



Qalipu
FIRST NATION

Qalipu First Nation

Special Council Meeting

April 28, 2026

Microsoft Teams

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Agenda

**Qalipu Mi'kmaq First Nation Band Council Meeting
Agenda
Microsoft Teams
28 April 2026**

Roll Call

Acceptance of Agenda

- ✓ Motion to Accept

Benoit's Cove Ward Election — Date Confirmation

- ✓ Motion to Accept

Briefing Note - First Time Home Buyer Program Application

- ✓ Motion to Accept

AOP First Review

- ✓ Education & Training
- ✓ Environment and Natural Resources
- ✓ Health
- ✓ Operations
- ✓ Executive

Professional and Institutional Development (P&ID) Program 2026-27 Application

Committee Reports

Table Officer Hiring — Chief Financial Officer (*in camera*)

- ✓ Motion to Accept

Next Meeting

- ✓ Special Meeting, May Dates
- ✓ Regular Meeting, Saturday, May 30, 2026.

Attendance

The following members of Council and Staff attended the meeting:

Name:	Position:
Jennifer (Jenny) Brake	Chief
Colleen Paul	Central Vice-Chief
Charlie White	Western Vice-Chief
Ernest Green	Councillor Corner Brook
Shianne Squires	Councillor Exploits
Lory Benoit-Jesso	Councillor Port Au Port
Ivan J. White	Councillor Flat Bay
Holly Muise	Councillor St. George's
Brad Evoy	CAO

Regrets and Departures:

Councillor Calvin Francis sent his regrets.

Councillor Miranda Osmond was absent from the meeting.

Councillor Francis Skeard sent his regrets.

Acceptance of Agenda– Motion 79- 2025-2026

Moved by:	Ivan White	Seconded by:	Lory Benoit-Jesso
Motion Carried	All in favour	Seven (7)	Zero (0) Against

- Motion Carried

BCR-09-25-26 Benoit's Cove Ward Election – Date Confirmation-Motion 80 - 2025-2026

THAT Council confirms the decision made via electronic communication to set the dates of the Benoit's Cove By-election			
Moved by:	VC Charlie White	Seconded by:	Vice Chief Colleen Paul
Motion Carried	All in favour	Seven (7)	Zero (0) Against

Confirmation of Electoral Officer

- Chief asked whether an electoral officer had been confirmed, noting that this ideally should be finalized before setting election dates.
- CAO stated that no confirmation has been received yet.
 - A call for interested individuals was previously circulated.
 - Following up with at least one potentially interested candidate,
- Chief Brake noted that Council will need to reconvene briefly once an electoral officer is confirmed, as the election cannot proceed without this appointment.

Voting Method

- CAO confirmed the election will use Intellivote, the digital voting system used in previous elections.
- Concerns were raised about past issues with mailed voting packages:
 - Chief Brake clarified that previous delays were due to the Canada Post strikes, not Intellivote.

Support for Voters

Ward Boundaries & Communication

- Several councillors noted confusion created by the name of the Benoit's Cove Ward:
 - Residents in areas such as Deer Lake, Lark Harbour, and surrounding areas may not realize they fall within the ward.
- CAO recommended:
 - Continuing to list all eligible communities in election notices.
 - Considering future review of ward names and maps for clarity.

- Increasing outreach to municipalities and communities across the ward's irregular geography.

Resolution: Setting Election Dates

- The draft BCR was reviewed.
- Correction: "till June 19" should read "until June 19."
- Election Period Confirmed: June 12 at 8:00 AM → June 19 at 8:00 PM
- Motion Carried.

Briefing Note-First Time Home Buyer Program Application – Motion 81 - 2025-2026

THAT Council adopt the proposed Pathways to Homeownership First Time Home Buyers Program as presented/amended.			
Moved by:	VC Colleen Paul	Seconded by:	Ernest Green
Motion Carried	All in favour	Seven (7)	Zero (0) Against

Staff presented the proposed *Pathways to Homeownership First-Time Homebuyers Program*, previously reviewed by Council and referred to Finance and Audit Committee (FAC). FAC returned the item with refinements, noting the Housing Department's continued interest in proceeding.

The program is funded through the Atlantic Policy Congress (APC) Earned Housing Strategy in partnership with CMHC, with a total allocation of \$60,000. The proposed structure provides up to \$10,000 in financial assistance per applicant, supporting six (6) eligible members during a single home-buying season as a pilot initiative.

