 are eligible for services under Jordan's Principle. Each situation is different and all requests are evaluated on a case-by-case basis.

A wide range of needs can be covered including:

- **Education** - tutoring, teaching assistants, assisted technologies & electronics, psycho-education assessment and specialized school transport.

- **Health** - mobility aids, mental health services, medical supplies & equipment, specialized hearing aids, speech language services, physiotherapy, massage, transportation to appointments, specialized diet

- **Social** - land-based activities, specialized summer camps, respite care, personal support worker, cultural supports.

## JORDAN'S PRINCIPLE SERVICE COORDINATOR

### BRIGITTE WHITE

The Jordan's Principle Service Coordinator provides support and a point of contact for individuals, families, and the community by supporting case management, intake assessment and service coordination while providing outreach and community engagement related to Jordan's Principle. They remove barriers for the client to ensure they can access equitable and culturally safe health, social and education supports.



709-634-2234

brigitte.white@qalipu.ca



# CULTURE, TOURISM AND COMMUNITY DEVELOPMENT

## School Outreach Program

Cultural learning for children in grades K-12

The Indigenous School Outreach Program continues to bring aspects of Mi'kmaw culture into classrooms, empowering and inspiring youth to become engaged with their culture. QFN continues to work with NL Schools to provide Indigenous education to schools throughout the territory. Our outreach officers deliver curriculum to children and youth from Kindergarten through to grade 12 providing a Mi'kmaw lens to teachings and lessons outlined by educators. Skills and resources are provided to educators to continue the process of Indigenous learning.

In 2023-24, outreach expanded to daycares and pre-kindergarten classes with the NL School system to encourage early learning and comprehension. The earlier children are exposed to language, culture and music enables them to have a deeper connection to the teachings and they may carry it with them on their educational journey.



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



EXPERIENCE QALIPU

Experience Qalipu has been focused on growing it's social media presence. They have also been in attendance for events with national organizations such as Indigenous Tourism Association of Canada and provincial organizations such as the Newfoundland and Labrador Indigenous Tourism Association and Hospitality NL Conference. These events have been an honor to be invited to and provide

the opportunity to share our culture and how to experience it when visiting Newfoundland.



Check out the Experience Qalipu Facebook

# Cultural Outreach

## Strengthening the Circle

**MONDAY MORNING LIVE** is a virtual program hosted on the Qalipu First Nation Facebook Page. The program takes place every Monday Morning at 9am by Paul Pike, Cultural Outreach Officer. Paul engages the audience in language lessons, musical entertainment, singing and he informs viewers of the latest news and events happening within QFN and throughout the territory. Engagement on these live videos is quite significant and viewers have provided excellent feedback on this programming.

**BIG DRUM GROUP** is an outreach group at schools within the territory with increased interest from schools in the Stephenville area. This is a group to share traditional songs 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. Any schools in the area that would be interested in hosting a group should speak with a Cultural Outreach Officer to make arrangements.

**SPECIAL EVENTS** throughout the year consisted of Red Dress Day for MMIWG2S which is held in May. There were events and a walk held in Corner Brook on the Majestic Lawn. National Indigenous People's Day takes place in June which events were held in Glenwood, Badger, Corner Brook and Stephenville Crossing. There was a BBQ, games and prizes at each location and a local Indigenous vendor fair took place in Corner Brook.

On September 30, the National Day of Truth and Reconciliation, an event was held in Corner Brook which included a walk of remembrance. Lottie Johnson, a survivor of Shubenacadie Residential School, was invited to share a video of her story at our events across the territory including Gander, Grand Falls-Windsor, Corner Brook, Benoit's Cove and Stephenville.

In December, Qalipu First Nation hosted an online auction for member crafts people and artisans. This auction allowed them to sell and advertise their small business, attracting customers and viewers on a social media platform. This auction was a great success and more auctions will be organized in the future.

