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et du Nord Canada



2004 / 2005

YEAR IN REVIEW
ALBERTA REGION



Canada



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ALBERTA FIRST NATIONS MAP

TREATY 8

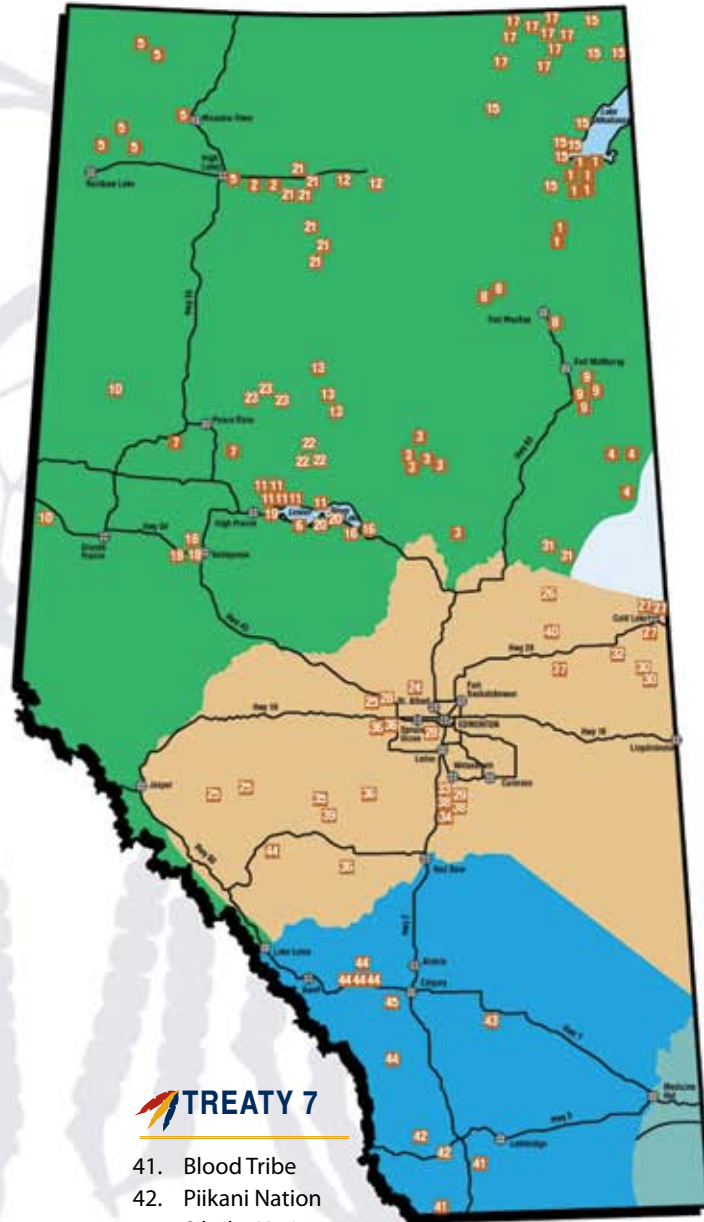
1. Athabasca Chipewyan First Nation
2. Beaver First Nation
3. Bigstone Cree Nation
4. Chipewyan Prairie First Nation
5. Dene Tha' First Nation
6. Driftpile First Nation
7. Duncan's First Nation
8. Fort McKay First Nation
9. Fort McMurray First Nation
10. Horse Lake First Nation
11. Kapawe'no First Nation
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 Nakota Sioux First Nation
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

There were many significant accomplishments at INAC Alberta this year, from the settlement of various land claims, the announcement of major economic development projects, to work on numerous capital projects, in various stages of completion, which you will read about in more detail later.

Right now, however, I would like to take a brief look at 2004 / 2005 from a bigger perspective. This year marked an important step in building a stronger and more positive relationship between the Government of Canada and Aboriginal Canadians. The Canada-Aboriginal Peoples Roundtable process launched in April 2004, and the work done to this point, moves us closer to our goal of closing the gap in the quality of life for Aboriginal peoples as compared to other Canadians.

Through the sectoral roundtables we were able to reach agreement on directions for change in health, education / lifelong learning, housing, economic opportunities, negotiations / relationships and accountability for results.

While there is still much work to be done, and the issues will not be resolved overnight, this inclusive process will help ensure Aboriginal people can take their rightful place in Canada and exercise greater control over their social and economic aspirations as long as all affected parties continue working together, listen and act on each other's good ideas, and continue to be fully involved in and committed to the process.

I strongly believe a key to our future success, and as many of you know, one of my top priorities, will be to develop a long-term labour strategy that ensures as many Aboriginal Canadians as possible are involved in the Canadian workforce. You might ask why this is so important? It's critical because the Aboriginal population is the fastest growing population in Canada – growing at about five times the national average.

In Alberta alone, economists are predicting \$80 billion in new investments in the massive Athabasca oil sands development over the next 15 years. The bottom line is that industry needs skilled, trained people right now - they will not wait, so we must have a game plan that allows us to take immediate advantage of these kinds of opportunities.

Another key project is fighting drug abuse and, specifically, the problem of crystal methamphetamine, which is devastating our First Nation communities. We need to work together with the First Nations, the province and other federal government departments to address this very serious problem.

In my time here, one of the things I couldn't help but notice was the quality of the people who work at INAC Alberta and the quality of First Nation leadership, staff and membership. Without you, we couldn't have achieved nearly as much as we did this year. On behalf of the region, I would like to thank all of the INAC employees and First Nation leaders, staff and members whose hard work contributed to making 2004 / 2005 noteworthy and whose day-to-day activities help support INAC's goals and the Alberta Region. I wish you all the best in your future endeavours.

Roy Bird

Regional Director General

CLAIMS AND INDIAN GOVERNMENT

CLAIMS AND NEGOTIATIONS

The settlement and implementation of claims was a major priority for Claims and Indian Government (CIG) in 2004 / 2005. Staff were involved with the successful ratification votes held on Enoch Cree Nation's litigation settlement agreement, Alexis Nakota Sioux First Nation's amending agreement, Woodland Cree First Nation's amendment to banking agreement and Whitefish Lake (Atikameg) First Nation's amendment to banking agreement.

An agreement-in-principle, was reached on the O'Chiese First Nation's land exchange litigation. Other claims in active negotiation include the Bigstone Cree Nation claim and Siksika Nation's Bassano Dam and Castle Mountain claims. Further claims activity is expected, with 31 claims under research review at the specific claims branch in INAC headquarters or legal review at the Department of Justice.

CIG was also active in other negotiations. The Blood Tribe self-governance file is progressing with continued refinement of the implementation agreement and final self-government agreement through ongoing negotiations. An agreement-in-principle was reached in April 2004 on the regional long-term benefits agreement with the federal government, the five Athabasca Tribal Council member First Nations, industry and the province. The conclusion of a draft final agreement is targeted for the fall 2005.

Significant accomplishments were also made on implementing the Fort McKay, Loon River and Smith's Landing First Nations Treaty Land Entitlement (TLE) settlement agreements. With the exception of a few minor parcels, the field survey work of the Fort McKay TLE settlement lands is complete. Substantial progress was also made in addressing the 37 third-party interests that are outlined in the Fort McKay / Canada / Alberta agreements. CIG is presently arranging for the execution of a Canada / Alberta agreement.

Two Orders in Council (OiC) have been completed on the Loon River First Nation settlement - one for the Addition to Reserve (ATR) for the First Nation's community lands and another for the ATR and pre-reserve designation for the Star / Storm petroleum lease. This is the first time the region has transferred a producing petroleum interest from Alberta and undertaken a pre-reserve designation by utilizing the *Claim Settlement Alberta / Saskatchewan Implementation Act*.

Smith's Landing First Nation completed regional processing of an OiC that is required to create reserves as outlined in their claim settlement.

CIG staff also developed a database of implementation obligations that itemizes all Alberta specific claim settlement implementation obligations (ATR and otherwise) within the Netlands Database. This database will be used to manage and track the implementation of each settlement.

ROUNDTABLE

Staff from CIG assisted in the administration and facilitation of the Canada-Aboriginal Peoples Roundtable session on negotiations held in Calgary in January 2005. This event was hosted by Minister Scott and involved the five national Aboriginal groups.



Above: Best practices symposium

WORKSHOPS / MEETINGS

Governance Project Funding Workshop

On April 6, 2004 and October 13, 2004 representatives of the 13 Alberta governance pilot projects met in Treaty 7 territory to summarize and share the status of their 2003 / 2004 governance projects.

These workshops were a great success and resulted in a best practices symposium, coordinated by the Aboriginal Financial Officers Association of Alberta, on March 22-25, 2005. During the workshop, Alberta First Nations and Tribal Councils showcased their achievements on planning policy and budgets, finance and internal controls, project management and investment, strategies and planning, economic development, communications, housing, education and infrastructure.

Sustainable Development Strategy (SDS) Workshops

INAC Alberta held three First Nation SDS workshops throughout 2004 / 2005 - one in each Treaty area. The objective of the workshops was to provide general awareness of the INAC strategy on sustainable development, as well as to provide an opportunity for First Nation feedback and input. INAC strategy booklets and other communications materials were distributed.

Annual Technical Services Advisory Group (TSAG) Workshop

This workshop was held in November 2004, with approximately 340 participants from Alberta First Nations. It covered all programs delivered by TSAG to First Nations, including environmental programs.