A province-wide housing survey identified strong demand for first-time homeownership support, aligning with strategic objectives related to research and planning, client service priorities, residential property development, and long-term community stability. The program targets members aged 19–39, identified as a key demographic for future growth.

Eligibility requirements include:

- Registered membership with the Nation
- Applicant or co-applicant residing in Atlantic Canada
- First-time homebuyer status (confirmed by affidavit)

- Mortgage pre-approval from a recognized lender
- Combined household income not exceeding \$150,000
- Proof of income (2024 Notice of Assessment)
- Purchase must not be rent-to-own or for investment purposes

Applications will be accepted May 1 to October 31, 2026, and reviewed on a rolling basis while funds remain available. Selection will not be strictly first-come, first-served. A Selection Committee consisting of Housing staff (subject to conflict-of-interest declarations) and either a Housing Committee or FAC representative will assess applications.

Council emphasized the importance of territorial equity, directing that applications be reviewed using a geographic tracking approach to avoid all funding being allocated to a single territory when feasible.

Members discussed the appropriateness of the \$10,000 contribution. While acknowledging it does not fully cover average down payment and closing costs, Council agreed it represents a meaningful contribution toward homeownership, particularly for members in smaller or rural housing markets. The amount was confirmed without amendment.

Council further noted:

- Funding cannot be retroactively applied to homes purchased prior to the application period
- Clear public communication is required regarding eligibility, including residency requirements
- Future programs should consider broader Atlantic-wide engagement where applicable
- Motion Carried

Annual Operating Plans (AOPs)

Council began its review of the Annual Operating Plans (AOPs), with a focus on the Education, Training, and Community Development department, including tourism programming. Staff advised that the intent of the agenda item was review and feedback only, not approval at this stage.

Rather than reviewing each AOP line-by-line, staff proposed displaying relevant sections and inviting Council members to raise questions, comments, or requested edits for follow-up with department directors.

Process and Timeline

Council discussed the volume and level of detail contained in the AOPs and agreed that additional time was needed for individual review.

Direction Provided:

- Council members will submit feedback, questions, or requested changes to staff by Sunday.
- AOPs will return to Council for approval once feedback has been incorporated, with the expectation that minimal additional discussion will be required at that stage.

Land-Based Education Camps (Health and Wellness AOP)

Council held an in-depth discussion regarding land-based education camps, following concerns raised about consistency, delivery, and reporting.

Key issues raised included:

- Inconsistent data reporting regarding participation numbers, particularly in the Exploits/Grand Falls–Windsor region.
- Conflicting information between committee reports that showed strong participation and later statements citing “low turnout” as justification for potential cancellations.
- Concerns that some “land-based” camps were delivered indoors, which was viewed as inconsistent with the spirit and intent of land-based education.
- Variability in program quality and experience across regions, with some camps offering robust outdoor cultural programming while others did not.
- The need to evaluate participation based on regional population ratios, not direct comparisons to larger centers.

Council members emphasized that:

- Land-based camps should be equitably delivered across the territory.
- Program locations should rotate or be adjusted to better serve surrounding communities.

- Youth programming should better reflect the intended outcomes of land-based education.

Curriculum and Program Development

Council discussed the need for a standardized, Nation-wide land-based education curriculum that can be consistently delivered across all regions while remaining adaptable to local land and seasonal conditions.

Suggestions included:

- Developing a reproducible curriculum framework covering cultural, environmental, language, and practical life skills.
- Considering age-appropriate extensions, including opportunities for older youth and seasonal programming (e.g., berry picking, winter skills).
- Building on previously developed Indigenous education curriculum materials and knowledge holders.

Staff confirmed that:

- Participation data will be reviewed and verified with the Health and Wellness team.
- Concerns regarding consistency and location will be raised with departmental leadership.
- AOPs provide an appropriate mechanism for setting this strategic direction, with curriculum redevelopment potentially planned this year and implemented in future seasons.

Next Steps

- Council members review remaining AOPs and submit written feedback by the stated deadline.
- Administration to consolidate feedback and engage departments on revisions.
- Revised AOPs to return to Council for approval at a future meeting.

