

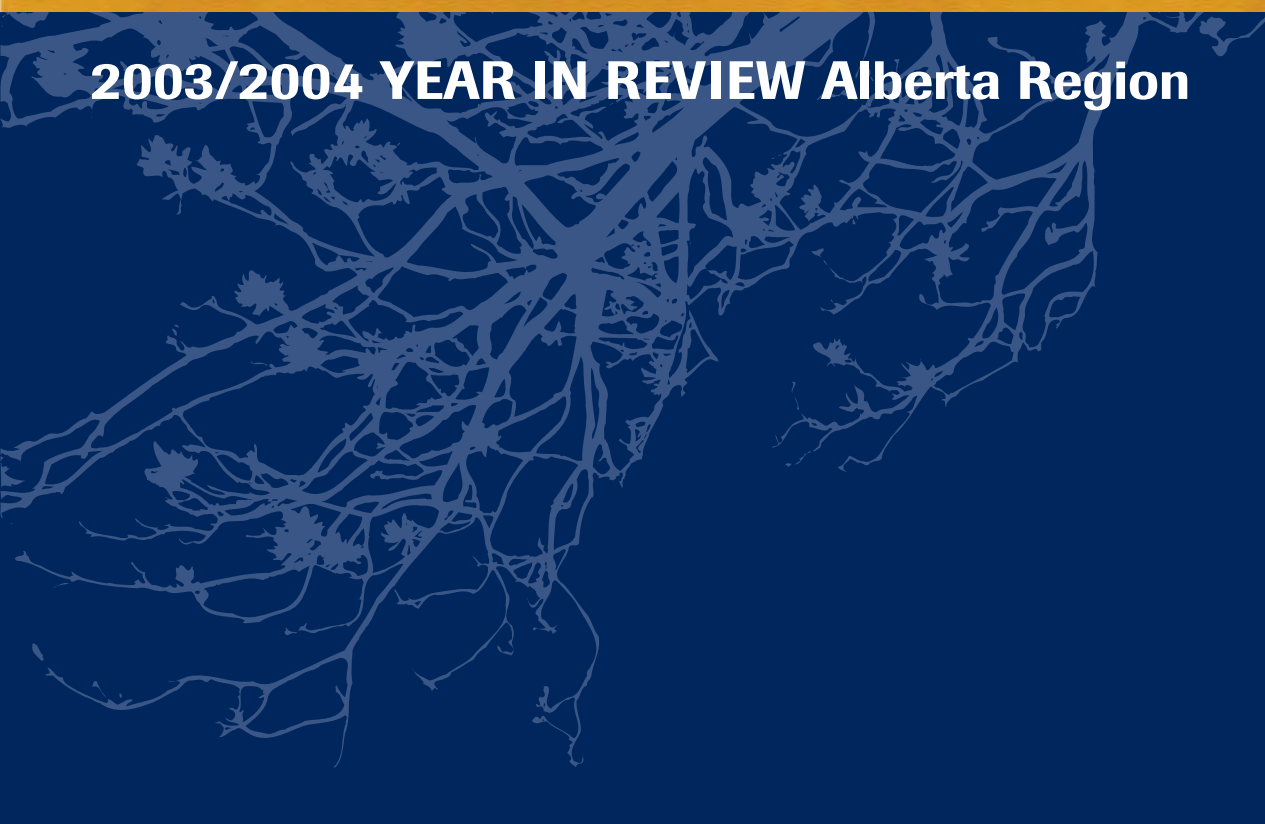


Indian and Northern
Affairs Canada

Affaires indiennes
et du Nord Canada



2003/2004 YEAR IN REVIEW Alberta Region





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Table of contents

Alberta First Nations Map	2	Message from the Treaty 7 Grand Chief	19
Message from the Regional Director General.	3	First Nations Relations - Treaty 7	20
Claims and Indian Government	4	Land Claim Settlements	20
Claims and Negotiations.	4	Blood Tribe Agriculture Project (1991)	
Minister's Trips.	4	Receives Two Awards	20
Workshops	4	National Indian Moneys Workshop	20
Forums	4	Aboriginal Financial Officers Association	
First Nations Governance	5	of Alberta	20
Regulatory Gap	5	First Nations Governance Pilot Projects.	21
Other Programs and Policies	5	Message from the Treaty 8 Grand Chief	22
Operational Program and Policy.	6	First Nations Relations - Treaty 8	23
Education.	6	Bilateral Process	23
Economic Development	6	Economic Development	23
Social Development.	7	Land Claim Settlements	24
Band Support Funding	7	First Nations Governance Pilot Projects.	24
Capital	7	Fort McKay Water Treatment Plant.	24
Communications and Executive Services	9	2003/2004 Financial Reports	25
Corporate Services	10	Facts, Figures and Trends.	26
Human Resources.	11	Indian Registration	26
Regional Committees	13	Grade 12 - Enrollment & Graduates	
Aboriginal Employee Network	13	Summary	27
Bridging the Gap.	13	Post Secondary - Enrollment & Graduates	
Committee for the Advancement of		Summary	27
Native Employment	13	Education Trends.	28
Joint Occupational Safety and Health		Number of Social Assistance Recipients	
Committee	14	On-Reserve	29
Leadership and Learning Support Team	14	Children in Care On-Reserve	29
Silver Tongues Toastmasters Club	14	Work Opportunity Projects	29
Supporting Front Line Operations	15	Housing Activities	29
Message from the Confederacy of Treaty Six		Social Assistance Trends.	30
First Nations Spokesman	16	Child Welfare Trends.	31
First Nations Relations - Treaty 6	17	Audit Trends.	32
Economic Development.	17	Remedial Management Plan Trends.	32
Enoch Cree First Nation	17	Salaries & Travel Expenses -	
Treaty 6 Education Authority.	17	INAC Senior Officials	33
Band Managers Workshops	18		
Knowing Our Spirit Conference	18		
Teeing up for a Cure	18		
First Nations Governance Pilot Projects.	18		
Sewage Lagoons	18		

Alberta First Nations Map

Treaty 8

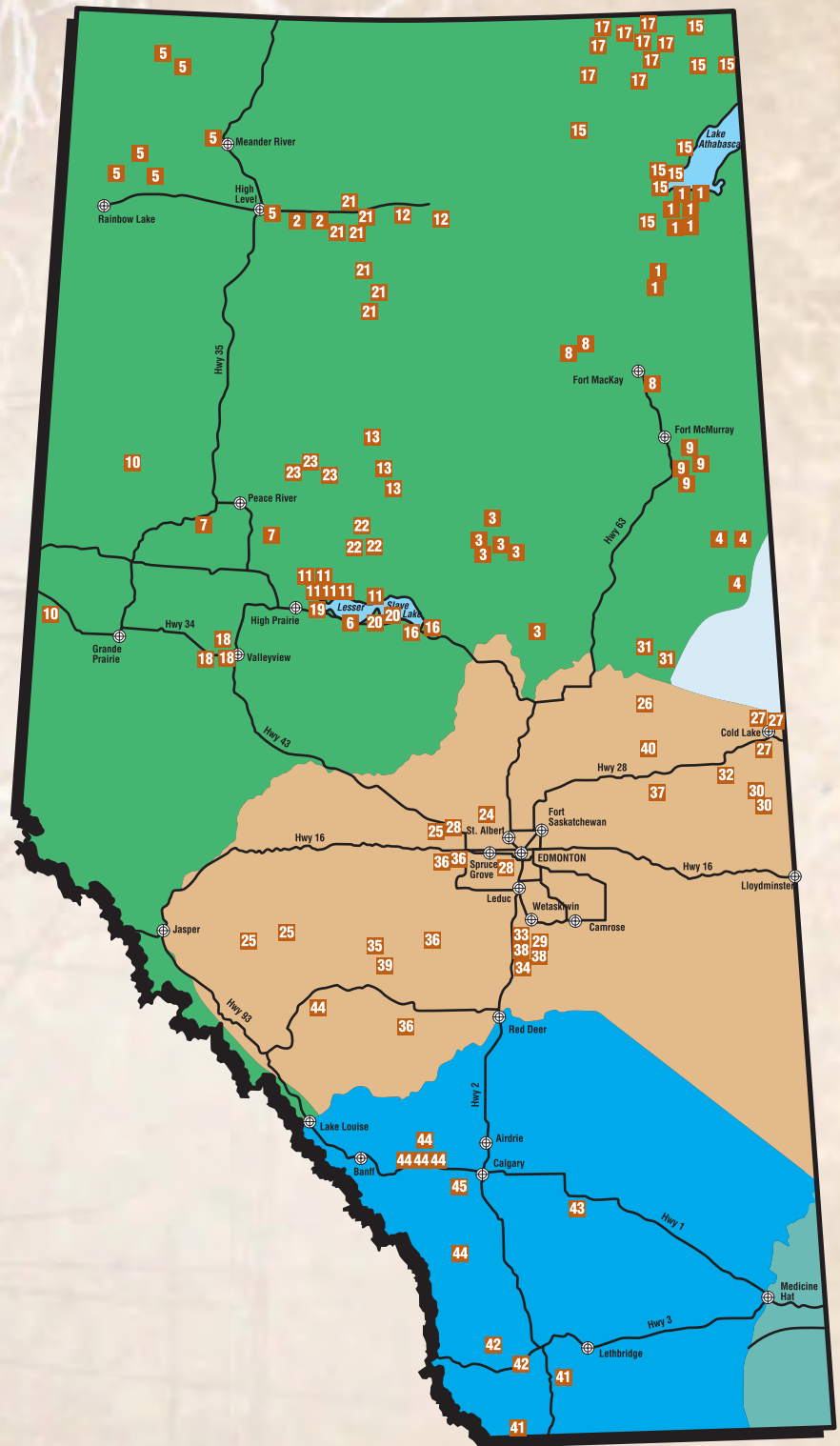
1. Athabasca Chipewyan First Nation
2. Beaver First Nation
3. Bigstone Cree Nation
4. Chipewyan Prairie First Nation
5. Dene Tha' First Nation
6. Driftpile First Nation
7. Duncan's First Nation
8. Fort McKay First Nation
9. Ft. McMurray First Nation
10. Horse Lake First Nation
11. Kapawe'no First Nation
12. Little Red River Cree Nation
13. Loon River First Nation
14. Lubicon Lake Indian Nation (no reserve)
15. Mikisew Cree First Nation
16. Sawridge Band
17. Smith's Landing First Nation
18. Sturgeon Lake Cree Nation
19. Sucker Creek First Nation
20. Swan River First Nation
21. Tallcree First Nation
22. Whitefish Lake First Nation (Atikameg)
23. Woodland Cree First Nation

Treaty 6

24. Alexander First Nation
25. Alexis Band
26. Beaver Lake Cree Nation
27. Cold Lake First Nations
28. Enoch Cree Nation
29. Ermineskin Cree Nation
30. Frog Lake First Nation
31. Heart Lake First Nation
32. Kehewin Cree Nation
33. Louis Bull Tribe
34. Montana First Nation
35. O'Chiese First Nation
36. Paul First Nation
37. Saddle Lake First Nation
38. Samson Cree Nation
39. Sunchild First Nation
40. Whitefish Lake First Nation #128 (Goodfish)

Treaty 7

41. Blood Tribe
42. Piikani Nation
43. Siksika Nation
44. Stoney Tribe
 - Bearspaw
 - Chiniki
 - Wesley
45. Tsuu T'ina Nation



Message from the Regional Director General

The fiscal year 2003/2004 was another busy and progressive year for the Alberta Region of Indian and Northern Affairs Canada (INAC).