Alberta Treaty Women's Gathering

INAC Alberta provided support to the Advisory Council of Treaty 6 Women to coordinate an Alberta Treaty Women's Gathering on March 9-11, 2005. It brought together approximately 284 women from the three Treaty areas.

The theme of the gathering was "Protecting Our Spirit to Overcome Hopelessness." It provided women with a forum to discuss and seek out information on issues that affect their communities. The network and the shared materials provide an on-going resource for participants and their home communities.

Canada-Alberta-Aboriginal Partnership Forum

INAC Alberta hosted a Canada-Alberta-Aboriginal Partnership Forum on March 30, 2005. This annual multilateral forum brings together senior level federal, provincial and Aboriginal stakeholders in an effort to build partnerships and strategies to increase Aboriginal participation in the economy. This year's highlights included presentations on the Canada-Aboriginal Peoples Roundtable process, the Aboriginal Workforce Participation Initiative and the Aboriginal Studies 10-20-30 textbooks.

CHANGES TO POLICY / PROGRAMS

Specific Purpose Expenditure Trust (SPET)

In recognition of their experience and expertise, INAC Alberta Indian Moneys staff, along with their colleagues nationally, participated in the development and formalization of the national SPET policy. This operational policy will enable First Nations to take a more active role in the administration and expenditure of their capital band trust funds.

Audit Analyses

With support from Corporate Services, CIG developed a common procedure to guide audit analyses for Indian Moneys across all directorates. This brings consistency to audit analyses and has resulted in refinements in the audit requirements from the First Nations to the region. The audit refinements are being championed for inclusion in the national audit guide.

Indian Registry System (IRS) / Certificate of Indian Status (CIS) Project

The region has successfully continued with the implementation of the IRS / CIS project to improve service to clients and produce a more secure status card.

National Provincial-Territorial Organizations (PTO)

CIG successfully oversaw the implementation of the national PTO policy in 2004 / 2005, including refinements to expedite the PTO workplan approval process.

Regulatory Gap - Legislative and Policy Development

CIG played a lead role over the last year in the development of policy and legislative initiatives to address regulatory gaps related to major commercial and industrial development



ABOVE: TSAG workshop

projects on-reserve, such as the Fort McKay oil sands project. This work included the drafting of a management control framework to guide the policy and decision-making for the project as well as considerable work on the proposed First Nations commercial and industrial development legislation.

Regional Landfill Permitting

Regional staff developed and approved a permitting process for new landfill developments on-reserve.

OPERATIONAL PROGRAM AND POLICY (OP2)



ABOVE: (Top) INAC ARDG Jim Sisson, left, with Elson McDougald, Western Lakota and (bottom) Ron Laframboise, Little Red River Cree Nation

ECONOMIC DEVELOPMENT

The economic development unit flowed over \$13 million to First Nations under its equity, infrastructure and negotiations and planning programs. This leveraged over \$53 million in other funding, contributing to the creation of over 2,435 jobs.

In the February 2005 federal budget, the second phase of a government-wide expenditure review was announced, which led to changes in INAC's economic development programs. As a result, applications under the equity programs (i.e. economic development opportunity fund, resource acquisition initiative and major business projects program) will no longer be accepted.

There is now a sharper focus on community economic development, ensuring that support is directed towards projects that have a greater socio-economic impact upon First Nation communities. To that end, the community economic opportunities program has been introduced, funding all activities previously supported under the resource access negotiations program, the resource partnerships program and the regional partnerships fund.

For the fifth year, INAC Alberta, through the Aboriginal Workforce Participation Initiative (AWPI), sponsored two Business Awards of Distinction, which are coordinated by the Alberta Chambers of Commerce.

The *Eagle Feather Business Award of Distinction* was presented to Little Red River Cree Nation Group of Companies, a conglomerate of nine companies ranging from fire fighting to consulting to air charters. The *INAC / AWPI Aboriginal Relations - Best Practice Award of Distinction* was presented to Western Lakota Energy Services Inc., an oil and gas company that constructs and operates a fleet of high-performance drilling rigs in western Canada. The awards were two of 14 handed out at an evening gala on February 23, 2005 in Edmonton.

A successful AWPI partnership forum was held in June 2004. It stimulated interest in AWPI among approximately 200 industry, government and Aboriginal organization participants.

In March 2005, the City of Grande Prairie signed an AWPI partnership agreement, committing to increasing the recruitment, retention and advancement of Aboriginal people throughout the municipality, which has over 500 positions.

The unit has also begun the development of a labour strategy that ensures as many Aboriginal people as possible, specifically in Alberta, are involved in the workforce. Alberta is expecting a further \$80 billion in oilsands investments over the next 15 years, dramatically increasing the need for trades people. It is vital that Aboriginal people are trained and ready to take advantage of these opportunities. Initial work has been done to ensure all stakeholders (i.e. First Nations, other government departments, Province of Alberta, educational institutions and industry) are involved in the strategy.

SOCIAL DEVELOPMENT

The new provincial *Income and Employment Supports Act*, implemented in May 2004, introduced three new client categories: Expected to Work; Not Expected To Work; and Learners. The new Learners category, implemented on August 1, 2004, potentially includes any client or person resident on-reserve who is in financial need, 18 years old, has been out of school for at least one year and has been accepted into a provincially approved training program. The Learner may be eligible to receive financial support for tuition and books from Alberta Human Resources and Employment and an increased living allowance from INAC's income support program.

As a result of the provincial legislation, INAC Alberta developed a new income support program (formerly the social assistance program) and policy manual. The revised policy is an active measures program that develops and supports the client's transition into the workforce. At the same time, INAC will continue to maintain its level of support for people who have difficulty working because of chronic mental or physical health problems or multiple barriers to employment.

To assist with the increased workload associated with the implementation of the income support program changes, INAC Alberta has increased funding for service delivery at the First Nation level. In 2004 / 2005, an additional \$1.7 million was flowed and there will be an additional increase of \$3.77 million in 2005 / 2006.

The *Alberta Child, Youth and Family Enhancement Act*, implemented November 2004, focuses on intervention and prevention services and supports to help a family continue to care for their child in the home. It stresses that children should be removed from their families only as a last resort, after all other means have been found to be unsuccessful. The focus includes identifying what needs to occur to support and provide stability for the child within the family.

The Act also stresses practices that lead to early permanency for children in care and successful transition to adulthood for youth. The supports for permanency program provides financial assistance to adoptive parents or private guardians of children with permanent guardianship order status. INAC Alberta will be reimbursing First Nation agencies at the new provincial rates.

In response to the National Child and Family Services Policy Review completed in June 2000, the joint INAC / Assembly of First Nations / First Nation Child and Family Services (FNCFS)

National Advisory Committee, in consultation with the funding design team, requested that the First Nations Child and Family Caring Society of Canada engage a team of experts to identify at least three funding formula options for FNCFS agencies and to further identify what research would be needed to run economic simulations of each option. The research is expected to be completed in August 2005. It is anticipated that a new funding formula will be approved by March 2006.

In the interim, the February 2005 federal budget announced an investment of \$25 million a year for five years to address immediate cost pressures in the FNCFS program.

EDUCATION

Challenges raised by rising costs and a growing awareness of the need to better support First Nation education were met by schools, communities, First Nations and INAC in a number of significant ways this past year. Several projects designed to improve classroom instruction and assist in curriculum development were launched by First Nation schools through the New Paths Program. These included strategies to retain and recruit teachers and increase community and parental involvement in the education of their children.

Work continued, both regionally and nationally, to develop a system to better support First Nation schools. The input provided by First Nation educators from Alberta was significant, including joint INAC / AFN working groups reviewing the band operated funding formula and post-secondary education and developing the new special education program.

CAPITAL

The capital program provided \$43.9 million in project funding for infrastructure on reserves in 2004 / 2005. The projects included facilities for water and sewer, subdivisions, fire trucks and fire halls, community buildings and education facilities.

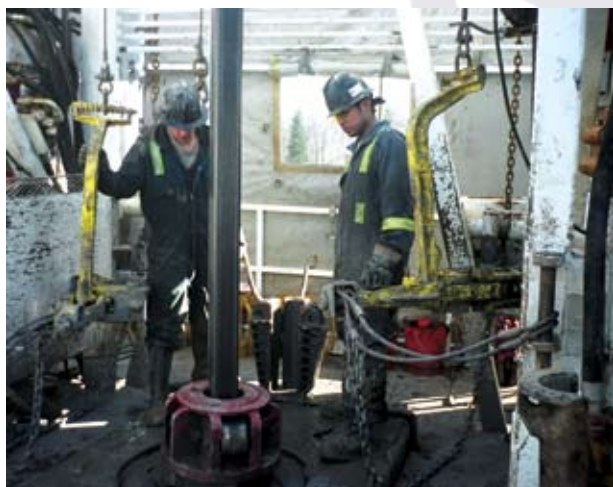
Also included was \$2.3 million of Gathering Strength funding, \$3.2 million of rust-out funding, \$5.9 million of water management strategy funding as well as \$44,300 of Infrastructure Canada funding. Under the housing program, \$13 million was provided, which included emergency housing and disaster assistance. As a result of the Gathering Strength and the First Nation Water Management Strategy (FNWMS), major projects such as the Driftpile Lagoon and Fort McKay Water Treatment Plant were completed and construction was started on other projects such as the Big-horn Water Treatment Plant.

INAC Alberta provided \$43 million to First Nations for the operation and maintenance of existing facilities. One major item within this budget was the \$4.5 million provided under the FNWMS, which enabled the region to continue its support for the First Nations Technical Services Advisory Group (TSAG) circuit rider training program, enhance the levels of funding for water and wastewater systems and respond to emergencies related to plant operations. All First Nation certified operators currently employed by Alberta First Nations were recognized and rewarded at an annual TSAG conference in the fall of 2004.