Professional and Institutional Development (P&ID) Program 2026-27
Application-Motion- 82- 2025-2026

Moved by:	VC Colleen Paul	Seconded by:	Ernest Green
Motion Carried	All in favour	Seven (7)	Zero (0) Against

Staff advised Council that the P&ID Program application deadline is imminent and presented a one-page summary outlining the proposed funding request. The application reflects priorities previously discussed by Council and Management and is structured around three key activity areas:

1. Human Resources Management

- Launch of the *QFN Public Service Excellence Series*.
- Development of comprehensive internal and external training for Managers and Directors.
- Focus areas include best HR practices, labour code compliance, and Indigenous/Mi'kmaq cultural practice and law.
- Deliverables include standardized, reproducible training modules to be implemented regularly and potentially shared with other First Nation governments.

2. Information Management & Information Technology

- Replacement of the current membership management system (KINU) with modern, secure infrastructure.
- Redevelopment of the Nation's website (qalipu.ca) using modern digital architecture.
- Exploration of additional IT/communications staffing to support implementation, long-term system maintenance, and overall digital capacity.

3. Community Involvement & Data Governance

- Training for community members, staff, and Council on OCAP (Ownership, Control, Access, and Possession) principles.

- Support for the next phase of organizational and governance review including resourced member-led committees to promote transparency and accountability.

Staff noted that final classification within ISC’s “functions of government” framework may be refined during submission, but approval was being sought for the three priority activity areas forming the basis of the application.

Discussion

Council expressed strong support for the application, noting:

- The importance of strengthening internal HR capacity and compliance.
- The urgent need to modernize digital infrastructure and communication tools.
- The value of OCAP training as foundational knowledge for governance and data sovereignty.
- Appreciation for staff collaboration and alignment with Council-identified priorities.
- Staff advised the application would be finalized and submitted immediately.

Committee Reports

Council and Executive Updates

MMIWG Awareness Initiative

Council were advised that staff will reach out to Council members to participate in a short video recording in support of:

- Ending gender-based violence
- Supporting the MMIWG Calls to Action

Participation is voluntary, and the initiative aims to demonstrate unified Council support.

Council Meeting in St. John’s

Council received an update on the upcoming Council meeting in St. John’s, to be hosted at an office space provided by Newdock. The venue will accommodate:

- Council training sessions
- An open house

- A formal Council meeting
- Hybrid (in-person and virtual) participation

Plans also include an opportunity for Council to meet informally for a shared meal and community engagement activities.

Advocacy and Intergovernmental Engagement

The Chief provided updates on extensive advocacy efforts, including:

- Upcoming meetings with federal and provincial ministers
- Travel related to Newdock expansion advocacy
- Participation in national and international meetings on behalf of Atlantic and regional leadership
- Ongoing discussions related to housing, infrastructure, health services, education, environmental protection, connectivity, and economic development

Council acknowledged ongoing work related to:

- Possible acquisition of surplus provincial buildings
- Discussions with post-secondary institutions and housing partners
- Broadband and infrastructure advocacy in rural communities
- Continued engagement with neighboring First Nations and regional partners

Table Officer Hiring-Chief Financial Officer (In Camera)-Motion 83-2025-2026

Moved by:	Ivan White	Seconded by:	Ernest Green
Motion Carried	All in favour	Seven (7)	Zero (0) Against

- Council supported the motion to support the recommendation for the Chief Financial Officer put forward by the hiring committee.
- Motion carried.

In Camera Discussion of Item 7 (Above)

Moved by:	Ivan White	Seconded by:	Shianne Squires
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Motion Carried	All in favour	Seven (7)	Zero (0) Against
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- Council went in a brief in-camera session at approximately 5:40pm

In Camera Session ended at approximately 6:00pm

Moved by:	Ivan White	Seconded by:	Shianne Squires
Motion Carried	All in favour	Seven (7)	Zero (0) Against

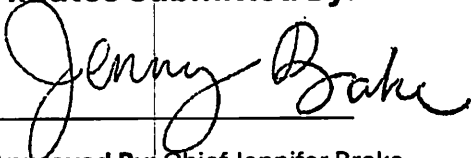
Motion to Adjourn-Motion 84-2025-2026

Moved by:	VC Colleen Paul	Seconded by:	VC Charlie White
Motion Carried	All in favour	Seven (7)	Zero (0) Against

The council meeting ended at approximately 8:00pm

Next regular Council meeting date is tentatively scheduled for **May 30, 2026**

Minutes Submitted By:


Approved By: Chief Jennifer Brake


Certified By: Natasha Lavers-White