Once again, there was much activity in economic development. Former Minister Robert Nault announced four major projects while he visited the region. INAC Alberta's economic development funding totalled more than \$7.5 million this year, leveraging an additional \$23 million in Alberta's economy.

The settlement of claims was a priority, with six major settlements reaching completion and ratification this fiscal year.

For the fourth consecutive year, INAC Alberta sponsored two Business Awards of Distinction that were awarded at an evening gala organized by the Alberta Chambers of Commerce.

The Enoch Cree Nation, just west of Edmonton, was the first First Nation to receive a casino licence from the province of Alberta. This was a major boost for its planned multi-million dollar recreation/casino complex.

Another major project for INAC Alberta was the beginning of formal negotiations on a Regional Long-Term Benefits Agreement. This proposed agreement is an economic development partnership strategy involving INAC, 17 private sector resource development companies, the province of Alberta and the five First Nations of the Athabasca Tribal Council. Once finalized, this agreement will assist the five First Nations in becoming active participants in the Athabasca oilsands development in northeastern Alberta.

Internally, there was a fairly significant change in the administrative structure of INAC with the creation of ROSS (Regional Operations Support and Services).

This new operational sector made southern regions of INAC essential members of a sector management team dedicated to sound and sustainable departmental operations. By helping to break down the barrier of geography, the new sector will provide the focus that is required to ensure ongoing regional involvement in the department's program and policy development, as well as ensure coherent service delivery to First Nation communities.

On behalf of the Alberta Region, I would like to thank all of the INAC employees and First Nation members whose hard work contributed to making 2003/2004 an extremely productive year in our history.

Barrie Robb
Regional Director General

Claims and Indian Government

Claims and Negotiations

The settlement of claims was a major priority. Staff were involved in the ratification and implementation of the Siksika acreage discrepancy (surface) claims settlement agreement, the Athabasca Chipewyan First Nation land exchange agreement and Bennett Dam settlement agreement, the Fort McKay First Nation settlement agreement, the Blood Tribe's Akers 2 specific land claim settlement agreement and Enoch Cree Nation's out-of-court land claim settlement agreement.

Other claims in active negotiation include the Bigstone claim, and the Siksika Nation's Bassano Dam and Castle Mountain claims. Further claims activity is expected, with 23 claims under either research review at the specific claims branch or legal review at the Department of Justice.

Claims and Indian Government (CIG) has also been active in other negotiations. The Blood Tribe self-government negotiations are progressing and a final agreement in the areas of governance and child welfare is expected to be completed in October 2004. Formal negotiations around regional long-term benefits in northeastern Alberta commenced in December 2003 and a final agreement is targeted for the fall of 2004.

CIG also contributed to the development of a national ratification policy, which will assist negotiators in planning successful ratifications of final settlement agreements.

Minister's Trips

During Minister's trips to the region, CIG helped to organize crucial meetings, including a first meeting with the advisory council of Treaty 6 women in May 2003 and a meeting to discuss the Lubicon land claim in June 2003. In addition, CIG provided funding and technical advice for the annual gathering of Treaty women in December 2003, hosted by the advisory council of Treaty 6 women. CIG also delivered a presentation on the proposed First Nations governance legislation at the gathering.

Workshops

CIG helped organize the national Indian moneys workshop, which you will read about in Treaty 7 highlights. The directorate provided funding to the First Nations (Alberta) Technical Services Advisory Group to host workshops on off-reserve environmental intervention and environmental assessments.



Minister Andy Mitchell addresses crowd at University of Alberta

Forums

Another major initiative involving the CIG directorate was the Alberta/Canada partnership forum. This forum was created to facilitate effective partnerships involving Aboriginal companies and communities, industry and relevant federal and provincial departments. The goal is to build and strengthen Aboriginal capacity to participate in the mainstream economy. This forum is a model of effective federal/provincial relations.

CIG also coordinates the executive directors forum, where representatives of INAC talk directly with the executive directors of the three Treaty areas. This forum is unique to the Alberta Region and enables ongoing dialogue between INAC officials and representatives of the Alberta Treaty areas.

First Nations Governance

Throughout the year, the directorate continued to take the lead on the proposed First Nations Governance (FNG) legislation, supporting the Treaty areas in monitoring 14 pilot projects. Approximately 70 information sessions on governance were held in communities around Alberta. Although Minister Andy Mitchell announced in Edmonton in January 2004 that the proposed FNG legislation would not be re-introduced, discussions on the principles of good governance continued.

Regulatory Gap

CIG continued work with the Blood Tribe, Tsuu T'ina Nation and Fort McKay First Nation in developing land tenure instruments and regulatory regimes for large-scale industrial projects that are advancing on reserve. CIG also played a significant role nationally in supporting the development of policy and possible legislation to address regulatory issues raised by major on-reserve commercial and industrial projects across Canada.

Other Programs and Policies

In June 2003, a new nation-wide policy on Treaty commemoration was launched. The policy, led by INAC Alberta, sets out guidelines on how to approach and organize a Treaty Commemoration in partnership with First Nations, other government departments and provincial and municipal governments.

In November 2003, the *Specific Claims Resolution Act* received royal assent. Minister Andy Mitchell, while in Edmonton in January 2004, announced that the Government of Canada will move to implement the act and will work with the Assembly of First Nations and its members to address some of their concerns in the course of the bill's implementation.

Finally, CIG was pleased to work with the Treaty areas to establish internal environmental assessment procedures that are dealt with during a land tenure.



Athabasca Chipewyan First Nation land exchange agreement ratification vote

Operational Program and Policy

Education

Under the auspices of the Canada/Alberta/Aboriginal Partnership Forum, an education sub-committee was established involving INAC, Alberta Learning and First Nation and Métis representatives. The sub-committee met several times in 2003/2004 to discuss SuperNet, tuition agreements and other potential areas for collaboration.

Workshops were held during the year with provincial and territorial organizations to discuss the new national guidelines and policy changes in all education programming. Implementation of the new special education program continued including the development of regional management organizations and school programming.

The education review concluded with the receipt of First Nations' reports from each Treaty area. Work initiated under the education review helped to highlight regional and national work on the joint Assembly of First Nations/INAC band-operated funding formula review.



INAC/AWPI Aboriginal Best Practice Award of Distinction winner TRAVERS Food Service Ltd. with INAC Deputy Minister Michael Horgan.

Economic Development

In 2003/2004, INAC Alberta's economic development funding totalled more than \$7.5 million, leveraging an additional \$23 million in Alberta's economy for a combined investment of \$30.5 million. This resulted in the

maintenance of 122 full and part-time jobs and the creation of 3,349 direct and indirect jobs.

In January 2004, an Aboriginal women's business planning guide entitled "Journey to Success" was released at the business and political leaders for women conference in Calgary. The guide reflects input from Aboriginal women across the county, individual entrepreneurs and representatives of the Aboriginal women's organizations.

INAC Alberta proudly sponsored two Alberta Chambers of Commerce Business Awards of Distinction for the fourth year.

The Eagle Feather Business Award of Distinction went to the Fort McKay Group of Companies, a conglomerate of 10 companies that service the oilsands in northeastern Alberta.



Eagle Feather Business Award of Distinction winner Fort McKay Group of Companies with INAC Deputy Minister Michael Horgan

The INAC/AWPI Aboriginal Relations Best Practice Award of Distinction went to TRAVERS Food Service Ltd., a professional supplier of remote camp and catering services to the oil and gas, forestry, construction, railway and other related industries. The awards were presented at an evening gala, organized by the Alberta Chambers of Commerce, in Calgary in February 2004.

In March 2004, INAC and the province of Alberta signed an agreement that promotes partnerships with businesses to increase

Aboriginal employment in Alberta. It was signed by Alberta Minister of Aboriginal Affairs and Northern Development Pearl Calahasen and Larry Bagnell, Parliamentary Secretary to Minister Andy Mitchell.



Partnership agreement signing between INAC and Province of Alberta

Social Development

A joint committee reviewed and recommended projects under the social development program management infrastructure. INAC Alberta received approval for the funding of three projects in the coming year.

A working group was established to review the proposed changes to the new *Alberta Child, Youth and Family Enhancement Act*. The working group is comprised of representation from Alberta Children's Services, INAC Alberta and First Nation child and family services directors. The group is assessing the impacts of the new legislation on reserve. The outcomes of this assessment will be shared with the national INAC/AFN/First Nations child and family services directors funding formula redesign team. Alberta is providing training to First Nations child and family services directors and their staff on the new policies and regulations.

INAC received authority for a flexible funding option for maintenance of First Nation child and family services agencies. The purpose is to provide increased flexibility for agencies to re-profile maintenance funding, providing increased resources for prevention.

In December 2003, Minister Robert Nault, Human Resources Development Minister Jane Stewart and Health Minister Anne McLellan released two reports highlighting progress in the Government of Canada's commitment to helping young Canadian children get a good start in life. Furthermore, the Treaty 8 children's agenda was selected as one of three national interdepartmental early childhood development projects.

New provincial legislation governing social assistance was passed in the fall of 2003. The *Income and Employment Supports Act* was proclaimed in January 2004 and implemented in May 2004. A working group, from INAC Alberta, First Nation social development staff and Human Resources and Skills Development Canada, was established to review the changes to the act and to develop a new INAC Alberta income support policy.

Capital

The capital program provided \$34.2 million in project funding for infrastructure on reserves in 2003/2004. Projects included facilities for water and sewer, subdivisions, fire trucks and fire halls, community buildings and education facilities.

Also included was \$5 million of Gathering Strength funding, \$2.6 million of rust-out funding, \$3.8 million of water management strategy funding, as well as \$700,000 of Infrastructure Canada funding. The money enabled the region to fund a number of water treatment plants and to begin a roads upgrading initiative. Under the housing program, \$16.6 million was provided, which included emergency housing and disaster assistance.

INAC Alberta provided \$31.5 million to First Nations and the First Nations (Alberta) Technical Services Advisory Group (TSAG) for the operation and maintenance of existing facilities.

One major item within this budget was the \$4.5 million provided under the First Nations water management strategy, which enabled the



First Nation certified operators recognized at TSAG conference

region to continue its support for the circuit rider training program, enhance the levels of funding for water and wastewater systems and better respond to emergencies related to plant operations. Training in small water and wastewater systems began late in the fiscal year. All certified operators currently employed by First Nations were recognized and rewarded at the annual TSAG conference in fall 2003.