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, through disaster services and forest fire suppression agreements at an estimated \$1.9 million, continued its contract to provide for training and emergency disaster support services among First Nations during the year.

BELOW: *First Nation members at work in the oil and gas industry*
Photo Credit: Western Lakota Energy Services Inc.



COMMUNICATIONS

The success of First Nations economic development continued to be a key marketing focus of Communications again this year. The directorate issued seven news releases on federal economic development funding for Alexis Nakota Sioux Nation, Paul First Nation, Chipewyan Prairie First Nation, Heart Lake First Nation, Samson Cree First Nation, Blood Tribe and the Whitefish (Goodfish) Lake First Nation.

All of these news releases generated positive news stories in Alberta media - daily and weekly newspapers, Aboriginal media and broadcast outlets.

In addition, Communications continued to play an important role in the promotion of INAC Alberta's involvement in the annual Alberta Business Awards of Distinction. Communications produced a video and a special "Grassroots" newsletter to support the event. "Grassroots" profiled the six finalists for the two INAC-sponsored awards.

Internal communications also continued to be a key focus of the directorate with the maintenance and management of INAC Alberta's regional intranet site. With input from all of the region's other directorates via a monthly editorial board meeting, the intranet site was a valued source of news, photographs, directories and program information.

Public education was again an important part of the Communications function, with the funding and organization of the National Aboriginal Day celebrations in Edmonton. National Aboriginal Day is a time for all Canadians to recognize the diverse cultures and outstanding contributions of First Nations, Inuit and Metis peoples. With the dedication of a communications officer full-time to the celebrations, INAC played an important role in province-wide celebrations on June 21.

Public education events were also organized for the *Four Places Where People Sit United - Aboriginal Culture Centre* at Canada Place. This was the centre's third year of operation, with most events led by Communications and the federal government's Aboriginal employees in Edmonton.

As part of its ongoing issues management portfolio, Communications handled almost 120 enquiries from regional and national media, produced over 20 question period cards



ABOVE: Economic development news conference with Minister Andy Scott

and issue sheets, produced communications strategies for litigation, claims and Treaty-area related files and secured funding from INAC Communications at headquarters to support its activities.

Communications also handled enquiries from Members of Parliament offices and the general public.

On February 23-24, 2005, Communications partnered with the Aboriginal Financial Officers Association of Alberta in Calgary to share First Nation communication strategies in an Alberta-wide communications workshop. Delegates were on-reserve communications officers, newspaper publishers, radio operators, public affairs officers and web site specialists.

On Minister Scott's first visit to the province in January 2005, where he participated in the Canada-Aboriginal Peoples Roundtable on negotiations, Communications organized a news conference in Calgary where the Minister announced federal funding of five economic development projects for six Alberta First Nations.

One of the key files that required Communications' co-ordination was the First Nations Water Management Strategy. The regional communications branches of INAC, Health Canada and Environment Canada worked with the First Nation (Alberta) Technical Services Advisory Group to launch a public awareness campaign that will work with Alberta First Nations to build on the national strategy of improving water quality on-reserve.

STRATEGIC PLANNING AND COORDINATION SECRETARIAT



ABOVE: Regional Operations Support and Services trade show

TRIPS

The Strategic Planning and Coordination Secretariat (SPCS), in tandem with the executive office, oversees and coordinates briefing notes and logistics for regional visits from the Minister, Parliamentary Secretary and INAC executives.

Minister Andy Scott had his first visit to Alberta in January 2005. He was on hand for the negotiations session of the Canada-Aboriginal Peoples Roundtable. He also met with the three Alberta Grand Chiefs and attended a news conference announcing five economic development projects that received federal funding.

Susan Barnes, Parliamentary Secretary to the Minister, accompanied the Minister during his visit. She also visited the region again later in January and met with regional staff and senior management.

As well, Paul LeBlanc, Senior Assistant Deputy Minister, Socio-Economic Policy and Regional Operations, visited the region in November 2004. Part of his agenda included a meeting with Alberta's Grand Chiefs.

CORRESPONDENCE

SPCS wrote, edited, tracked and filed approximately 50 pieces of correspondence a month for the signature of the Minister, Deputy Ministers, Regional Director General (RDG) and Associate RDG. The unit also handled approximately four Access to Information and Privacy (ATIP) requests a month.

WORKSHOPS / MEETINGS

SPCS led INAC Alberta's involvement in a Regional Operations Support and Services trade show at headquarters in June 2004. Each region had an opportunity to share information about key regional and sectoral systems and initiatives.

The unit held ATIP awareness sessions for regional staff in July 2004.

From September to November 2004, the unit, with assistance from regional staff, prepared an environmental scan and mid and year-end reports on INAC Alberta's strategic plan.

In November 2004, regional directors and managers met to develop regional strategic priorities for the 2005 / 06 fiscal year. As a result, focus groups with regional staff were formed to develop strategies and performance indicators for the 2005 / 06 regional business plan.

Also in November 2004, SPCS invited Maryse Pesant, from headquarter's corporate secretariat, to provide an information session to all staff on the functions of the secretariat, briefing note cycle, Minister's role and responsibilities and internal disclosure.

CORPORATE SERVICES

ACCOUNTING OPERATIONS UNIT

During 2004 / 2005, a new chart of accounts was designed and came into effect for the 2005 / 2006 fiscal year. In addition, the financial system was upgraded for 2005 / 2006. In conjunction with the Financial Allocations and Transfer Payments unit, new year funding arrangements were processed through a different system, enabling April 1, 2005 cheques to be deposited on time.

ADMINISTRATION AND INTERNAL SERVICES (AIS) UNIT

Contracting and purchasing functions were transferred to the administration unit within Corporate Services. Low dollar value contracting (under \$15,000) was also implemented. Information sessions were provided to the various directorates outlining the contracting rules and regulations. INAC Alberta was a pilot department for a combined fleet service contract with Enterprise Rental Agency. In addition, AIS assisted the data unit with providing the First Nation Reporting Guide in an electronic format to First Nations.

BAND AUDITS AND ALLEGATIONS MANAGEMENT (BAAM) UNIT

The BAAM unit is responsible for monitoring compliance to the management control framework related to funded recipient audited financial statements and management assessments. It is also responsible for providing guidance and advice on financial accountability, reporting standards, intervention strategies and financial management capacity development and representing INAC Alberta at national discussion forums.

Another role is to provide a consistent approach for dealing with allegations of mismanagement, economic crimes or other criminal activities brought to the attention of the department.

In 2004 / 2005, the unit also undertook a quality assurance exercise related to cash management and made numerous presentations on community accountability and remedial interventions at First Nation meetings.



ABOVE: 2005 / 2006 First Nations Reporting Guide book and CD-ROM

The unit also regularly contributes articles to the Aboriginal Financial Officers Association of Alberta newsletter, *The Drum Beat*.

DATA COLLECTION, PROCESSING AND ANALYSIS UNIT

The Data Collection, Processing and Analysis unit compiles the annual reporting provided by First Nations to capture the statistics that are printed in the INAC Facts, Figures and Trends section of this publication.


In response to the Auditor General's report on streamlining First Nations reporting, the department is undertaking a data collection review. Under the authority of the INAC Deputy Minister, the Assistant Deputy Minister of Corporate Services is conducting a comprehensive review and critical assessment of the First Nation program information collected by the department. In the 2005 / 2006 *First Nations Reporting Guide (FNRG)*, three annual reports have been eliminated as part of the community infrastructure component. The education component of the review is almost finished. Social development and Indian government support reviews are currently underway.

The FNRG was provided to all First Nations in both hard copy and electronic format with a CD-ROM.

The social staff implemented the required form and spreadsheet changes to accommodate the provincial policy changes under the income support program. Training sessions on invoicing processes were held with First Nations social officers in both June and September.


In June 2004, regional staff participated in a national Regional Operations Support and Services trade show to showcase systems implemented in the region and gain knowledge of systems used by other regions.

FINANCIAL ALLOCATIONS AND TRANSFER PAYMENTS (FATP) UNIT


 In 2004 / 2005, the FATP unit processed 195 agreements worth \$617,231,288. These included 107 comprehensive funding arrangements, 71 individual arrangements, 16 multi-year funding arrangements and one contribution agreement. As well, 527 notice of budget adjustments, 703 amendments, and 1,472 cashflow changes were processed.

As part of the ongoing commitment to modern comptroller-ship principles, the unit was able to improve the organization and sharing of the region's operating information. Through the Comprehensive Integrated Document Management System (CIDM), all funding arrangements, cashflows, amendments and supporting documentation can be accessed and referenced by regional staff in a single window concept.

INFORMATICS UNIT

 This past year, a managed desktop project was completed and all regional workstations were installed with a consistent national image that includes Microsoft Office so that software is compatible with external partners. The unit also committed to national IT service management initiatives, which included a single national service desk software tool.


PROCESS AND METHODS UNIT

 All required permits for SuperNet have been signed by the province and construction is completed in 36 of 40 First Nations. Remaining construction is expected to be completed by September 2005. Through discussions with Industry Canada and Keewatin Career Development Corporation, the LearnAlberta.ca education resource will be provided to SchoolNet clients. Also, 35 video conference resource packages will be distributed to on-reserve schools.