**Land-Based Learning Camps** took place in Indian point near Millertown during the Summer. Staff hosted youth ages 11-16 for a weeklong overnight camp where the youth learned ways to connect with nature and the sacred area of Indian

Point. They also learned the rich history of the Beothuk people. Youth assisted in cooking meals, were taught how to fish for trout and cod, engaged in learning different trapping methods and language lessons. Local elders and knowledge keepers visited the camp to share their stories. Throughout 6 weeklong camp sessions, youth learned valuable information and were taught lessons that they can share with others.

### Senior Boat Tour

A group of seniors were delighted to take in an afternoon on the water with Badger Bay Boat Tours. This tour gave the seniors an opportunity to socialize, connect with nature and enjoy the beautiful day while listening to local musicians and exploring Little Bay Islands.

**Senior Tea, Waltes and Snowshoeing** sessions were hosted in the Central and Western regions which allowed seniors the opportunity to socialize and have fun. They were able to complete a craft, have a game of waltes or go outside for a walk on snowshoes. These events had excellent attendance and seniors were excited about QFN offering outreach events in the smaller communities.



# ENVIRONMENT AND NATURAL RESOURCES

## Field Season

### Monitoring Projects & Surveys

Although, the 2023 field season proved difficult due to staffing shortages, it was a success nonetheless. Approximately 30 projects were managed including Piping Plover, Newfoundland Pine Marten and Marine Bird Monitoring. The monitoring sites spanned across Western and Central Newfoundland, ranging from Port-aux-Basques to Daniel's Harbour, to Botwood. The Aboriginal Fisheries Guardian (AFG) program enabled us to employ 12 AFG's, 6 on the West coast and 6 in Central, who conducted enforcement and research activities throughout their postings. During the field season, they completed Salmon Redd surveys and monitoring for Elver (American Eel and European Green Crab). The data collected through this monitoring process allows for better decision making, control and eradication of invasive species and recovery of species at risk.



## Success Story

### Qalipu First Nation and Nature Conservancy of Canada Student Intern

As an intern student, Julia spent last summer in the field monitoring invasive and at-risk species including European Green Crab, Piping Plover, American Eel, and Banded Killfish. This internship allowed Julia to become familiar with the culture and community of Qalipu First Nation while learning new skills in the field. It allowed QFN and NCC to establish a partnership with a mutual understanding of the operations and goals. Upon completion of the internship, Julie was hired with QFN where she proves great success in her role as Natural Resources Technician.



# Outreach & Education

## Community events and presentations

The department hosted and participated in many youth and community outreach events throughout the year. During the summer, events were held in Port aux Basques, Cape St. George, and Port au Port for World Ocean's Day. ACAP Humber Arm and DFO were partners for those events. World Oceans Day is a day to celebrate the importance of the ocean while promoting it's sustainable management, with interactive and education activities. During the winter, presentations were conducted at Memorial Academy in Botwood, St. Thomas Aquinas in Port au Port, and E.A Butler All Grade in McKay's. Students learned about two at-risk bat species, the Little Brown Myotis and

the Northern Myotis and the work that the department does to aid in the recovery of these species. Presentations also involved games, prizes, demonstrations and activity books while were enjoyed by both the students and staff.



# Indigenous Land Monitor Program

As economic activities on land progress, there is a growing need to expand environmental protection measures. Justin Hodge and Dean Gillingham were the Indigenous Land Monitors hired to patrol, monitor and protect traditional and ancestral territory. A pilot project was established to protect and preserve an area of land known as Charlie's Place which is a culturally significant area between the Southwest and Northwest Gander Rivers. Charlie's place is the home to many species at risk including the White-Rimmed Shingle, Red Pine, Blue Felt Lichen, and Newfoundland Pine Marten.



This project ran from September to December, with many discoveries being made with the assistance of academic and industry partners. One discovery was a location of Indigenous occupancy dating back to the 1800's, a clear expanse near the river containing items such as a camp stove, canvas, cans and a bottle. This project was a huge success with more plans for Indigenous Land Monitoring work to happen at Charlie's Place in the future and work being expanded to Western Newfoundland.

# Workshops

## Networking & Learning opportunities

Staff attended many workshops throughout the year to provide information, learn new things and network with other organizations and individuals. In December, the Natural Resource Technicians attended the Community-Nominated Priority Places (CNPP) for Species At Risk workshop. The workshop was held in Corner Brook which included a presentation on the monitoring of the Piping Plover. Updates were provided on the conservation efforts of the Piping Plover and multi-species was discussed along with ecosystem-based conservation action for the west coast of Newfoundland.