The capital program has been undergoing a major review as a result of the five-year long term capital plan, approved by Treasury Board. The regional priority system for evaluating projects was revised to reflect national priorities and was discussed and reviewed with all First Nations.

Emergency Management Alberta, formerly Alberta Disaster Services, continued its contract to provide training and emergency disaster support services among First Nations during the year. Although there was a decrease in the number of emergencies, Emergency Management Alberta coordinators were involved in two fire evacuations in northern Alberta.

Communications and Executive Services (CES) continued to promote First Nation economic development success stories as its key marketing focus this past year.

A special edition of *Grassroots - First Nation Business in Alberta*, highlighting First Nations involvement in Alberta's resource sector, was published. Also, a two-page insert profiling the six finalists for two INAC Alberta-sponsored awards at the annual Alberta Business Awards of Distinction was published in the *Calgary Herald*, *Edmonton Journal* and *Le Franco*. CES also supported a luncheon held in Calgary that honoured the six finalists.

The maintenance of a regional intranet site also continued to be front and centre of much of CES activity this year. The site is routinely refreshed with up-to-date news clippings, photos, meeting minutes and a variety of other information of value to INAC Alberta employees.

In the area of public education, the funding, organization and promotion of National Aboriginal Day celebrations at Canada Place in Edmonton and at the Harry Hays Building in Calgary occupied much of the time of one communications officer as well as other CES staff.



Métis dancers at National Aboriginal Day, Edmonton

In addition, a number of Aboriginal awareness sessions and other public events at the Canada Place Aboriginal and Cultural Learning Centre were organized by CES.

CES also arranged public display booths at a number of major conferences and exhibitions.

As part of its ongoing issues management portfolio, CES handled well over 100 enquiries from regional and national media, produced over 20 question period cards and issue sheets, produced communications strategies for litigation, claims and Treaty-area related files and secured global funding from INAC communications at headquarters to support its activities.



Homepage for Alberta Region intranet site

On the executive services side of the directorate, the manager and two liaison officers wrote, edited, tracked and filed over 1,000 pieces of correspondence for the signature of the minister of INAC, deputy ministers, regional and associate regional director generals. The unit also oversaw the writing of briefing notes and the logistics for Minister's visits to the region, in tandem with the executive office.

In December 2003, the executive services unit joined the new strategic planning and co-ordination directorate.

Continuing its tradition of excellence at INAC Alberta's annual leadership and learning fair, CES, along with the Treaty 7 directorate, was again the winner of the presentation award for its well-intentioned, but slightly off-key, adaptation of Muddy Waters' famous "Hoochie Coochie Man." There was valour in the attempt!

Records services staff worked to improve incoming mail service to regional staff through the Comprehensive Integrated Document Management (CIDM) system. As well, a new shared support position was created internally to provide advanced and refresher CIDM training.

Internal services staff were able to assist six First Nations and First Nation organizations in meeting their office furniture and equipment needs out of departmental surplus. In addition, internal services staff assisted two First Nation organizations and one First Nation school in meeting their computer needs through Industry Canada's computer for schools program.

Financial allocations and transfer payments staff processed 78 funding arrangements. This included 632 amendments, 815 cashflows and 335 notice of budget adjustments. As a customer service improvement, the unit piloted the delegated signing authority with three First Nations and one tribal council. This enabled one person to sign funding agreement amendment documents on their behalf, significantly reducing the processing time for funding. CIDM has improved internal distribution of information for the monthly regional financial management committee meeting.

The unit supported Aboriginal and student employment by hiring two First Nation members during 2003/2004. They gained experience in budgeting, financial analysis and processing and policy development. The unit plans to continue offering employment and experience through the federal student work experience program.

Over the past few years, great strides have been made to increase the level of connectivity in remote communities. Brent Thomas, process and methods, has been working with the Alberta government, Bell West and First Nations to extend broadband connectivity into First Nation communities via the \$295 million Alberta SuperNet project. Much work has been done to ensure the necessary band council resolutions, environmental screenings

and land tenure permits have been completed. This allows SuperNet into 40 First Nation communities where a facility to be connected to the SuperNet network exists. Approximately 106 facilities in First Nation communities will be connected. The region has also been instrumental in ensuring the monthly broadband and Internet Service Provider costs for the connected First Nation school facilities will be covered.



Chris Evans, Corporate Services employee, works on the computer network at INAC Alberta

In March 2004, regional staff participated in an information and communication technology forum for First Nations, which promoted the importance of overcoming the "digital divide" in First Nation communities. This was the second of two Alberta forums conducted, and funded, via a partnership between INAC and the Province of Alberta. The forums were organized and hosted by the Lesser Slave Lake Indian Regional Council and Treaty 7 Tribal Council, with assistance provided by INAC Alberta and Alberta government representatives.

Human Resources

The Human Resources directorate provides a full range of human resource services to management and employees at INAC Alberta, and provides compensation services to Indian Oil and Gas Canada.

The *Public Service Modernization Act* was passed in 2003 and the transition toward full implementation of the act is underway. Consistent with the intent of the act, regional management and local union representatives participated in a very productive session, sponsored by the joint labour program. The session addressed issues of roles, responsibilities, communications and consultation.

Also introduced in 2003 was the values and ethics code for the public service. It includes democratic, professional, ethical and people values as well as conflict of interest measures. This provided an excellent theme for the annual leadership and learning fair, organized by the leadership and learning support team, which was well attended by staff.



G8 Summit team

In addition, each year, Human Resources organizes an employee appreciation luncheon to present staff, and outside partners, with various regional and national awards. This year's luncheon, held in November 2003, was emceed by George Arcand Jr., Associate Regional Director General.

The first awards presented were the deputy ministers' pride and recognition awards. They recognize and reward the exceptional performance of individuals and teams of

employees who have demonstrated high standards of excellence, professionalism and dedication to obtaining departmental goals and objectives. The following regional staff and partners were the proud recipients:

G8 Summit team

- Chief Aaron Alvin Young, Chiniki (Stoney Tribe)
- Chief Darcy Dixon, Bears paw (Stoney Tribe)
- Chief Ernest Wesely, Wesley (Stoney Tribe)
- Heather Carnahan, CEO and chief negotiator for Stoney Tribe
- Paul O'Neil, emergency medical services coordinator, Stoney Tribe
- Sgt. Stan Grier, RCMP Enoch detachment
- Cpl. Cam Alexis, RCMP K Division
- Chris Piper, senior field services officer, Treaty 7, INAC Alberta
- Sandi Williams, director, Treaty 7, INAC Alberta
- George Arcand Jr., associate regional director general, INAC Alberta
- Chief Peter Strikes with a Gun, Piikani Nation

Piikani Nation settlement agreement negotiation team

- Brian Jackson, councillor, Piikani Nation
- Edwin Small Legs, councillor, Piikani Nation
- Michelle Provost, communications liaison, Piikani Nation,
- Allan Pard, executive coordinator, Piikani Nation
- William Big Bull, Piikani Nation administration
- Jerome Slavik, legal counsel for the Piikani Nation
- Tamara Kane, ratification officer and senior claims analyst, INAC Alberta
- Tim Christian, chief federal negotiator
- Norm Brennand, field manager, Treaty 7, INAC Alberta
- John McCarthy, chief negotiator, Province of Alberta
- Dave Johnston, assistant negotiator, Province of Alberta



Piikani Nation Settlement Agreement Negotiation Team

- Doug Clark, director, water management projects, Dept. of Transportation, Province of Alberta
- Donna Grainger, legal counsel, Province of Alberta

Treaty annuity and payment experience team

- Dan Kumpf, director, Claims and Indian Government
- Barry Laprise, Claims and Indian Government

The next set of awards were for regional staff only. The Forbes/Warkentin memorial award was presented to Tracey Travis, a junior economic development analyst in Operations and Program Policy (OP2), for her contributions to quality of service to clients and her dedication to her work. The award recognizes excellence on the part of program delivery, administrative or support staff.



Treaty Annuity and Payment Experience Team

Three regional awards of excellence were handed out. The first went to Rachelle Bouchard, regional planning and analysis officer in Corporate Services, for the dedication and commitment she displayed as she multi-tasked in an environment of competing priorities. The second went to the 2002/2003 Bridging the Gap executive committee, comprised of committee chair Tessie Bernardo (Corporate Services) and committee members Barry Laprise (Claims and Indian Government), Dana Gionet (Corporate Services), Dorothy Favel (Corporate Services) and Lucille Zapisocki (Treaty 8). The committee has promoted and encouraged participation in regional BTG activities and put Alberta Region in the national spotlight. The third award went to the Alberta economic development team of Gord Sawatzky, Hank Shade, Ashton Gibson,

Tracey Travis and Janene Blenkhorn, all from OP2. The team has been very busy and had a successful year working to improve both internal and external programs and services.

To finish off the day, a number of service awards were presented.



2002/2003 Bridging the Gap executive committee



Alberta economic development team



Rachelle Bouchard with RDG Barrie Robb

Regional Committees

At times, it is taken for granted the time and dedication that regional staff devote to various committees and groups. It was decided that the successes stemming from them should not be overlooked and, therefore, for the first time, they are included in our annual report. Thank you to all staff who volunteered their time to make these successes happen.

Aboriginal Employee Network

The Aboriginal Employee Network (AEN) provides opportunities for Aboriginal federal government employees in Alberta to come together as a united voice, for the mutual betterment of employees through social, cultural and professional empowerment. Carol Jeffrey (Corporate Services) is a Committee for the Advancement of Native Employment executive member who has taken on the AEN portfolio and Victor Houle (Director, Treaty 6) is the federal government champion for the group. Other regional INAC staff are also active participants.

The AEN held its first learning event in March 2004 in Edmonton and a similar event was held in Calgary. The one-day cultural and career development event in Edmonton was attended by 53 participants. The AEN has already begun planning a future training session for fall 2004.

Bridging the Gap

Bridging the Gap's (BTG) mission statement perfectly captures what the group is all about. It is a team of administrative professionals accountable for supporting the professional and personal development of the administrative community within INAC's plans and priorities while building strategic partnerships with other communities of practice by developing, implementing and sharing learning resources.

While BTG, chaired by Tessie Bernardo (Corporate Services), has been very active throughout the year, one of the most notable highlights include its strong partnership with Health Canada in organizing an annual workshop on "path to health and wellness."

BTG will also work with Health Canada in the new year to organize a walking club for Canada Place employees. Another highlight was the sponsorship of a luncheon in June 2003 at the University of Alberta Faculty Club for 10 Aboriginal students chosen for their high academic achievement and perfect attendance. In October 2003, the region celebrated multiculturalism with an ethnic potluck luncheon for Thanksgiving. In addition, thanks to the efforts of BTG, the region was able to donate \$150 through its recycling (bottle) fundraiser for the inner city schools and the inner city seniors drop-in centre (soup kitchen) for their lunch programs.