The roll out of the regional project dashboard reports into the national enterprise reporting tool has been completed. Necessary roles, responsibilities and processes have been identified and mapped.

Work continues for access to the necessary infrastructure and professional services needed to assist INAC, First Nations and other government departments with integrating existing business processes and information with geospatial data. Discussions and meetings have been held with the First Nation Technical Services Advisory Group and headquarters to ensure the requirements and benefits to be achieved are fully understood and the necessary processes for authorities and approvals have been followed.

INFORMATION MANAGEMENT UNIT

 2004 / 2005 was an eventful year for the Information Management unit. Five information advisors received their INAC records management certificates from Information Management branch. Throughout the year, the unit used the front reception staff to assist in charge-ins, updated the incoming mail icons in CIDM and maximized the use of our generic AB Records GroupWise account.

HUMAN RESOURCES

The Human Resources directorate, with nine staff, is fully engaged in the complete range of human resource services to management and employees in the region and also provides compensation services to Indian Oil and Gas Canada.

This year, the region experienced a labour disruption and due to union and management cooperation, the region had a smooth transition back to work. Shortly after, the directorate began implementing the new collective agreements, which affected compensation and leave for the majority of regional employees.

In anticipation of the implementation of the *Public Service Labour Relations Act*, regional union and management representatives attended a training session on INAC's informal conflict management system.

ANNUAL EMPLOYEE AWARDS AND RECOGNITION EVENT

On behalf of management, Human Resources organizes an employee appreciation event to honour staff and outside partners with various regional and national awards. The master of ceremonies for this year's luncheon, held in November 2004, was Acting Associate Regional Director General, Jim Sisson.

DEPUTY MINISTER'S PRIDE AND RECOGNITION AWARDS



ABOVE: Fort McKay First Nation Treaty Land Entitlement and Agricultural Benefits Settlement Negotiation Team

The Fort McKay First Nation Treaty Land Entitlement and Agricultural Benefits Settlement Negotiation Team

- Chief Jim Boucher, Fort McKay First Nation
- John McCarthy, Provincial Negotiator, Provincial Court of Alberta (Civil)
- Tim Christian, Federal Negotiator (independent contractor)
- Jerome Slavik, Barrister and Solicitor, Ackroyd, Piasta, Roth & Day
- Jamie Brown, Lands Policy Officer, Special Projects, CIG, INAC Alberta
- Tamara Kane, Acting Manager, Intergovernmental Relations, CIG, INAC Alberta
- Lydia Neufeld, Claims Analyst, CIG, INAC Alberta
- Steven Anders, Manager, Alberta Aboriginal Affairs & Northern Development
- Neil Reddekopp, Executive Director, Alberta Aboriginal Affairs & Northern Development
- John K. Wilson, Real Estate Advisor, Public Works & Government Services
- Holly Prus, Counsel, Justice Canada / Aboriginal Law Services
- Frank Bosscha, Counsel, Justice Canada / Aboriginal Law Services



ABOVE: First Nations Water Management Team

The First Nations Water Management Team

- Cliff Bowman, Head, Assets Management, Real Property Services, PWGSC
- Mervin Clarke, Capital Officer, Capital, INAC Alberta
- Dave Greening, Manager, Capital, INAC Alberta



ABOVE: Cardinal (Enoch Cree Nation) Settlement Team

Cardinal (Enoch Cree Nation) Settlement Team

- Lana Robins, Counsel, Justice Canada / Aboriginal Law Services
- Michele Annich, Counsel, Justice Canada / Aboriginal Law Services
- Erin Westman, Policy Analyst, Intergovernmental Relations, CIG, INAC Alberta

REGIONAL AWARDS OF EXCELLENCE



ABOVE: Alberta Region Intranet Site Team

Alberta Region Intranet Site Team (all INAC Alberta employees)

- Glenn Luff, Communications
- Marjorie Farstad, Communications
- Heather Poitras, Communications
- Kelly Payn, Communications
- Bernice Willier, Communications
- Jim Starko, Communications
- Carol Jeffrey, Corporate Services
- Chris Evans, Corporate Services
- Wendy Lazarenko, Executive
- Laurel Gladu, FNR Treaty 7
- Angeline Ebert, FNR Treaty 8
- Denise Cheramy, Human Resources
- Sandi Wilson, Human Resources
- Tracey Travis, OP2
- Jane Sorenson, FNR Treaty 6
- Shane Vallette, FNR Treaty 6



ABOVE: Jericho Diamond Mine Environmental Assessment Project Review Team

Jericho Diamond Mine Environmental Assessment Project Review Team

- Glenda Fratton, Gartner Lee Limited
- Holger Hartmaier, BGC Engineering Inc.



ABOVE: Blood Tribe Audit Review Team

Blood Tribe Audit Review Team

- Bob Jones, FNR Treaty 7, INAC Alberta
- Darlene Plume, Blood Tribe
- Randall Spohn, Blood Tribe



ABOVE: Cold Lake Social Development Transfer Team

Cold Lake Social Development Transfer Team (all INAC Alberta employees)

- Pauline White, FNR Treaty 6
- Lorna Themelis, FNR Treaty 6
- Brenda Rennie, Corporate Services
- Beatrice Contois, Corporate Services
- Mary Jane Dahl, Corporate Services
- Mike Baboneau, Corporate Services
- Victor Houle, FNR Treaty 6
- Debbie Graham, Claims and Indian Government
- Henry Janzen, FNR Treaty 6
- Shawn Melnychuk, Corporate Services



ABOVE: Siksika Interpretive Centre Project Team

Siksika Interpretive Centre Project Team

- Gord Sawatzky, OP2, INAC Alberta
- Derek Green, FNR Treaty 7, INAC Alberta
- David Pare, FNR Treaty 7, INAC Alberta
- Carmen Callihoo, FNR Treaty 7, INAC Alberta
- Jim McConnell, Counsel, Justice Canada / Aboriginal Law Services
- Frank Bosscha, Counsel, Justice Canada / Aboriginal Law Services
- Alison Dourado, Public Works & Government Services Canada
- Chris Doupe, Public Works & Government Services Canada
- Jack Royal, Siksika First Nation
- Emil Owlchild, Siksika First Nation



ABOVE: Forbes / Warkentin Memorial Award winner Louise Berlinguette with ARDG George Arcand Jr.

Supernet Project


- Brent Thomas, Corporate Services, INAC Alberta

Forbes / Warkentin Memorial Award recipients

- Stella Reynolds, Corporate Services
- Louise Berlinguette, FNR Treaty 6

REGIONAL COMMITTEES


ABORIGINAL EMPLOYEE NETWORK

 The Aboriginal Employee Network (AEN) provides opportunities for Aboriginal federal government employees in Alberta to come together as a united voice.

The AEN hosted a variety of events throughout the year. For national Aboriginal Awareness Week, May 24-28, 2004, AEN hosted the Rainbow Spirit Dancers, Spirit Women Singers (Inuit throat singers) and featured Bob Cardinal as a guest speaker. The network also hosted two workshops, one on personal learning plans and the other on indigenous pedagogy. Over 50 people attended these sessions.


In early 2005, the network sponsored an Aboriginal health and well-being workshop. The sessions covered eating disorders and indigenous learning systems. Over 20 participants attended this session. AEN continues to meet on a bi-weekly basis and all Aboriginal employees are welcome.

BRIDGING THE GAP

 Bridging the Gap (BTG) is a team of administrative employees that supports the professional and personal development of INAC's administrative employees, while building strategic partnerships with other employee networks.

One of BTG's highlights was its strong partnership with Health Canada in organizing an annual workshop on the "path to health and wellness." They also held a very successful multicultural lunch in February 2005 with Paulette Panzeri, Director General for Human Resources at INAC headquarters.


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 people employed at all levels within INAC.


Recruitment, training, retention and advancement are the four cornerstones of employment in which CANE has a role. Six executive members lead the group and each have different portfolios relating to the AEN, Human Resources, National Aboriginal Day / Aboriginal Cultural Centre, Staff Relations / Social and Union Management Committee.

Throughout 2004 / 2005, CANE held various events, beginning with a pipe ceremony in October 2004 to learn about cultural teachings, cultural awareness and protocol. Most events were held in the *Four Places Where People Sit United - Aboriginal Cultural Centre*, located on the main floor of Canada Place. The sessions were open to all federal employees. CANE also held a one-day workshop at the Ermineskin Cree Nation in March 2005.

JOINT OCCUPATIONAL SAFETY AND HEALTH COMMITTEE


 The regional Joint Occupational Safety and Health (JOSH) committee, which consists of an equal number of union and management representatives, is formed in accordance with the Canada Labour Code. It is the principal forum for management consultation for safety and health and reports functionally to the Regional Director General (RDG) and / or associate RDG.

LEADERSHIP AND LEARNING SUPPORT TEAM

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

In June 2004, employees were given the opportunity to expand their self knowledge at an event entitled "Discover Your Learning Style." Lunch and learn sessions were held on a variety of topics, including coping with stress. Retirement planning sessions were also offered on superannuation, wills and estates, tax implications for severance pay, Canada Pension Plan and Old Age Security Benefits.

SILVER TONGUES TOASTMASTERS CLUB

 The Silver Tongues Toastmasters Club was started by INAC Alberta employees in February 2001. The club, with 25 members, continues to be strongly supported by regional management.

In 2004 / 2005, the club achieved nine of 10 possible goals set out by Toastmasters International and received the "President's Distinguished Club" recognition.