In March technicians travelled to Happy Valley—Goose Bay, Labrador to attend the Aboriginal Aquatic Resource and Oceans Management (AAROM) Symposium. The AAROM program supports and increased capacity of aquatic resources and the ocean environment. The symposium provided an opportunity to network and listen to updates from other Indigenous governments and organizations.



Aaron Hillier, GIS technician and Byron Bennett, Natural Resources Technician attending the AAROM Symposium in Happy Valley—Goose Bay, Labrador.

# American Marten

## *Martes americana atrata*

In Newfoundland, the American Marten is not just one of only 14 mammals native to the island, but also is a geographically isolated, genetically and ecologically distinct subspecies. This makes American Marten an important component of not only Newfoundland's biodiversity, but Canada's as well.



Its population decreased through the 1900s due to harvesting. This led to the designation of "Endangered" by the end of the 20th century. Since then, recovery programs have been put in place, allowing for the population to grow. In the following years, their designation changed to "Threatened," and now "Vulnerable" as of 2024, according to the provincial Endangered Species Act.

During the winter of 2024, Qalipu Environment and Natural Resources technicians set hair snags to monitor American Marten along the Burgeo highway. These hair snags were prism-shaped with bait and sticky pads inside. These are designed so that the martens will move through the inside of the trap to eat the bait, and some of their fur will stick to the pads so we can confirm their presence. To further confirm, technicians set up trail cameras to capture the martens on or near the hair snag!

Qalipu Environment & Natural Resources

1 Church Street  
Corner Brook, NL



Qalipu  
FIRST NATION

# Piping Plover



## About the species

The Piping Plover is a small migratory shorebird that nests and feeds along coastal sand and gravel beaches in North America. Two subspecies exist; *Charadrius melodus melodus* breeds along the Atlantic coast and can be found in Newfoundland.

Plovers will arrive in Eastern Canada anywhere from mid April to May. They will typically choose wider beaches for breeding, with grassy dunes and cobble. Nests will be on dry, open sand between high tide and dune grass, but may also nest elsewhere. Their nests are shallow depressions in the substrate. They typically lay four eggs, anywhere from late May to late June or early July, which are a pale tan color, but speckled with black. Adults will tend to chicks for about 4 weeks after hatching, and once they can fly, they will prepare to migrate. They will leave the beaches by September.

### IDENTIFICATION TIPS:

1. Small, sparrow-sized stocky shorebird
2. Short, stubby bill
3. Upper parts light grey to pale brown (like dry sand)
4. Underparts white
5. Yellow-Orange legs

Weight: 55 g  
Length: 7.25"  
Wingspan: 19"



By Canadian Wildlife Service & Environment Canada

## Species threats

Piping Plover is listed as Endangered federally (Species at Risk Act) and provincially (Endangered Species Act). They face multiple threats, including residential and commercial development, ecosystem modifications, problematic native species, and human intrusions and disturbance.

## What we can do to help

- Pay attention to signs on beaches where breeding Piping Plovers may be.
- Pick up any litter on the beach that could attract predators to the area.
- Walk on the wet sand, since dry sand is sensitive nesting area.
- If you see Plovers, keep your distance. Watch for any disturbance behaviors, such as injury taking or head bobbing, and back away.



Qalipu Environment &  
Natural Resources

1 Church Street  
Corner Brook, NL

Ian Sullivan, Director

isullivan@qalipu.ca

(709) 634-0998



# Environment & Natural Resources

2023-2024  
Projects

## Long Range Biodiversity Project

- Bat Monitoring
- Piping Plover Surveys
- Bank Swallow Surveys
- Newfoundland Pine Marten Hair Snap Program

## Aboriginal Fund for Species At Risk

- Bat Monitoring
- Banded Killfish Monitoring
- America Eel Monitoring
- America Eel Elver Monitoring