Committee for the Advancement of Native Employment

The Committee for the Advancement of Native Employment (CANE) is an informal association of Aboriginal employees which addresses Aboriginal employment issues within INAC and the federal public service. Nationally, CANE's mandate is to explore, examine and recommend ways of increasing the number of Aboriginal peoples employed at all levels within INAC. Recruitment, training, retention and advancement are four cornerstones of employment in which CANE exerts a concerted effort to achieve this goal. Regionally, CANE's mandate is to empower our regional Aboriginal employees. Six executive members lead the group and each have different portfolios. They are:

- Carol Jeffrey, Aboriginal Employee Network
- Dana Gionet, Aboriginal Cultural Centre
- Barry Laprise, Human Resources
- Heather Poitras, National Aboriginal Day/Aboriginal Cultural Centre
- Dorothy Favel, Staff Relations/Social
- Chris Piper, Union Management Committee and CANE National Contact

Throughout 2003/2004, CANE held events on a monthly basis, beginning with a pipe ceremony in September to learn about cultural teachings, cultural awareness and protocol. Most events

were held in the Four Places Where People Sit United - Aboriginal Cultural and Learning Centre, located on the main floor of Canada Place. CANE also held a one-day workshop in September 2003 at Enoch Cree Nation. Based on the feedback, the group's continued goal is to host cultural teaching opportunities in the future. As well, they are honoured that INAC Alberta has been chosen to host the next National CANE Workshop, scheduled for fall 2004.

Joint Occupational Safety and Health Committee

The regional Joint Occupational Safety and Health (JOSH) committee meets regularly, according to the requirements of the Canada Labour Code Part II. The committee, led by Human Resources, is comprised of equal numbers of union and management representatives.

JOSH's activities this past year included providing ergonomic information sessions to staff, distributing a checklist to staff to assist in adjusting and adapting a workstation, recommending the hosting of a winter driving course, and recommending the posting of a notice in public reception areas advising of a zero tolerance for abuse. JOSH also recommended signage be posted in washrooms about the importance of hand washing to break the chain of disease transmission.

Leadership and Learning Support Team

One of the main responsibilities of the regional Leadership and Learning Support Team, led by Ross Gillespie, Regional Manager, Leadership and Learning, is to initiate activities which promote INAC's leadership competencies, public service values and ethics and the development of a continuous learning organization.

In May 2003 and January/February 2004, training blocks on Corel WordPerfect, Quattro

Pro, Presentations and GroupWise 6 were organized. For both sessions, an employee from INAC Headquarters delivered the training to regional staff. The major event of the year was a half-day leadership and learning fair in November 2003. An annual event since 2002, this year's theme was the new values and ethics code for the public service. Each team, comprised of two directorates, were assigned a value (democratic, professional, ethical or people) and worked on a display and presentation based on the value. It was a success with approximately 70 per cent of regional staff in attendance.



BTG potluck

Silver Tongues Toastmasters Club

The Silver Tongues Toastmasters Club is a fun group of people who meet weekly to work on improving their communication and leadership skills. The club started through INAC Alberta in February 2001 and still continues to be strongly supported by the department. It has an approximate membership of 25, most of whom are INAC staff and, each year, an executive of seven members are elected to oversee the club. Silver Tongues is part of a huge organization called Toastmasters International, which has 9,300 clubs in approximately 80 countries.

In 2003/2004, the club received distinguished club recognition, achieving five of 10 goals set out by Toastmasters International. Dwayne Lemiski (Treaty 6) and Lilia Witzke (Canada

Revenue Agency) received their Competent Toastmaster (CTM) award, completing 10 required speeches. Ross Gillespie (Human Resources) received a Competent Leader award to complement his CTM from the year before. In addition, Perry Bennett (Treaty 8), Barb Williams (Treaty 8) and Elaine Saxer-Gillies (Henry Singer Group) all volunteered their time as an Area Governor in other areas of the city, a position that holds great responsibility in the organization. For the first time, two awards were presented to members who showed enthusiasm, dedication and overall participation in activities in and outside the club. The awards went to Kelly Payn (Communications) as Toastmaster of the Year and Lilia Witzke (Canada Revenue Agency) as Rookie of the Year.

Supporting Front Line Operations

Supporting Front Line Operations (SFLO) is a national initiative created to give front line staff the tools they need to effectively deliver services to First Nations.

The regional committee, co-chaired by Shawn Melnychuk (Corporate Services) and Michael Schwanke (Treaty 8), has undertaken a number of activities in the past year. In November 2003, a planning session was held to discuss the 2004/2005 workplan. Ten projects were identified and since that time, the committee has refined the plan to concentrate on the top three or four initiatives and will proceed with implementation in the coming year. As well, the committee continues to build strong linkages with the national SFLO committee and other regional committees. The committee has also been working with the national committee to host a national workshop in May 2004.



Silver Tongues Toastmasters Club meeting



CANE gathering in the Four Places Where People Sit United - Aboriginal Cultural and Learning Centre

Message from the Confederacy of Treaty Six First Nations Spokesman

It is with a great deal of honour and respect that, as the Spokesman for the Chiefs of the Confederacy of Treaty Six First Nations, I submit a statement for the 2003/2004 Year in Review for INAC Alberta.

During this year, we have seen continued positive steps forward in the working relationship between the staff of the Confederacy of Treaty Six First Nations and the staff of the department, especially with the First Nations Relations Treaty 6 Directorate. On behalf of the Chiefs, I extend our congratulations to the staffs of both organizations for their efforts and commitment towards improving the communications between the federal department and our political advocacy organization.

Our First Nations continue to be met with many challenges in our homelands. We, as Chiefs, work for the improvement of the quality of life for our members and we recognize that the federal department must be involved with us to achieve our goals. The struggles of our people are foremost in our minds and our hearts. We call upon the Minister of INAC and the staff of the Alberta Region to continue to work with us in addressing the needs of our First Nations people.

Communications is key in our working relationship and we look to INAC Alberta to continue to keep the doors and the line of communication open for the benefit of our First Nations of Treaty 6. We also extend our congratulations for the accomplishments made within our territory this year. First Nations are achieving successes and we acknowledge those. Our work continues for the future generations of First Nations citizens.

Respectfully,
Chief George L. Minde

Economic Development

In May 2003, Minister Robert Nault announced \$787,500 in federal funding to assist the Saddle Lake First Nation in east central Alberta take a historic first step into the oil and gas drilling business through the acquisition of a 50 per cent interest in an oil and gas drilling rig.

Saddle Lake, EnCana Corporation and Western Lakota Energy Services Inc. launched this historic joint venture, worth \$6.4 million, that will bring jobs, training and expanded business expertise to the Saddle Lake First Nation. Ten jobs were created by the project as well as an additional 77 indirect jobs in the oil and gas sector.



Wingate Inn, Edmonton

Also in May 2003, Minister Nault was on hand for the opening of the Wingate Inn, located in west Edmonton. The Inn, owned by the Alberta Indian Investment Corporation, received \$1.6 million in INAC funding. The value for the project is \$10.4 million and it employs 38 people, approximately 26 of whom are Aboriginal.

In June 2003, Minister Nault also announced \$350,000 in federal funding to assist seven east central Alberta First Nations provide expanded well services to Alberta's oilpatch.

Seven Lakes Oilfield Services Limited Partnership (SLOSLP) is a joint venture between Pimee Well Services Ltd., owned by the First Nations of Beaver Lake, Frog Lake, Heart Lake, Kehewin, Saddle Lake and Whitefish (Goodfish) Lake and Primco Dene

Catering Ltd., owned by the Cold Lake First Nations, to expand oil well servicing and associated spin-off activities such as waste management and scaffolding services.

This \$1.5 million project enabled SLOSLP to expand its existing involvement in the oilpatch by creating new services through the purchase of waste management trucks and bins, scaffolding equipment and a new well servicing rig.

Enoch Cree First Nation

The Enoch Cree First Nation, just west of Edmonton, was in the public profile this year because of two major, and related, events.

The First Nation reached a \$54 million out-of-court settlement with the Government of Canada over a land claim that covers a large area of west Edmonton. The settlement related to the surrender of 10 square miles of land by the First Nation in 1908. Although the land was sold to the Government of Canada, the government still had an obligation to protect the First Nations' interest in the subsurface and mineral rights of the land. Rather than going to court, Canada settled in January 2004 and the band ratified the agreement shortly after.

The Enoch Cree First Nation also proceeded with its plans to construct a recreation/casino complex. In January 2004, INAC cleared the path for construction with an environmental assessment.

A short time later, the province of Alberta granted a casino licence to the First Nation and the City of Edmonton reached an agreement to supply infrastructure development to the new project. Some of the money from the out-of-court settlement will also be used to finance the construction of the reserve/casino complex. In addition, the First Nation is increasing and upgrading its housing.

Treaty 6 Education Authority

The Confederacy of Treaty Six First Nations approved a 2003/2004 education work plan for development of a First Nations education

system. The plan identifies the recommendations from the Treaty 6 education report and the Minister's national working group on education. These were made public in the winter of 2002.

The strategic plan makes a number of recommendations on improving education for Treaty 6 First Nations students, including increasing the number of Grade 12 graduates, culture and language.

Band Manager's Workshops

Two highly successful band manager's workshops were held this year. They keep open lines of communication between INAC Alberta and Treaty 6 First Nation band administrators on issues and procedures in many program areas, including Indian monies, education, social development, capital and lands.

These workshops were held to clarify administrative procedures to reduce the amount of time spent by Chief and Council on administrative issues.

Knowing our Spirits Conference

The Tribal Chiefs Institute of Treaty 6 was again instrumental in organizing the Knowing our Spirits Conference. A diverse range of sessions on topics such as Elders, youth, education and healing, intertwined with cultural awareness and humour, have made this a highly anticipated annual event.

This was the 10th anniversary of the conference, held in Edmonton. INAC is one of many sponsors of the conference.

Teeing up for a Cure

Minister Robert Nault was celebrity chair at a fundraising golf tournament in June 2003, organized by the First Nations Technical Services Advisory Group (Alberta) and the Juvenile Diabetes Research Foundation. Twenty-five teams participated, raising \$24,500 to help combat the high rate of diabetes among Aboriginal people. The tournament was held at Enoch Cree Nation's Indian Lakes Golf Course.



Minister Nault teeing off at Juvenile Diabetes Research Foundation and TSAG fundraising golf tournament

First Nations Governance Pilot Projects

The Yellowhead Tribal Council received \$60,000 in funding from INAC to complete an inventory of codes, procedures and bylaws developed by its member First Nations. The tribal council will also conduct an assessment of its inventory items to determine which were compliant with existing or proposed legislation. The inventory is to be shared with the member First Nations.

Sewage Lagoons

The \$1.7 million Kehewin Sewage Lagoon project involved the planning, design and construction of a new three-cell facultative sewage lagoon, sewage pumping station, and forcemains for the Kehewin First Nation. It caters to an expanding population growth as well as economic development initiatives of the First Nation. The anticipated life expectancy of the facility, given current population and housing growth projections, is at least 20 years. The project was totally funded by INAC Alberta's capital program and the "rust-out" initiative.