Michael Schwanke (OP2) completed 10 speeches to receive his "Competent Toastmaster" award, Janet Third (FNR Treaty 6) achieved her "Advanced Toastmaster Bronze" designation by delivering a second set of 10 speeches and Barbara Stach (FNR Treaty 8) achieved her "Advanced Toastmaster Silver" designation by delivering a third set of 10 speeches.


Ross Gillespie received the prestigious "Toastmaster of the Year" award.

Over the past year, both Bhupinder Dhaliwal-Johal and Yaa Attobrah were the representatives for the VMN in our region. They received support from Marjorie Ebanks and Yvette Fung, who provided an update on her successes as a visible minority at a National Council of Visible Minorities (NCVM) meeting.


Bhupinder was elected the deputy director of NCVM for the western region, which includes Alberta, British Columbia, Yukon and the Northwest Territories. Since then, in partnership with the Alberta Federal Council, NCVM and other government departments have assisted in organizing events such as the multicultural extravaganza, participation during a visit from the new lieutenant-governor and a variety of workshops.

In January 2005, in support of the Tsunami relief efforts, the VMN assisted in collecting more than \$26,000 over a four-day period. The VMN, in partnership with Canadian Heritage and other government departments, has assisted in planning for the first ever Canadian Multiculturalism Day at Canada Place on June 27, 2005. It is an annual national event.

SUPPORTING FRONT LINE OPERATIONS

 The Supporting Front Line Operations (SFLO) committee, co-chaired by Shawn Melnychuk (Corporate Services) and Michael Schwanke (OP2), continues to build strong linkages with the national SFLO committee and other regional committees. Its role is an advisory one - advising department officials what is needed for front line staff to function effectively and efficiently.

VISIBLE MINORITY NETWORK

 The Visible Minority Network (VMN) is comprised of INAC employees who are committed to creating a more diverse workplace.

The label visible minorities is defined within the 1995 *Employment Equity Act* as... "person, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour." When the Act was introduced, it mandated employers within the federal public service to work towards the achievement of equality within the workforce and the elimination of employment disadvantages for women, members of visible minorities, Aboriginal peoples and persons with disabilities.

FIRST NATIONS RELATIONS - TREATY 6



ABOVE: Groundbreaking ceremony for Enoch Cree Nation's multi-million dollar recreation / casino complex

ECONOMIC DEVELOPMENT

Economic development continued to play a large role among Treaty 6 First Nations this year.

INAC announced \$1 million in funding to assist the Whitefish (Goodfish) Lake First Nation expand the dry cleaning and laundry division of Goodfish Lake Development Corporation. A new \$5.4 million facility helped the First Nation deal with the increase in demand from oilsands development in the Fort McMurray area of Alberta.

Funding of \$1.76 million from INAC assisted the Samson Cree Nation in taking a historic first step into the oil and gas drilling business by acquiring a 50 per cent interest in two oil and gas drilling rigs. By partnering with Western Lakota Energy Services Inc., 195 drilling days were guaranteed for the two rigs over a two-year period.

Funding of \$300,000 assisted the Chipewyan Prairie (Treaty 6) and Heart Lake (Treaty 8) First Nations participate in the forestry industry. Janvier / Heart Lake Forestry Inc., a joint partnership of the two First Nations, was formed and a five-year agreement to harvest 180,000 cubic metres of logs annually for Alberta-Pacific Forest Industries Inc. was reached.

The Paul First Nation received \$140,000 in federal funding to develop an agreement with TransAlta Utilities Ltd. for a greater role in the expansion and operation of power generation facilities located near the First Nation.

And, the Alexis Nakota Sioux First Nation received \$490,000 from INAC for its oil and gas well servicing company, Northern Nakota Well Servicing Ltd. The company will acquire a new service rig to expand service to a number of existing wells operated by oil and gas exploration companies in western Canada.

ENOCH CREE NATION RECREATION / CASINO COMPLEX

A groundbreaking ceremony for Enoch Cree Nation's multi-million dollar recreation / casino complex took place in October 2004.

The Nation, located just west of Edmonton, became the first First Nation in Alberta to receive provincial government go-ahead to construct a casino. The new complex will include a 60,000 square-foot casino, a 255-room, four-star hotel, two NHL-size ice rinks as well as restaurants, bars and meeting space.

At the ceremony, Enoch Cree Nation Chief Ron Morin said the Nation hopes to be one of the biggest First Nation employers in the Edmonton area and one of the largest in Alberta.

Completion of the complex is expected in the summer of 2006.



BAND ADMINISTRATORS' WORKSHOPS

Two band administrators' workshops were held in Treaty 6 this year, offering networking and learning opportunities for First Nation administrators. One of the workshops was hosted by the Alexis Nakota Sioux First Nation.

SAMSON CREE NATION

INAC announced in January of this year that the Government of Canada supported the transfer of approximately \$360 million of capital money to Samson Cree Nation, as ordered by Hon. Justice Mr. Max Teitelbaum in the Victor Buffalo (Samson) et al. v. HMTQ case being heard in the Federal Court of Canada in Calgary.

The money was primarily proceeds from oil and gas royalties the Government of Canada held in trust for the Samson Cree Nation in their consolidated revenue fund. Both the plaintiff (Samson Cree Nation) and the defendant (Government of Canada) agreed to the transfer.

INAC Minister Andy Scott said: "The capital transfer...is a positive step that the Crown and the First Nation have been working towards for many years."

TREATY 6 STAFF

Longtime INAC Alberta Manager Clement Laframboise retired after 38 years of federal government service. He was replaced as Field Manager, Treaty 6 East, by Spencer Phillippo. Also, Louise Berlinguette retired as Administrative Officer after 30 years of federal government service.



ABOVE: Clement Laframboise (center) celebrates 38 years of federal government service

FIRST NATIONS RELATIONS - TREATY 7



ABOVE: Official opening of Chief Jacob Bears paw School's outdoor track

COMMUNICATIONS WORKSHOP

On February 23-24, 2005, INAC Alberta partnered with the Aboriginal Financial Officers Association (AFOA) of Alberta to share First Nation communication strategies in an Alberta-wide communications workshop in Calgary.

The conference, the first of its kind ever held in Canada, proved to be successful with First Nation participants from all corners of Alberta and hopefully laid the foundation for many similar workshops in the future.

BLOOD TRIBE MULTI-YEAR AGREEMENT RENEWAL

During the year, the Blood Tribe signed a five-year Canada / Blood Tribe funding agreement with INAC and Health Canada. The agreement runs from April 1, 2005 until March 31, 2010. INAC is committed to block funding of over \$266 million over the five-year period (approximately \$53 million per fiscal year) and \$6.8 million of targeted funding in 2005 / 2006. Health Canada is committed to funding of \$5.4 million per fiscal year over the same period for a total of \$27 million.

ECONOMIC DEVELOPMENT

On March 18, 2005, Deputy Prime Minister Anne McLellan, on behalf of Minister Scott, announced \$887,500 in federal funding to assist the Blood Tribe 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.

Blood Tribe and Western Lakota Energy Services Inc. launched this joint venture that will bring jobs, training and expanded business expertise to the Tribe. The 50 / 50 partnership, worth \$7.4 million, guarantees 150 drilling days for the rig during the first year.

By the end of the first five years of operation, this project is expected to create a total of 15 direct and up to 70 indirect jobs for Blood Tribe members. The extensive training received by members will provide transferable job skills in the drilling industry beyond this present partnership.

CAPITAL PROJECTS

Blood Tribe

Students started the 2004 / 2005 school year by attending classes in their brand new school, Saipoyi Elementary.

The school, designed to accommodate 424 students from kindergarten to grade four, forms part of the on-reserve education system, which includes over 1,900 students.

It has multiple gathering and common areas, with classrooms grouped into four pods. The gymnasium can be sectioned off from the main part of the school to become a community multipurpose facility. It is hoped that it will not only be a school, but also a community gathering place and a place of cultural education.

The Blood Tribe contributed \$541,611 towards furnishing the school, while INAC contributed \$7 million in federal funding toward design, building and furnishing the school. Health Canada also contributed resources to deliver a Head Start program, an on-reserve program designed to prepare young First Nations children for their school years by meeting emotional, social, health, nutritional and psychological needs.

The school celebrated its official opening on October 21, 2004 with Blood Tribe Elders, Chief Chris Shade and council, representatives from the Kainai Board of Education and INAC Alberta in attendance.

In addition to the Saipoyi elementary school, the Tribe also completed the Lavern water system, including wells, reservoir and distribution system at a cost of \$2.5 million.

Stoney Nakoda Nation

Eden Valley school children now have new playground facilities and an outdoor running track, built at the Chief Jacob Bears paw School. This capital investment is a most welcome addition at this smaller First Nation community as the children can now enjoy a more balanced education and adopt a healthier lifestyle along with their formal studies.

Piikani Nation

The Scott's Coulee Crossing Roads project was completed at a cost of \$751,700.

Siksika Nation

The west Siksika regional water system, including wells, additional reservoirs, treatment plant and distribution pipelines was completed at a cost of \$4 million. In addition, the Siksika pump house renovations were completed at a cost of \$828,000 and the west end - Stobbart Lake water supply and fire protection project, including additional reservoir capacity, fire pumps and pipelines was completed at a cost of \$1.7 million.

STONEY NAKODA AUTONOMY COMMITTEE (SNAC)

The Stoney Nakoda Nation consists of three bands and a Tribal administration operating on its lands. The First Nation has a custom election code with three Chiefs and 12 councillors. To address the complex governance issues at Stoney and at the request of leadership, INAC Alberta is participating in the Stoney Nakoda Autonomy Committee (SNAC).