## Aboriginal Aquatic Resources & Oceans Management

- Marine Resource Inventory (Eelgrass studies, Salmon Redd surveys)
- Species at Risk (America Eel surveys, Tunicate Surveys)
- Aquatic Invasive Species (European Green Crab Surveys, Tunicate Surveys)
- Community & Youth Engagement (World Ocean's Day)

## Marine Spatial Planning

Regional Assessment of Wind Energy NL & NS

Community-Based Coastal Resource Inventory

Traditional Use and Traditional Knowledge Study

South Coast Fjords National Marine Conservation Area (NMCA)



# Juvenile American Eel

## 2023-24 RESULTS

The American eel has several life stages, each one marked by physical and behavioral changes: larval, glass eel, elver, yellow eel, and silver eel. Eels that are in their glass eel or elver life stages are considered to be juvenile.

Each year, the QENR Aboriginal Fishery Guardians set up four micro-mesh fyke nets in Flat Bay from May to July to determine the abundance of glass eel and elver. However, the 2023-24 year had a late start and trapping took place only from June to July. Results are as follows:

A total of 66 glass eel and 94 elver were captured

As the field season progressed, the number of glass eel caught decreased

As the field season progressed, there was no difference in the number of elver caught

Trapping totals were lower this year compared to previous years

In 2022-23, 1498 eels were caught while in 2023-24, 160 eels were caught

The highest catch per unit effort values were for glass eel, during week 1 of trapping

## Marine Spatial Planning

Marine Spatial Planning (MSP) is an approach in which the Government of Canada (Department of Fisheries and Oceans) will collaborate with the different provinces, territories, Indigenous Governments and organizations, and stakeholders to manage the Pacific, Atlantic, and Arctic Oceans. This will achieve certain ecological, economic, and social objectives.

Qalipu First Nation is one of the five Indigenous Government and organizations within Newfoundland and Labrador involved in the project.

Some of the project data the Qalipu Environment and Natural Resources (QENR) department collects is contributed to the MSP effort.

The goals of this project are to:

Promote effective decision-making and planning

Create better coordination among regulators and users

Maintain sustainable marine industries

Foster healthy oceans and productive marine ecosystems

Two of the five implemented bioregions surround Newfoundland and Labrador



Map showing Newfoundland-Labrador Shelves (orange) and Gulf of Saint Lawrence (yellow) bioregions, made by Aaron Hillier

# CONTACT INFORMATION

## **Corner Brook Head Office**

Tel: 709-634-0996

Fax: 709-639-3997

3 Church Street

Corner Brook, NL A2H 2Z4

## **Grand Falls-Windsor Office**

Tel: 709-489-6770

Fax: 709-489-8417

28 Hardy Ave.

Grand Falls-Windsor, NL A2A 2P9

## **Corner Brook Secondary Location**

1 Church Street

Corner Brook, NL A2H 2Z4

## **Gander Office**

265 Airport Boulevard

Gander, NL A1V 1Y9

## **Glenwood Office**

Tel: Health - 709-679-5743

Education & Training - 709-679-2344

Fax: 709-679-2344

45 Spruce Avenue

Glenwood, NL A0G 2K0

## **Stephenville Office**

Tel: 709-643-2539

43 Main Street

Stephenville, NL A2N 2Z4

## **St George's Office**

Tel: 709-647-3251

Fax: 709-647-3068

Ktaqmkuk Mi'kmaq Museum

183 Main Street

P. O. Box 460

St. George's, NL A0N 1Z0



**Qalipu**  
FIRST NATION



# CONNECT

---



[WWW.QALIPU.CA](http://WWW.QALIPU.CA)



[FACEBOOK.COM/QALIPUFIRSTNATION](https://FACEBOOK.COM/QALIPUFIRSTNATION)



[X/TWITTER.COM/QALIPUFIRSTNATION](https://X/TWITTER.COM/QALIPUFIRSTNATION)



[YOUTUBE.COM/QALIPUFIRSTNATION](https://YOUTUBE.COM/QALIPUFIRSTNATION)

---

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.

PHOTO CREDITS TO NATURAL RESOURCES TECHNICIAN, JULIA BALL.