The Ermineskin Sewage Lagoon was an expansion of the existing wastewater system at Ermineskin Cree Nation. The existing two-cell lagoon no longer had adequate capacity to treat and store the domestic sewage from the expanding population, resulting in periodic sewage overflows. This project totaled \$1.9 million.

As Grand Chief, it gives me great honour to represent the Tribes of the Treaty 7 area. First of all, I congratulate Prime Minister Paul Martin on his return to the post of Prime Minister. We have had a very positive relationship with him in the past, and I am assured this will continue. I applaud the appointment of Andy Scott, as the Minister of Indian Affairs, and am assured we will have a positive relationship with him as well.

The past year has been a challenging one for many of our First Nations communities, with an increasing need for more support from the federal government to meet our great needs for housing, education, economic development and health. There is also an increasing need for community development.

This past year, we have seen some successes in our First Nations communities through the hard work and diligence of the Tribal leaders and support workers.

I would like to commend the work done at Piikani Nation where they are seeing significant growth in their economic development endeavours. Recently a wind turbine project was launched and they are now reaping some of the benefits of their resources. They have also been successful in developing their water resource.

Similarly, the Siksika Nation has been enjoying the benefits of their oil and gas resources, which have provided much needed economic growth in that community. It has provided financial support for essential services to its community members and spawned growth in the tourism industry. This has been the hard work and diligence of the leaders and support force.

Tsuu T'ina Nation's renewed relationship with the City of Calgary has presented some opportunities that could develop new economic growth in their community. There continues to be great opportunities in tourism with a wide-open marketplace in the urban centres. Their other natural resources are being developed under the watchful eyes of leaders and community members.

I also commend the Stoney Nations and the work of their Chiefs and Councils and staff in managing their natural resources to benefit their communities. They continue to be participants in industry and tourism and benefit from urban growth in Calgary and Banff. Agricultural development has also provided some economic opportunities.

The Blood Tribe, too, has seen some successes, especially in the area of agri-business. This past year they won two prestigious awards for their agriculture products and use of their water resource where 20,000 acres of their land is irrigated. They are exporting forage products, processed at the Tribe, to a demanding Japanese market. Their good management of natural resources benefits their community.

I would also acknowledge the importance of our human resource and the role our youth play in our future. We are hopeful that we can continue to retain our unique ways and give them a rich culture.

I commend the Chiefs and Councils in Treaty 7 for remaining accountable to their members, and working toward the process of governance that will provide stability in their communities. I have enjoyed working for you this past year and look forward to serving you in the coming months.

Grand Chief Chris Shade

First Nations Relations - Treaty 7

Land Claim Settlements

Two First Nations in Treaty 7 settled major land claims.

In September 2003, Minister Robert Nault, along with Chief Adrian Stimson Sr. of Siksika Nation, officially announced the settlement of a historic claim dating back to 1910, when approximately 5,068 hectares of reserve lands were allegedly surrendered by the Nation. The settlement for the surface rights of the lands provided Siksika with approximately \$82 million in compensation for the damages and losses suffered as a result of the surrender. The amount is significant because the former reserve lands have historically been productive agricultural lands in southern Alberta. The entire compensation package will be placed in trust to ensure that future generations of Siksika Nation members benefit from the settlement.

In November 2003, Blood Tribe members ratified the Akers 2 specific land claim settlement agreement. The agreement is subsequent to an original Akers agreement, ratified in 1997. At that time, the Tribe was compensated approximately \$2.25 million for the "absence of compensation" for the unlawful surrender of 444 acres of land in 1889. The Akers 2 settlement compensates the Tribe for the "invalid surrender" of the land and is worth approximately \$3.6 million in compensation. The compensation money, placed in trust, will allow the Tribe to purchase 225 acres of new lands to be added as reserve lands.

Blood Tribe Agriculture Project (1991) receives two awards

The Blood Tribe Agriculture Project (1991), which received federal funding in the past, was presented with two awards, the 2003 Canada export award and a national water and energy conservation award. The project is now irrigating approximately 25,000 acres of the head lease area of the Blood Tribe and is considered the largest irrigation operation in western Canada. Its timothy hay processing

project has evolved into a high-quality densified product for the domestic and international fibre markets.



Siksika acreage discrepancy claims settlement agreement signing

National Indian Moneys Workshop

The Treaty 7 directorate and CIG, in partnership with HQ, helped to organize and host a three-day Indian Moneys workshop in Canmore in October 2003. Participants, who travelled from INAC offices across Canada, discussed a number of items related to Indian Moneys, including amending the Indian Moneys manual and the Nakita Accord, which is the protocol and service standard of how funds will be released. Each region also had an opportunity to share its challenges and best practices.

Aboriginal Financial Officers Association of Alberta

In June 2003, the Aboriginal Financial Officers Association of Alberta (AFOA Alberta) became AFOA Canada's newest chapter. Although it is an Alberta-wide organization, it appropriately fits under Treaty 7 highlights for 2003/2004 because of its close ties to the Treaty area.

In February 2004, AFOA Alberta hosted the organization's fourth national conference entitled "the national forum for excellence and innovation in Aboriginal finance and management" in Calgary. The three-day conference, partially sponsored by INAC,

featured over 50 speakers and covered topics such as the proposed First Nations Fiscal and Statistical Management Act, accountability, effective financial management and governance, understanding the audit process and community planning.

Norm Brennand and Bob Jones from Treaty 7 and Shiraz Bandali from Corporate Services were three of 33 people recognized at the conference for receiving their certified Aboriginal financial manager designation.

First Nations Governance Pilot Projects

INAC funded one First Nation organization and five Treaty 7 First Nations to participate in First Nations Governance Pilot Projects to design or enhance good governance practices and tools in First Nation communities. They were:

Aboriginal Financial Officers Association of Alberta - received \$51,250 to establish financial management best practices inventory for the Alberta region.

Bearspaw Band (Stoney Tribe) - received \$43,700 to develop a redress, complaints and appeals mechanism.

Blood Tribe - received \$72,666 to develop a process for lawmaking and enforcement.

Chiniki Band (Stoney Tribe) - received \$63,000 to develop a human resource policy and action plan which includes a financial policy, review of roles and responsibilities and an appeals process.

Piikani Nation - received \$50,000 to develop communications capacity and an annual report.

Siksika Nation - received \$40,000 to develop communications capacity through an annual report.

Stoney Tribe - received \$100,000 for communications strategies and the development of a consultation code.

Tsuu T'ina Nation - received \$34,500 to develop a youth council to ensure active participation in governance matters.

Wesley Band (Stoney Tribe) - received \$79,000 to develop a communications strategy, a draft enforcement law and human resource policies.



INAC staff at Indian Money workshop

Message from the Treaty 8 Grand Chief

Guided by the traditional strength and wisdom of the First Nations heritage and our Elders, I am proud to report that Treaty 8 First Nations of Alberta has made a number of great strides toward the social, cultural, educational and economic development of our people this past year. First of all, I would like to acknowledge the Treaty 8 Chiefs for their leadership during the past year, as well as to thank the staff of Treaty 8 First Nations Relations, INAC Alberta, for their continued support of our organization.

In April 2003, the bilateral process framework agreement and framework agreement of inherent right to self government were signed off. During that time, we hosted a number of information sessions for Chiefs, Elders, women and youth. This year we will continue these sessions and visit all 23 Treaty 8 First Nations of Alberta as part of a community engagement strategy.

The Treaty 8 First Nations of Alberta children's agenda has also made great strides towards enhancing the well-being of our children with more effective and culturally relevant methods of delivering services to children. With the first year of work under their belt, the coordinators are working diligently to proceed with the next steps of the children's agenda. These include identifying the best practice sites, researching the Treaty 8 determinants of a healthy child, and setting up a working table. This work is all foundational as we move towards the creation of an Alberta Treaty 8 children's programming service delivery framework and, ultimately, the creation of an Alberta Treaty 8 children's ministry.

I am extremely proud of the developments around the Treaty 8 centennial curriculum development project. This year, the Grade 1 social studies curriculum was completed. The project, launched by Chiefs to commemorate the signing of Treaty No. 8, will provide our children with a culturally relevant social studies program.

As well, the economic development commission was established by the executive board to deal with issues and concerns related to livelihood and related economic matters. The mandate of the commission includes all resource development issues and confirms existing treaty rights.

Our organization also hosted the 7th Generation Elder's gathering, thanks in part to sponsorship from INAC, which unites people from each of the three Treaty areas in Alberta.

I look to the next fiscal year with much anticipation. Not only do I look forward to continuing to work with our partners at the INAC regional office, I look forward to the many opportunities that we have to ensure Treaty No. 8 is honoured and protected.

In the spirit of unity,
Grand Chief Archie Cyprien

Bilateral Process

There was significant progress in the bilateral process this past year.

The bilateral process framework agreement was signed by Treaty 8 Grand Chiefs Frank Halcrow and Archie Cyprien in April 2003. In addition, the framework agreement of inherent right to self-government, which provides a framework for the negotiation of lawmaking authorities, was signed.

In December 2003, a bilateral process gathering was held. Elders, Chiefs, women and youth representatives attended to obtain information on the status of the process. In addition, two joint senior officials committee meetings were held in Ottawa and a number of main table meetings, between the federal government and Treaty 8, were held throughout the year.

Further work was also done around the practical measures component of the process, specifically in the following areas:

Children's Agenda - Treaty 8 focused on this area to more effectively deliver services to children up to 18 years of age. It was selected as one of three national interdepartmental early childhood development projects. Given a total of \$167,000 in funding, the project involved assessment of models for community integration of the early childhood development programs.

Education - INAC Alberta approved new paths for education funding for Treaty 8 to develop a First Nation regional managing organization. The Treaty 8 education commission, created in 2003, developed a comprehensive workplan. The commission, in consultation with member First Nations, hopes to set up an education system that will establish curriculum standards and guidelines.

Economic Development

Minister Robert Nault announced two major economic development projects in Treaty 8.



First Nation, INAC, municipal and provincial partners seated during Little Red River Cree Nation road announcement

In May 2003, the Minister, along with the Province of Alberta, the Municipal District of Mackenzie and the Little Red River Cree Nation, announced their intentions to invest in the construction of a new permanent, all-season road.

The road will link the isolated Little Red River communities of Fox Lake and Garden River to the existing road system. INAC and the province both contributed \$9 million to the project while the Municipal District of Mackenzie is contributing through their ongoing investment in the operating and maintenance costs of the new road. The project will provide 78 person-years of employment locally and 180 provincially over the first three years of construction.

The following month, in June 2003, Minister Nault announced \$400,000 in INAC funding to assist the Athabasca Chipewyan First Nation in expanding Denesoline Environment Ltd., their waste management business. The business, wholly owned by the First Nation, provides services to Syncrude Canada, Petro Canada, Albion Sands Energy Inc., as well as other companies in the area.