SNAC addresses governance issues, in partnership with INAC, as the three bands move to achieve greater levels of autonomy. A key objective of SNAC is to identify methods of program and service delivery without going through a full band split of lands and resources. Although there are many challenges, there is a strong commitment by Stoney Chiefs and councillors to work with INAC to strengthen their complex autonomous governance structures throughout the 2005 / 2006 fiscal year.

BELOW: *First Nation communications workshop*



FIRST NATIONS RELATIONS - TREATY 8



ABOVE: Fort McKay water treatment plant

BILATERAL PROCESS

Treaty 8 First Nations of Alberta held numerous forums to keep its membership informed and involved about the bilateral process.

The Joint Senior Officials Committee, co-chaired by INAC's Associate Deputy Minister Suzanne Tining and Treaty 8 First Nations of Alberta Chief Rose Laboucan, met in November 2004 to ratify a five-year strategic plan that will guide negotiations mandated by their declaration of intent and framework agreement.

The children's agenda continued work on program integration at the community level, with funding provided by the social development program management infrastructure initiative. It focussed on pilot project sites at Woodland Cree, Tallcree and Fort McKay First Nations.

The education commission, created in 2003, continued implementation of its workplan. It included practical measures such as administering the youth employment strategy, parental and community engagement strategy and teacher recruitment and retention.

An Elder's gathering on the bilateral process was held in Fort McMurray in September 2004.

ECONOMIC DEVELOPMENT

Minister Scott announced an economic development project in Treaty 8 during his visit to Alberta in January 2005. Chipewyan Prairie (Treaty 8) and Heart Lake (Treaty 6) First Nations received \$300,000 in federal funds to assist the First Nations participate in the forestry industry through their partnership company, Janvier / Heart Lake Forestry Inc. (JHL). JHL has entered into a five-year agreement, worth \$2 million, to harvest 180,000 cubic metres of logs annually for Alberta-Pacific Forest Industries Inc. It allows the company to become a key supplier to Alberta-Pacific and expands Aboriginal involvement through the training of harvesting staff, acquisition of harvesting, transportation and logging camp equipment and purchase of tools and supplies. Ten full-time jobs were created for community members in their first year of operation.

Later in January, INAC announced \$400,000 in federal funding for Dene Tha' First Nation to investigate partnership opportunities related to the Mackenzie Gas Project. The project, estimated at \$7 billion, proposes to build a mainline gas pipeline from the Mackenzie River Delta, near the Arctic Ocean in the north, southward down the Mackenzie River Valley, connecting with existing gas pipeline infrastructure in northern Alberta. The contribution allows the First Nation to pursue economic development opportunities and make informed decisions related to the project. It also ensures community members have their interests represented and are aware of potential economic spinoffs.

In March 2005, Horse Lake First Nation received \$1.35 million in federal funding to participate in the oil and gas drilling business through the acquisition of a 50 per cent interest in an oil and gas drilling rig. The First Nation and Western Lakota Energy Services Inc. launched a joint venture that will bring jobs, training and expanded business expertise to the First Nation. The project, worth \$10.6 million, is expected to create a total of 15 direct and 77 indirect jobs for Horse Lake members.

Also in March, Aboriginal Workforce Participation Initiative (AWPI) staff celebrated with the City of Grande Prairie and the Province of Alberta the signing of an AWPI partnership agreement. Grande Prairie was the first city in Canada to sign such an agreement, which is based upon principles that commit the parties to work together in achieving a workforce that is representative of Aboriginal peoples. AWPI staff looked forward to signing a similar agreement with the Grande Prairie Regional College in May 2005, also a first.

Negotiations on a Regional Long-Term Benefits Agreement continued with the Athabasca Tribal Council (ATC), Canada, the Province of Alberta and approximately 17 private sector resource development companies. 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 of northeastern Alberta. In April 2004, a negotiators' agreement-in-principle was initialled.

Negotiators anticipate concluding a draft final agreement in the fall of 2005.

CAPITAL

Chipewyan Prairie First Nation celebrated the grand opening of its education / recreation multiplex in March 2005. The facility is a 12,820 square-foot, one-storey building designed to accommodate recreational and educational uses under one roof. It consists of a school, a training area and a common / recreational area. The heating / cooling system is quite unique, with a geothermal heat pump system that has a solar backup. The total cost of the project was approximately \$1.5 million with INAC contributing \$340,000.

INAC also contributed nearly \$3 million to expand and upgrade Driftpile First Nation's sewage lagoon, which was officially opened in November 2004. The \$3.1 million project was based on a revised population and design criteria as

outlined by a feasibility study done through the Lesser Slave Lake Indian Regional Council.

FUNDING TRANSFER AGREEMENTS

In 2004 / 05, there was renewed interest among Treaty 8 First Nations in looking at the long-term sustainability of their finances. As a result, four of their representative First Nation organizations renewed their five-year agreements and one renewed its two-year agreement. This means a total of more than \$286 million in funding flowed to Treaty 8 First Nations.

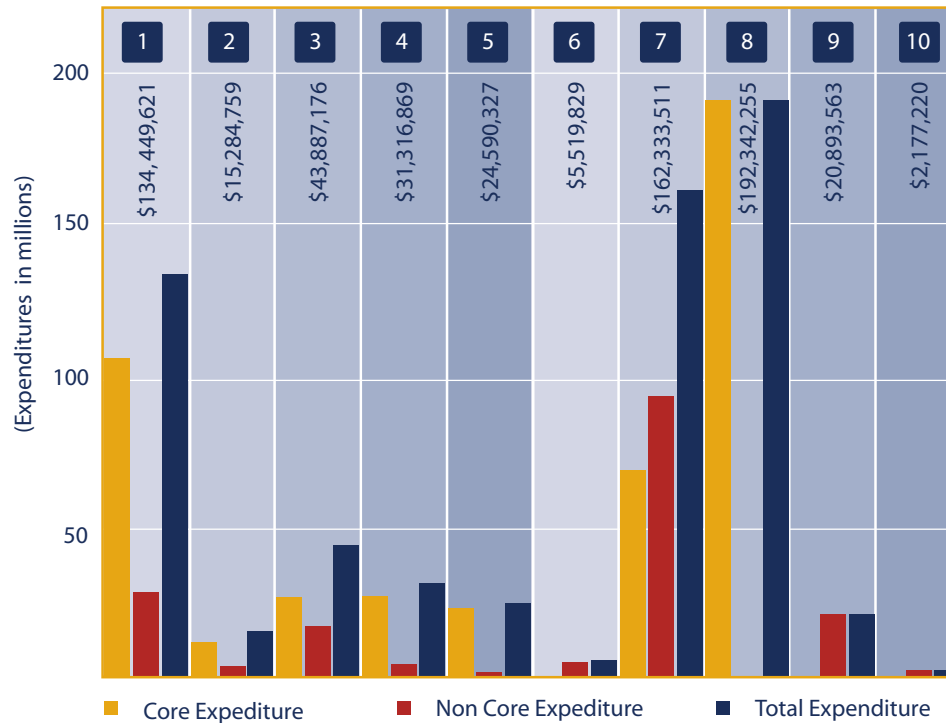
NEW STAFF

New Grand Chief Joe Whitehead Jr. joined the Treaty 8 First Nations of Alberta in June 2004. That same month, the First Nations Relations – Treaty 8 directorate welcomed Dan Kumpf as Director.



ABOVE: AWPI partnership agreement signing with Province of Alberta and City of Grande Prairie

2004 / 2005 FINANCIAL REPORTS



Financial transfer agreements are multi-year funding arrangements that contain core programs. Core funding includes the national adjustment factor of 2.184% for 2004 / 2005. Program costs are services provided on behalf of First Nations.

REGIONAL COST BREAKDOWN

EXPENDITURE BREAKDOWN		*CORE	**NON CORE	YEAR END REGIONAL BUDGET
1	Education	\$106,281,272	\$28,168,349	\$134,449,621
2	Economic Development	11,741,678	3,543,081	15,284,759
3	Capital Infrastructure	26,774,893	17,112,283	43,887,176
4	Operations and Maintenance	26,901,506	4,415,363	31,316,869
5	Indian Government Support	22,861,255	1,729,072	24,590,327
6	Lands and Trust Services	400,900	5,118,929	5,519,829
7	Social Development	68,817,536	93,515,975	162,333,511
8	Financial Transfer Agreements	192,342,255		192,342,255
9	Administration		20,893,563	20,893,563
10	Program Costs		2,177,220	2,177,220
Total		456,121,295	176,673,835	632,795,130

* Money transferred directly to First Nations and their organizations for Indian programming
 ** Project or activity specific funding



FACTS, FIGURES AND TRENDS

INDIAN REGISTRATION

2004	BAND	SEX	TOTAL POPULATION	TOTAL ON RESERVE	TOTAL ON CROWN LAND	TOTAL OFF RESERVE
	2004	Total	M & F	93,688	58,778	2,767
Male			46,224	29,833	1,384	15,315
Female			47,484	28,945	1,383	17,558
Treaty 6		M&F	36,325	25,798	202	10,325
		Male	17,932	13,042	93	4,797
		Female	18,393	12,756	109	5,528
Treaty 7		M&F	24,663	18,368	7	6,288
		Male	12,126	9,236	4	2,886
		Female	12,537	9,132	3	3,402
Treaty 8	M&F	32,700	14,612	2,558	15,530	
	Male	16,146	7,555	1,287	7,304	
	Female	16,554	7,057	1,271	8,226	

2003	BAND	SEX	TOTAL POPULATION	TOTAL ON RESERVE	TOTAL ON CROWN LAND	TOTAL OFF RESERVE
	2003	Total	M & F	92,060	57,525	2,762
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
	2002	Total	M & F	89,812	56,328	2,718
Male			44,225	28,599	1,358	14,268
Female			45,712	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	

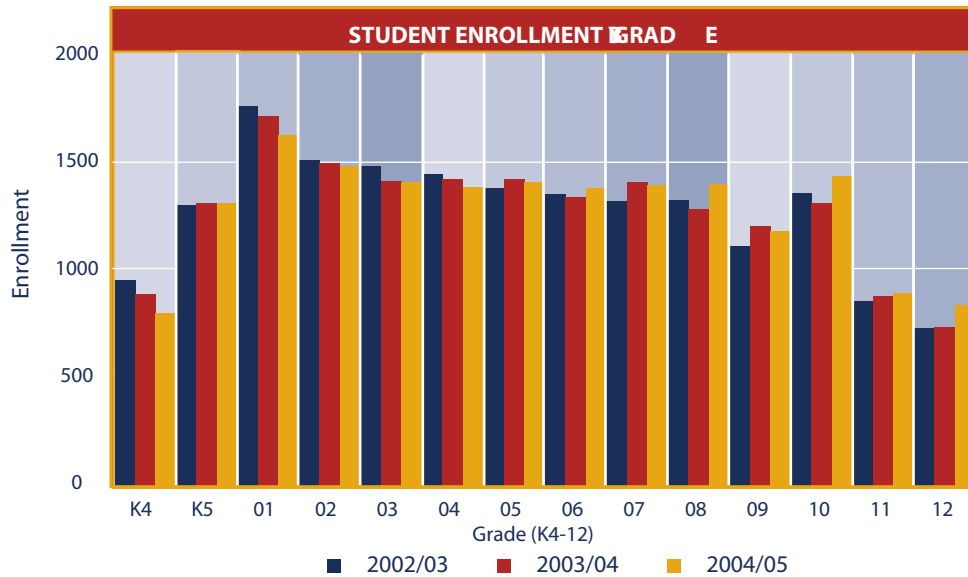
GRADE 12 - ENROLLMENT & GRADUATES

	20012002	20022003	20032004	20042005
Treaty 6				
Enrollments	353	326	288	295
Graduates	47	66	55	89
(%)	13%	20%	19%	30%
Treaty 7				
Enrollments	371	341	309	319
Graduates	77	87	96	76
(%)	21%	26%	31%	24%
Treaty 8				
Enrollments	116	126	110	118
Graduates	34	37	26	30
(%)	29%	29%	24%	25%

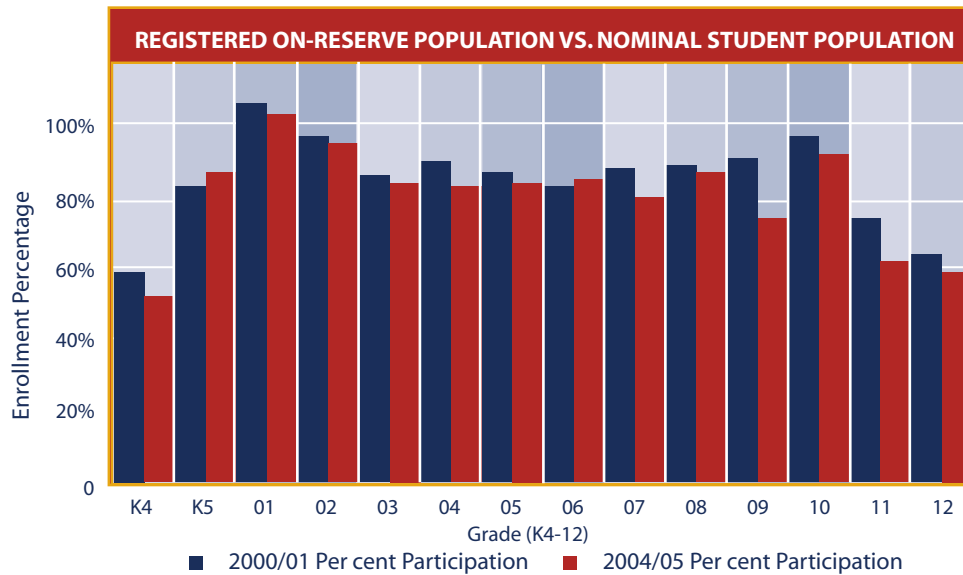
POST SECONDARY - ENROLLMENT BY FIELD OF STUDY

FIELD OF STUDY	COLLEGE STUDENTS	UNDERGRADUATE UNIVERSITY STUDENTS	GRADUATE UNIVERSITY STUDENTS	TOTAL
Sciences	88	60	5	153
Arts	50	57	7	114
Business and Commerce	217	108	11	336
Humanities	295	266	22	583
Cerical	57	0	0	57
Education	63	183	42	288
General Science	124	379	11	514
Health Sciences	74	59	10	143
Law	1	10	4	15
University/College Entry	434	0	0	434
Total	1,403	1,122	112	2,637

EDUCATION TRENDS



This graph shows student enrollment by grade for the years 2002 / 03, 2003 / 04 and 2004 / 05. The three-year summary displays not only the regional total by grade, it also shows a drop in enrollment in the later grades.



This graph illustrates the percentage of the reported on-reserve school age population that are enrolled in school. Additionally it compares the two school years of 2000 / 2001 and 2004 / 2005. This comparison shows that the participation rate has remained basically unchanged.

ON-RESERVE SOCIAL ASSISTANCE DEPENDENCY (MONTHLY)

	2000200 1	2001200 2	2002200 3	2003200 4	2004200 5
Alb ta Rgn					
Total Population:	59,680	61,257	61,816	63,103	64,195
Total Recipients:	25,025	23,733	24,850	25,314	25,840
Total %	418%	387%	402%	401%	403%

ON-RESERVE CHILDREN IN CARE (AGENCIES)

	2002200 3	2003200 4	2004200 5
Foster Care :	1,241	1,455	1,073
Group Homes & Institutions:	312	421	465
Total h e A o f M 1)	1,543	1,876	1,538
Total Not h e A o f M :	23,276	23,175	23,760
Total Population:	24,819	25,051	25,298
% Care :	616%	742%	60%

Population excludes Paul, Lubicon, Ermineskin and Cold Lake. These First Nations receive services from Alberta Children's Services. Population is from the Indian Registry age 0-18 for on-reserve Crown Land.

WORK OPPORTUNITY PROJECTS

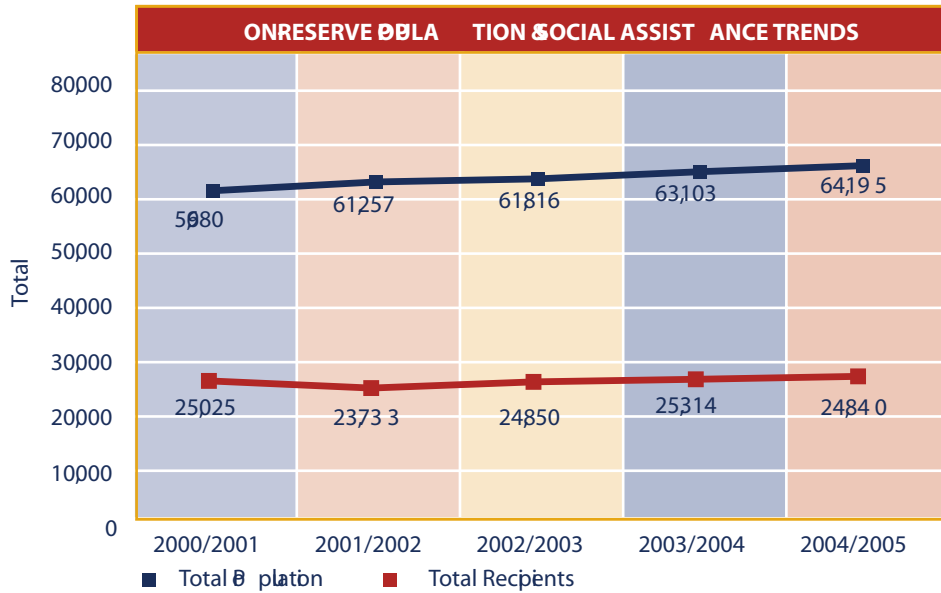
	2000200 1	2001200 2	2002200 3	2003200 4	2004200 5
Number of Projects:	317	412	338	367	474
Person Mths of Support Created	6,863	5,883	8,233	6,882	8,777
\$ Transferred to Clients	\$,409	\$,83	\$,809	\$,0612	\$,92

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.