In December 2003, the Athabasca Tribal Council (ATC), INAC, the Province of Alberta and approximately 17 private sector resource development companies began formal negotiations on a Regional Long-Term Benefits Agreement (RLTBA). This proposed agreement is an economic development partnership

strategy designed to assist the five ATC First Nations in their move to greater self-reliance through economic diversification and participation in natural resource development opportunities in the Wood Buffalo Region in northeastern Alberta. A negotiators' Agreement-in-Principle (AIP) will be signed by all parties in April 2004. The AIP will authorize the negotiators to proceed with the development of the RLTA, expected to be completed in fall 2004.

Land Claim Settlements

In October 2003, Fort McKay First Nation ratified a Treaty land entitlement settlement agreement under which \$41.5 million will be transferred to the First Nation, and 20,000 acres of land will be added to their reserve. It fulfills Canada's obligations under Treaty 8 for reserve lands and agricultural benefits to the First Nation. Approximately 8,200 acres of these lands have oil sands deposits, and discussions have begun with Fort McKay First Nation, the First Nation's industry partner, and provincial officials relating to the development of land tenure documents and a regulatory regime to enable the exploitation of the oil sands.

In June 2003, the Athabasca Chipewyan First Nation ratified a land exchange agreement for the surrender of the northern part of Indian Reserve No. 201 and the creation of new reserves at Old Fort and Jackfish Lake. Overall, the size of the reserve will remain unchanged. The First Nation plans to develop the new reserve as a community for its members.

First Nations Governance Pilot Projects

INAC funded four Treaty 8 First Nations to participate in First Nations Governance pilot projects to design or enhance good governance practices and tools in First Nation communities. They were:

Tallcree First Nation - received \$70,000 to develop a governance development plan that includes elements of an administration government code.

Smith's Landing First Nation - received \$118,440 to develop elements of a leadership selection code, bylaws and a redress mechanism.

Kapawe'no First Nation - received \$32,900 to develop a community strategic planning process and a community consultation process.

Beaver First Nation - received \$23,000 to develop a financial management and an administration of government code.

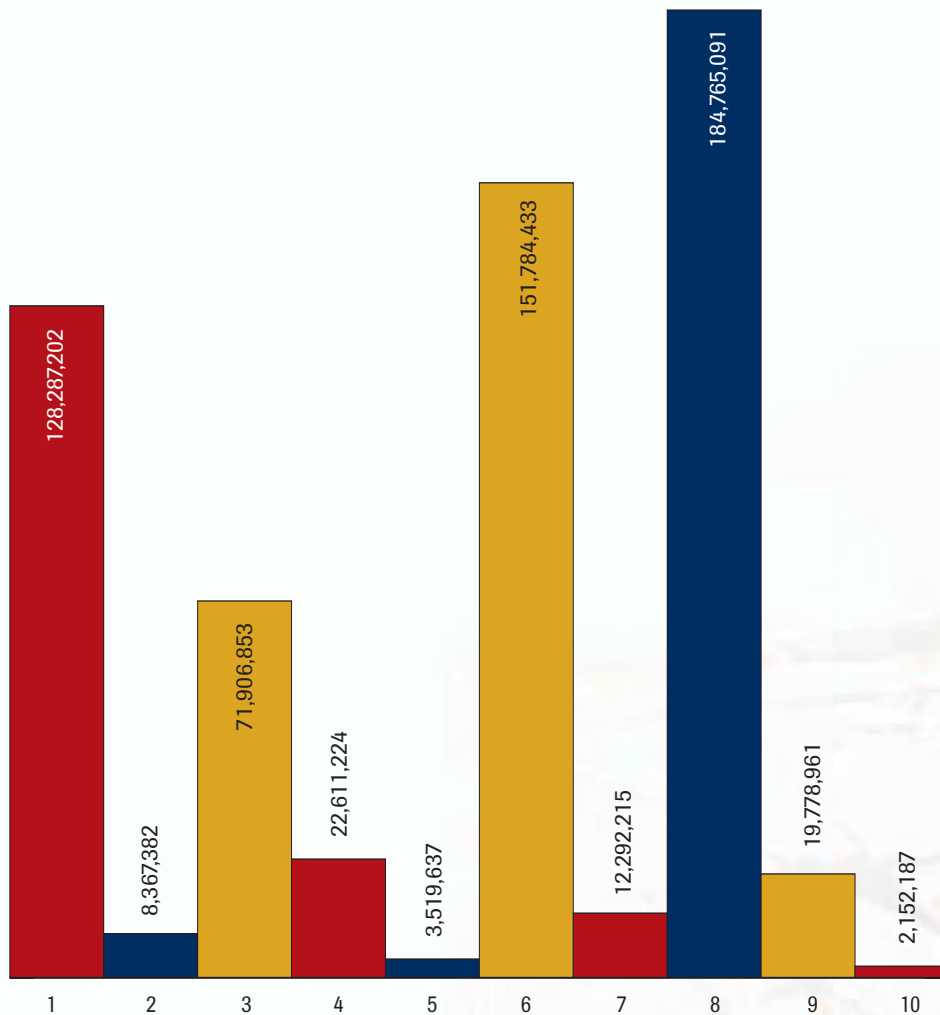


Fort McKay Treaty land entitlement settlement negotiations

Fort McKay Water Treatment Plant

The Fort McKay water treatment plant was designed to meet and exceed the current and anticipated new federal and provincial regulations, standards and codes for water treatment. It employs the latest membrane technology, which ensures a multi-barrier approach in water treatment and significantly reduces the risk of treated water being contaminated by harmful pathogens.

The new plant, estimated to cost \$3.85 million, was cost-shared by INAC and the Municipality of Wood Buffalo and replaces an existing facility which had surpassed its design capacity.



Regional Expenditure Breakdown

1. Education	\$128,287,202
2. Economic Development	8,367,382
3. Capital and Facilities Maintenance	71,906,853
4. Indian Government Support	22,611,224
5. Lands and Trust Services	3,519,637
6. Social Development	151,784,433
7. Gathering Strength	12,292,215
8. Financial Transfer Agreements	184,765,091
9. Administration	19,778,961
10. Program Costs	2,152,187
Total	\$605,465,185

Facts, Figures and Trends

Indian Registration

2003

Band	Sex	Total Population	Total On Reserve	Total On Crown Land	Total Off Reserve
TOTAL	M & F	92,060	57,525	2,762	31,733
	Male	45,348	29,200	1,388	14,760
	Female	46,712	28,325	1,374	17,013
Treaty 6	M & F	36,066	25,246	202	10,618
	Male	17,764	12,757	91	4,916
	Female	18,302	12,489	111	5,702
Treaty 7	M & F	24,149	18,073	6	6,070
	Male	11,859	9,091	3	2,765
	Female	12,290	8,982	3	3,305
Treaty 8	M & F	31,845	14,206	2,554	15,085
	Male	15,725	7,352	1,294	7,079
	Female	16,120	6,854	1,260	8,006

2002

Band	Sex	Total Population	Total On Reserve	Total On Crown Land	Total Off Reserve
TOTAL	M & F	89,812	56,328	2,718	30,766
	Male	44,225	28,599	1,358	14,268
	Female	45,587	27,729	1,360	16,498
Treaty 6	M & F	35,088	24,638	208	10,242
	Male	17,252	12,426	93	4,733
	Female	17,836	12,212	115	5,509
Treaty 7	M & F	23,664	17,879	6	5,779
	Male	11,635	9,008	3	2,624
	Female	12,029	8,871	3	3,155
Treaty 8	M & F	31,060	13,811	2,504	14,745
	Male	15,338	7,165	1,262	6,911
	Female	15,722	6,646	1,242	7,834

2001

Band	Sex	Total Population	Total On Reserve	Total On Crown Land	Total Off Reserve
TOTAL	M & F	87,703	55,361	2,685	29,657
	Male	43,160	28,100	1,341	13,719
	Female	44,543	27,261	1,344	15,938
Treaty 6	M & F	34,172	23,995	210	9,967
	Male	16,788	12,079	94	4,615
	Female	17,384	11,916	116	5,352
Treaty 7	M & F	23,223	17,869	4	5,350
	Male	11,413	9,013	1	2,399
	Female	11,810	8,856	3	2,951
Treaty 8	M & F	30,308	13,497	2,417	14,340
	Male	14,959	7,008	1,246	6,705
	Female	15,349	6,489	1,225	7,635

Grade 12 - Enrollment & Graduates Summary

Treaty 6	2000/2001	2001/2002	2002/2003	2003/2004
Enrollments:	319	353	326	288
Graduates:	37	47	66	55
(%):	12%	13%	20%	19%

Treaty 7	2000/2001	2001/2002	2002/2003	2003/2004
Enrollments:	331	371	341	309
Graduates:	66	77	87	96
(%):	20%	21%	26%	31%

Treaty 8	2000/2001	2001/2002	2002/2003	2003/2004
Enrollments:	115	116	126	110
Graduates:	35	34	37	26
(%):	30%	29%	29%	24%

Post Secondary - Enrollment & Graduates Summary

Treaty 6	1998/1999	1999/2000	2000/2001	2001/2002	2002/2003
Enrollments:	1,237	945	1,119	965	899
Graduates:	143	117	148	140	144

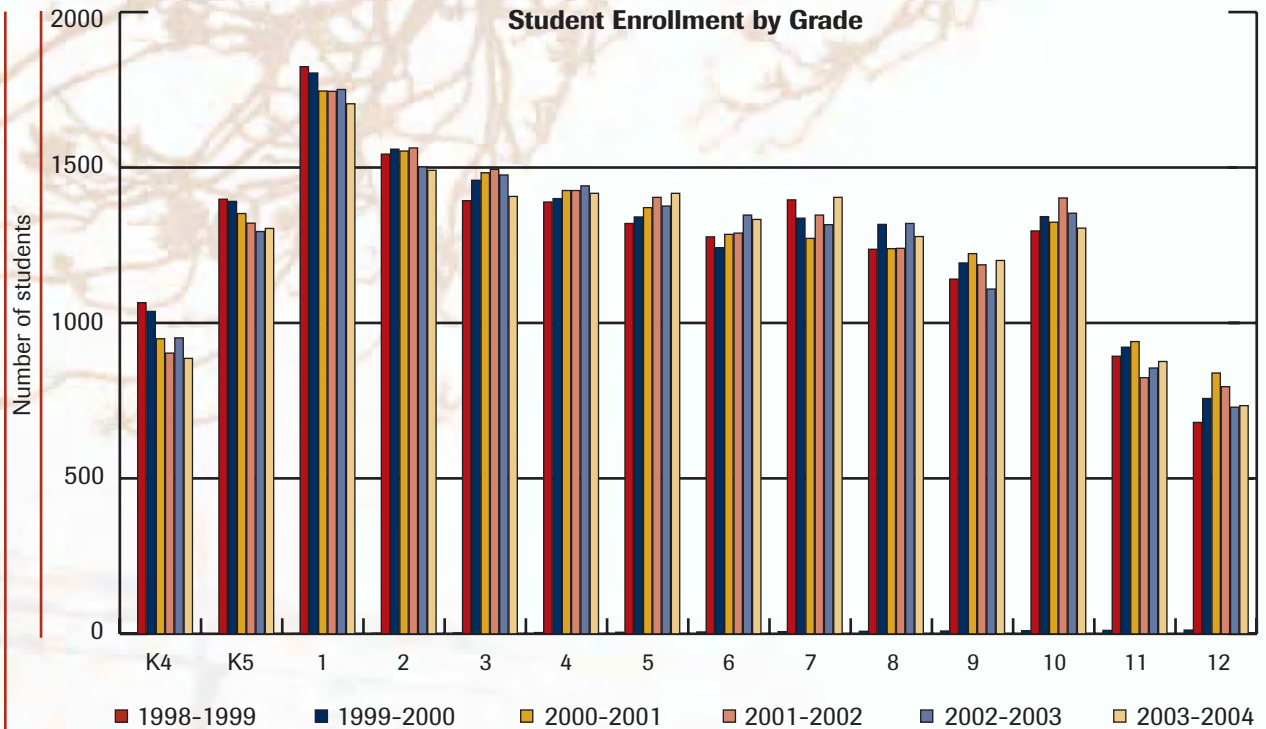
Treaty 7	1998/1999	1999/2000	2000/2001	2001/2002	2002/2003
Enrollments:	1129	795	872	754	1,009
Graduates:	71	48	64	58	105

Treaty 8	1998/1999	1999/2000	2000/2001	2001/2002	2002/2003
Enrollments:	811	771	847	679	1,474
Graduates:	67	62	110	69	234

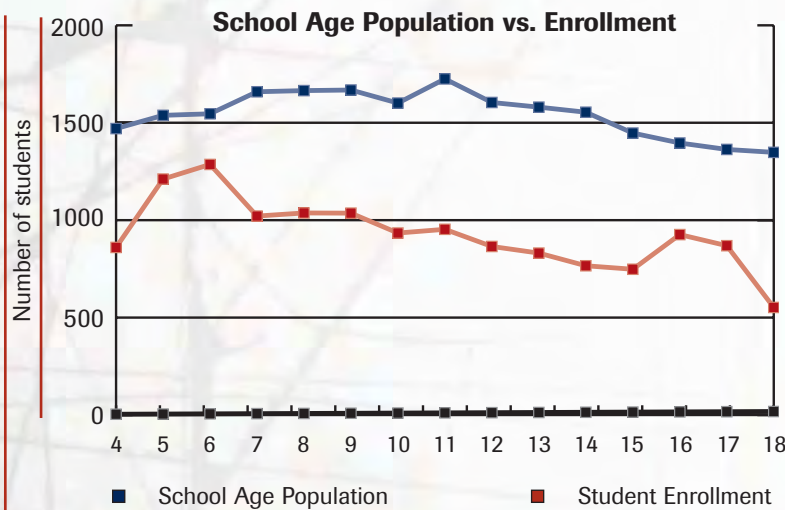
NWT	1998/1999	1999/2000	2000/2001	2001/2002	2002/2003
Enrollments:	78	66	75	43	17
Graduates:	12	8	16	13	4

Note: Three First Nations did not report their post secondary education data.

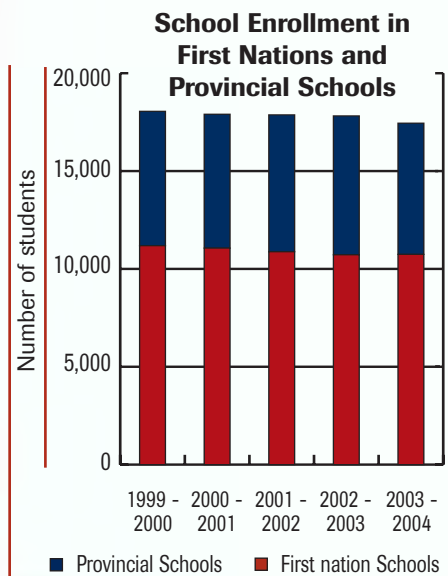
Education Trends



This graph shows student enrollment by grade for the years 1998/1999 to 2003/2004. The six-year summary displays not only the regional total by grade, it also shows a drop in enrollment in the later grades. For example, in 1998/1999, the grade 8 population was 1,237. Five years later, in 2002/2003, the grade 12 population had fallen to 729 students, which is 59% of the grade 8 students. The following year, in 2003/2004, the grade 12 population had fallen to 56% of the size of its corresponding grade 8 population five years earlier (1999/2000).



On this graph, the enrolled student population for 2003/2004 is displayed by age and compared to the Indian registered population for the same age range and year. The graph demonstrates a gap between the registered on-reserve population and student enrollment.



This graph illustrates that there has been relatively little movement in the total number of students between First Nation and Provincial schools, with a fairly constant 60% of the students attending First Nation Schools and 40% attending Provincial schools.

Number of Social Assistance Recipients On-Reserve (Monthly)

	2000/2001	2001/2002	2002/2003	2003/2004
	25,025 (41.8%)	23,733 (38.7%)	24,850 (40.2%)	25,314 (40.1%)

Children In Care On-Reserve (Agencies)

	2000/2001	2001/2002	2002/2003	2003/2004
Foster Care	1,139	1,182	1,241	1,455
Group Homes	50	40	35	32
Institutions	192	272	277	389
Total:	1,381	1,494	1,553	1,876
% of Children in Care:	6.40%	5.59%	5.65%	6.83%

These numbers represent the number of children in care on-reserve. The trend appears to be on the rise and could be due to many variables including an increase in the number of band members who are under 18, higher number of apprehensions to ensure safety, changes in provincial and on-reserve apprehension policies and heightened awareness and communication about issues that may require apprehension.

18 child welfare offices are fully operational.
Only five First Nations are not affiliated with a child welfare agency on-reserve.

Work Opportunity Projects (WOP)

	2000/2001	2001/2002	2002/2003	2003/2004
# of Projects:	317	412	338	367
Person Months of Employment Created:	6,863	5,883	8,233	6,882
\$ Transferred to WOP (in millions):	\$4,409.5	\$2,825.7	\$2,820.9	\$3,061.2

These funds represent the number of employment opportunities created by funds transferred from social assistance. This project has been very successful and we will continue to be committed to this very worthwhile alternative to social assistance.

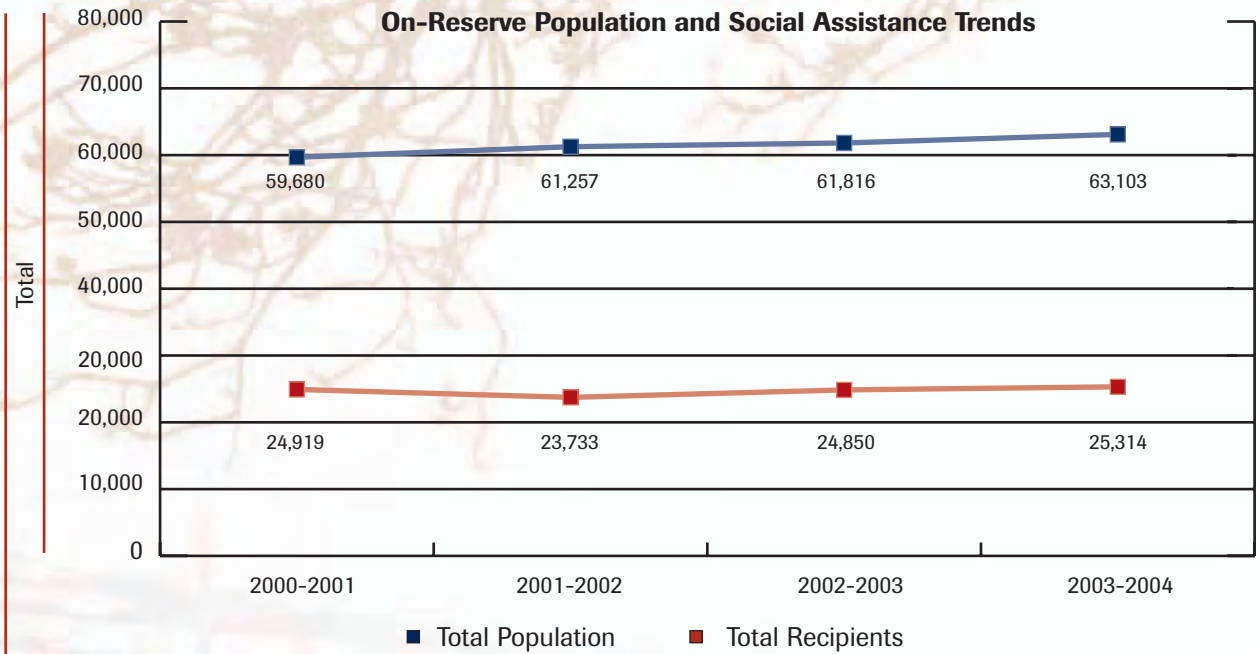
Housing Activity

	2000	2001	2002	2003
Total Houses	12,433	12,380	12,771	13,190
Total Renovations	506	351	468	480
Total New Houses	279	265	317	252

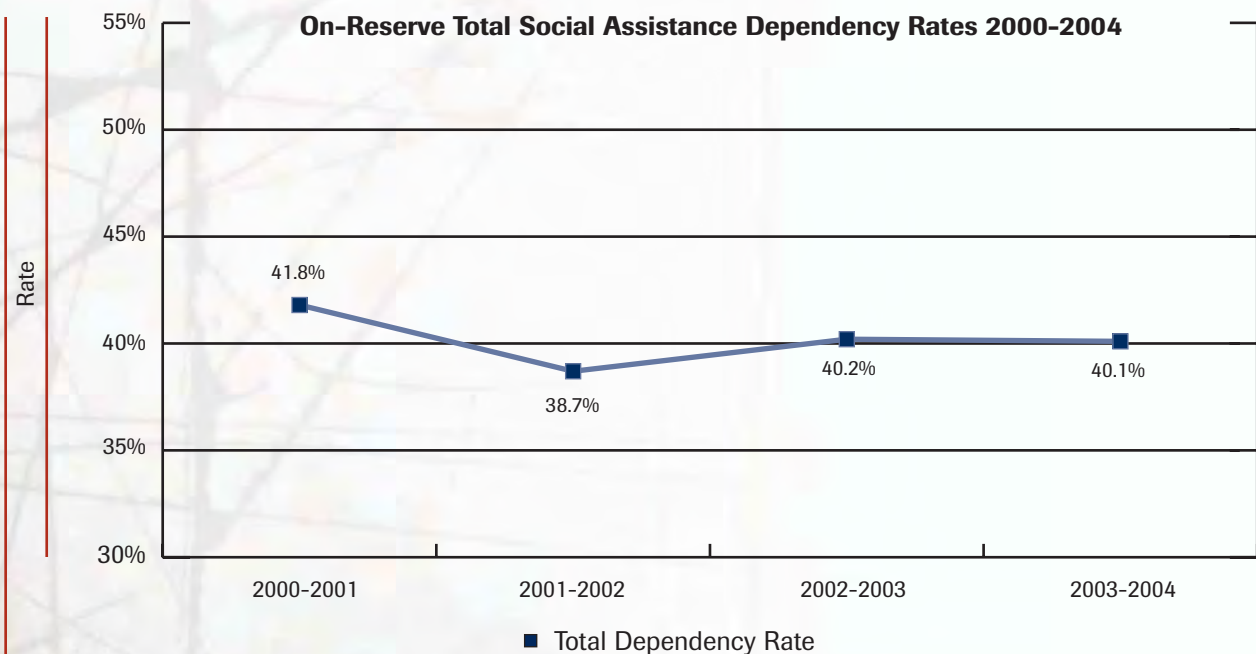
Note: In 2003, two First Nations did not submit an annual housing report. Renovations and new houses do not reflect the total activities funded.