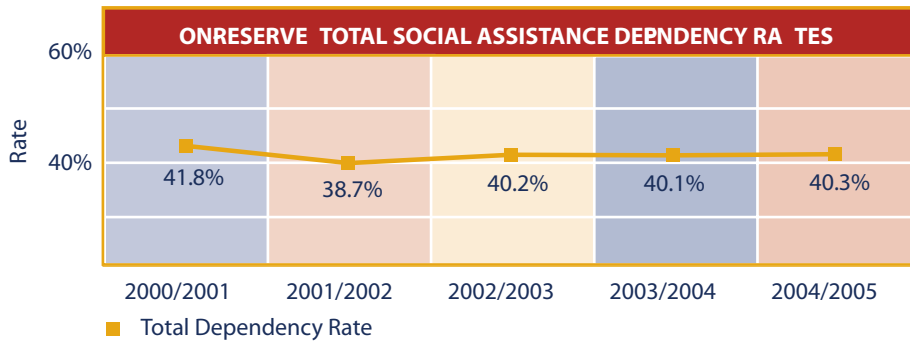
HOUSING ACTIVITY

	2001	2002	2003	2004
Total Houses:	12,380	12,771	13,190	13,596
Total Renovations:	351	468	480	119
Total New Houses:	265	317	252	321

SOCIAL ASSISTANCE TRENDS

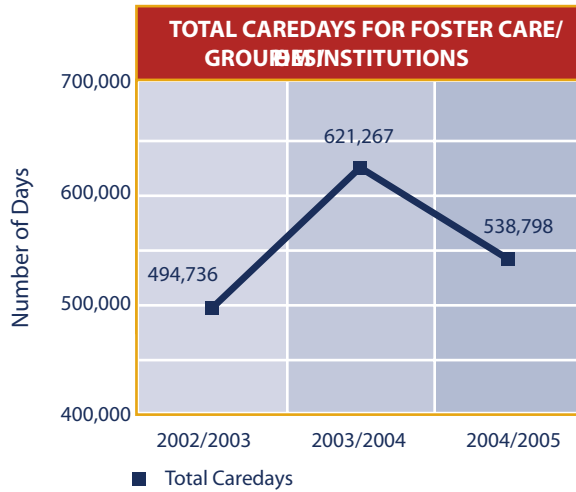


From 2000-2005 the total on-reserve population in the Alberta Region has increased. During the same time, the total number of social assistance recipients has remained relatively constant.

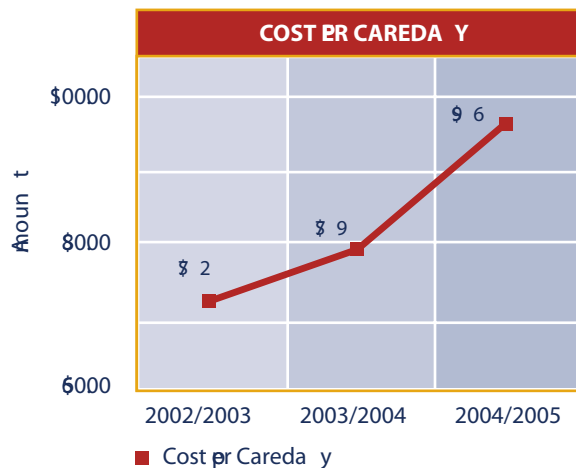


Social assistance total dependency rates represent all comprehensive funding arrangement and Canada / First Nations funding agreement communities in the Alberta Region. Overall, the social assistance dependency rate has not declined significantly from 2000 / 2001 to 2004/2005.

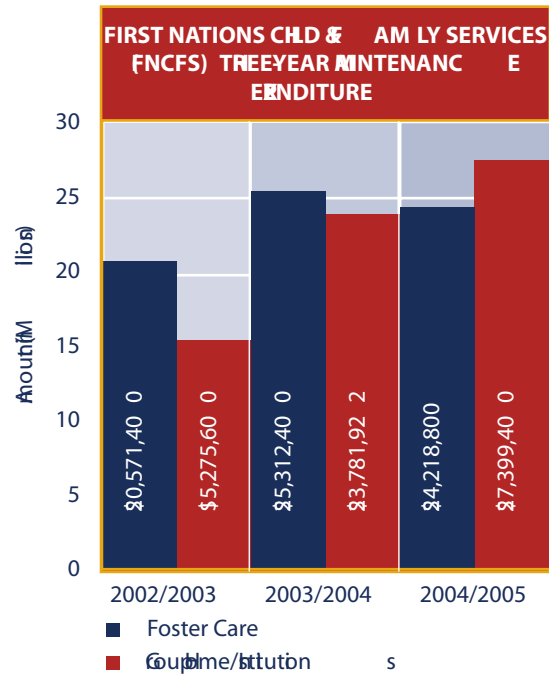
CHILD WELFARE TRENDS



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

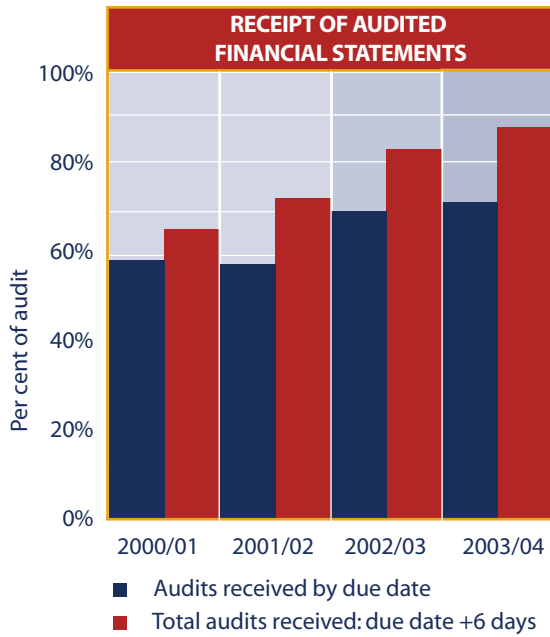


This graph shows the growth in average cost per careday over three years. The rate shown combines expenditures for institutional and foster care and is generated from the monthly invoicing data submitted to Alberta Region by First Nations agencies.

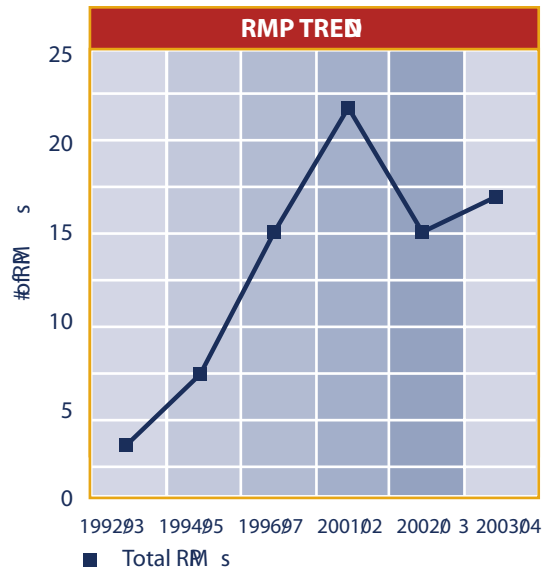


This graph depicts the steady growth of expenditures for foster and institutional care as invoiced to Alberta Region by FNCFS agencies.

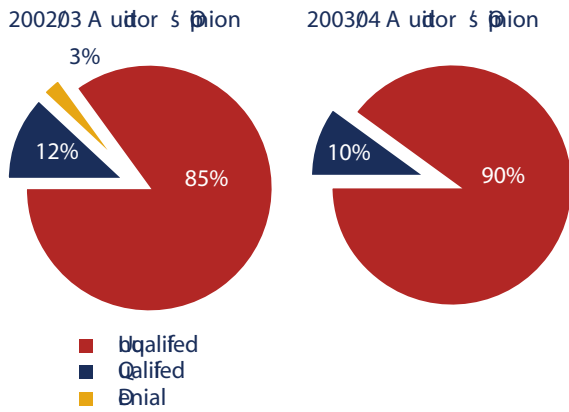
AUDIT TRENDS



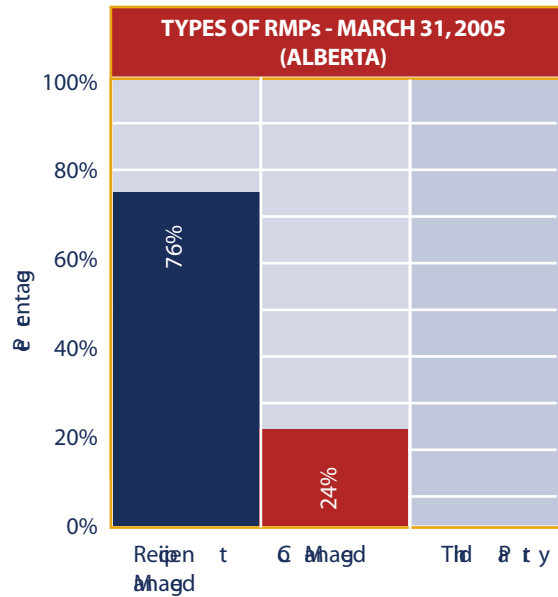
REMEDIAL MANAGEMENT PLAN TRENDS



This graph shows that since 1992-1993, the number of First Nations under RMP has risen considerably.



The above graph and pie charts show that both the receipt of audited financial statements by the due date and the number of unqualified auditor's opinions have increased significantly in 2003/2004 compared to 2002/2003.



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) - \$111,700 to \$131,500** Regional Director General	\$0,44775
Salary Range (EX-02) - \$99,700 to \$117,400 Associate Regional Director General	\$2,72809
Salary Range (EX-01) - \$89,000 to \$104,800	
Director International Program Policy	\$0,39080
Director International Government	\$,03794
Director Corporate Services	\$3,77315
Director Treaty First Nations Relations	\$6,76308
Director Treaty First Nations Relations	\$8,93994
Director Treaty First Nations Relations	\$0,09202

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.

*For the purposes of this report, the travel expenses for both the incumbents and the persons acting in a specific position have been combined to reflect the total travel expenses incurred by that position in 2004 / 2005.

**Source: Treasury Board Web site.



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