Note: The total number of houses is influenced by deletions and adjustments as well as renovations and new construction.

Social Assistance Trends



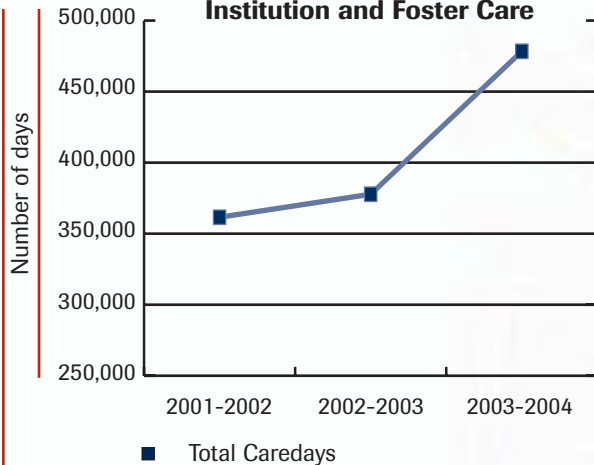
From 2000-2004 the total on-reserve population in the Alberta Region has increased. During the same time, the total number of social assistance recipients has also increased.



Social assistance total dependency rates represent all comprehensive funding arrangement and Canada/First Nations funding agreement communities in the Alberta Region. Overall, the social assistance dependency rate has not declined significantly from 2000-2001 to 2003-2004.

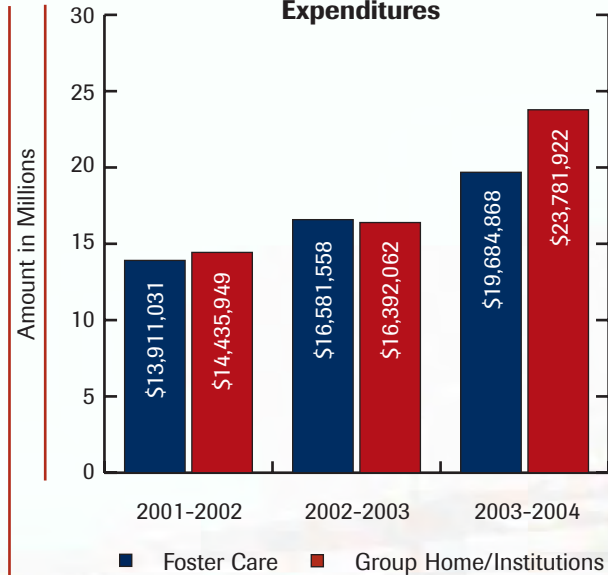
Child Welfare Trends

**Child Welfare Total Caredays
Institution and Foster Care**



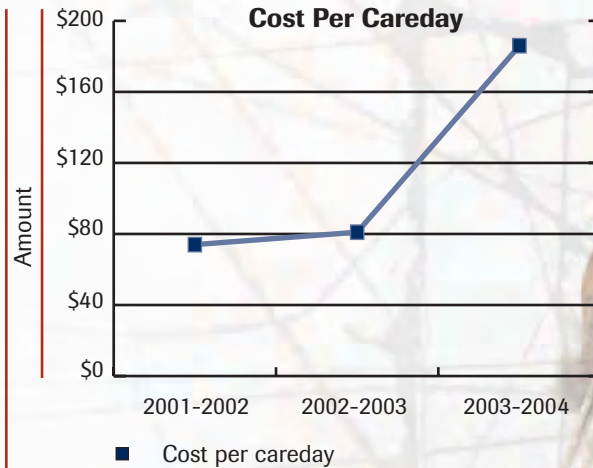
This graph shows that over the same three-year period, the overall child care days, as reported by First Nations in child welfare invoicing, has increased significantly in the past year.

**First Nations Child and Family Services
(FNCFS) Three-Year Maintenance
Expenditures**



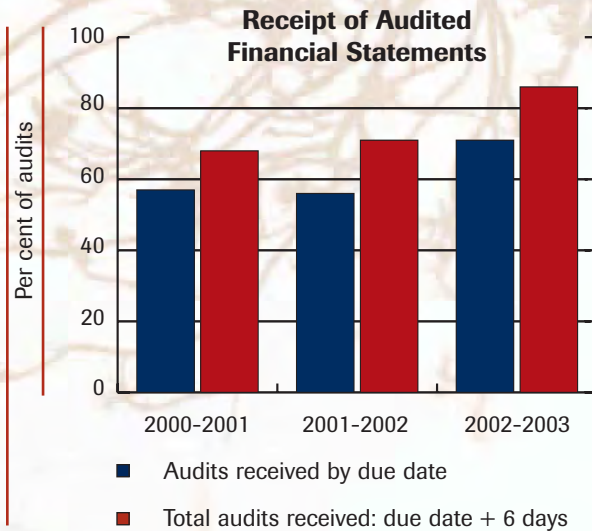
This graph depicts the steady growth of expenditures for foster and institutional care as invoiced to Alberta Region by FNCFS agencies. It does not include the five First Nations serviced by the province and the three block pilot agreements (North Peace Tribal Council, Blood and Siksika).

Cost Per Careday

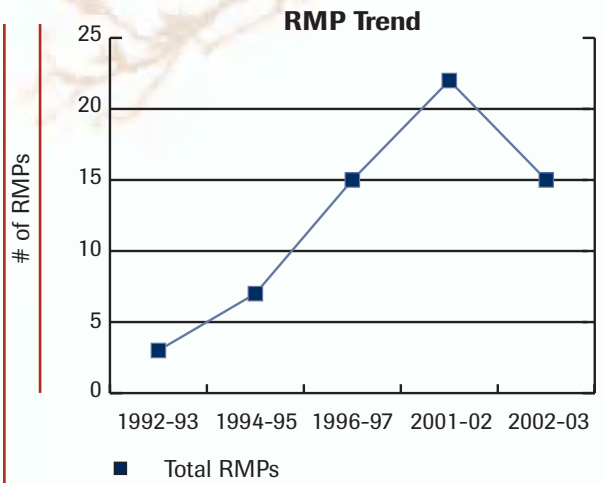


This graph shows the growth in average cost per careday over three years. The rate shown combines expenditures for institutional and foster care expenditures and is generated from the monthly invoicing data submitted to Alberta Region by First Nations agencies.

Audit Trends



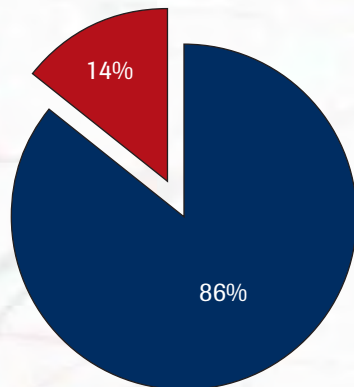
Remedial Management Plan (RMP) Trends



This graph shows that since 1992-1993, the number of First Nations under RMP has risen considerably. The numbers have dropped from 22 to 15 between 2001-2002 and 2002-2003.

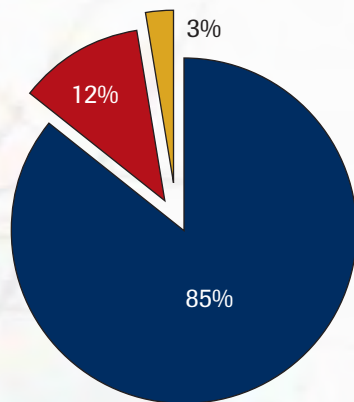
2001-2002 Auditor Opinions

- Unqualified
- Qualified
- Denial



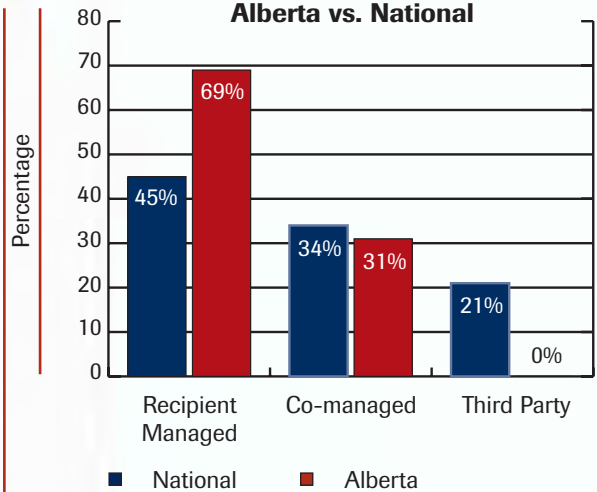
2002-2003 Auditor Opinions

- Unqualified
- Qualified
- Denial



The above graph and pie charts show that both receipt of audited financial statements by the due date and the number of unqualified financial statements increased significantly in 2002-2003 compared to 2001-2002.

Types of RMPs - March 31, 2004 Alberta vs. National



This graph identifies the types of RMPs in place in the Alberta Region, compared to INAC nationally. The majority of First Nations under RMP in Alberta are only in the first level of intervention.

Salaries and Travel Expenses - INAC Senior Officials

Title	Travel Expenses
SALARY RANGE (EX-03) - 108,900 to 128,000	
Regional Director General	\$75,282.37
SALARY RANGE (EX-02) - 97,300 to 114,500	
Associate Regional Director General	\$27,852.17
Director Operational Program and Policy	\$17,922.34
SALARY RANGE (EX-01) - 86,800 to 102,200	
Director First Nations Relations - Treaty 8	\$8,681.63
Director First Nations Relations - Treaty 6	\$18,596.80
Director Corporate Services	\$36,574.89
Director Claims and Indian Government	\$18,879.64
Director First Nations Relations - Treaty 7	\$30,208.51

Travel expenses include airfare and other expenses incurred by employees (accommodation, meals, taxis, etc.) which are reimbursed in accordance with the provisions of the Treasury Board travel directive.



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