



PRINCE ALBERT GRAND COUNCIL



STANDING TOGETHER

ANNUAL
REPORT

20
19



PAGC OFFICES

Executive Office

Chief Joseph Custer Reserve #201
2nd Floor 2300 - 10th Avenue West
P.O. Box 2350
Prince Albert, SK S6V 6Z1
Tel: 953-7200 Fax: 764-6272

Agriculture

Main Floor – McIntosh Mall
P.O. Box 3003
Prince Albert, SK S6V 6G1
Ph: 953-2755 Fax: 953-2440

Child Care & Education Centre

Chief Joseph Custer Reserve #201
851 - 23rd Street West, Cottage 5
P.O. Box 1988
Prince Albert, SK S6V 4M4
Tel: 953-7210 Fax: 763-1270

Education

Sturgeon Lake Office Complex
3601 - 5th Ave. East
P.O. Box 2770
Prince Albert, SK S6V 6K1
Tel: 953-7234 Fax: 922-3135

Housing & Technical Services

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 12
Prince Albert, SK S6V 7G3
Tel: 953-7242 Fax: 922-1710

2nd Site: Emergency Operations

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 11
Prince Albert, SK S6V 7M2
Tel: 953-7242 Fax: 922-1710

Forestry

Chief Joseph Custer Reserve #201
2300 - 10th Avenue West, Cottage 11
Prince Albert, SK S6V 7M2
Tel: 765-5373 Fax: 763-2012

Health & Social Development

Chief Joseph Custer Reserve #201
851 - 23rd Street West
P.O. Box 1775
Prince Albert, SK S6V 5T3
Tel: 953-7283 Fax: 763-6611

Holistic Wellness Centre

Chief Joseph Custer Reserve #201
851 - 23rd Street West, Cottage 3
Prince Albert, SK S6V 6Z1
Tel: 765-5305 Toll Free: 800-765-5305
Fax: 765-5223

Information Technology Services

851 - 23rd Street West, Cottage 4
Prince Albert, SK S6V 7G3
Tel: 953-7281 Fax: 764-5388

Justice Unit

77A-11th Street West
P.O. Box 2350
Prince Albert, SK S6V 6Z1
Tel: 953-7254 Fax: 764-7295

Northern Lights Community Development Corporation

2nd Floor, 2300-10th Avenue West
P.O. Box 2350
Prince Albert, SK S6V 6Z1
Ph: 953-7259 Fax: 764-0765

Northern Spruce Housing

P.O. Box 777
Prince Albert, SK S6V 5S2
Tel: 922-4122 Fax: 764-9222

P.A. Development Corporation

Wahpeton Reserve #94A
P.O. Box 478
Prince Albert, SK S6V 5R8
Tel: 922-0099 Fax: 922-5075

PAGC Learn & Grow Daycare

807-15th Street West
Prince Albert, SK S6V 3S1
Tel: 765-5308 Fax: 763-0838

Personnel & Finance

2300-10th Avenue West, 2nd Floor
P.O. Box 2410
Prince Albert, SK S6V 7G3
Tel: 953-7217 Fax: 953-1045
Finance Fax: 763-3635

Sakwatamo Lodge

James Smith Cree Nation #100
P.O. Box 3917
Melfort, SK S0E 1A0
Tel: 864-3631 Fax: 864-2204

Spiritual Healing Lodge

Wahpeton Reserve 94 B
Box 2350
Prince Albert SK S6V 6Z1
Tel: 953-2498 Fax: 953-2514

Sprucelodge Boarding Home

Cottage 10
Prince Albert, SK S6V 3S1
Tel: 953-1590 Fax: 922-2502

Urban Services

1410 B Central Ave.
P.O. Box 2350
Prince Albert, SK S6V 6Z1
Tel: 765-5300 Fax: 922-5544

Sports, Culture & Recreation

1410 B Central Ave.
P.O. Box 2350
Prince Albert, SK S6V 6Z1
Tel: 765-5300 Fax: 922-5544

Valley Hill Youth Treatment Centre

PO Box 761
2101-10th Avenue West
Prince Albert, SK S6V 5S2
Tel: 764-2311 or 764-2312 or
764-2958 Fax: 764-2377

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A photograph of a room with purple patterned chairs and a large drum on a stand. The drum is made of wood with a light-colored skin head and is supported by a white metal stand. There are several drumsticks scattered on the floor around the drum. The room has a carpeted floor and a white wall in the background.

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TRIBUTE TO PHILIP MORIN

Phil Morin was an avid outdoorsman who was guided by the six seasons of the Woodland Cree. Whether it was fishing, trapping, hunting, or picnicking during the ice breaking up in Spring or the freezing up in October, being outside was a key necessity in his life.

He was born to Mr. Joseph Morin and his wife Mrs. Marguerite Morin (nee Custer) in a white prospector tent while en route to his parent's trap line on Reindeer Lake in December. He was the third eldest of fourteen children. From age five to nine he was raised by his grandfather, Hermangilde Morin, on the trap line where he practiced the essential skills of thriving on the land such as learning how to paddle, read the clouds, catch, clean and cook trout on an open fire using cooking tools fashioned from the forest, set traps, catch and prepare the hides of various winter animals such as lynx and rabbits.

When Phil was nine years old, he was sent to Sturgeon Landing Residential School. During the following summer he told his grandfather he never wanted to go back to the school so his grandfather took him back to the trap line and made him work so hard he agreed to go back to the residential school a year later because his grandfather knew then that a school education was the path to take since trapping was becoming a difficult life to live with poor fur prices and fewer animals to be caught. The Catholic priest from South End, Reindeer Lake gave Philip a brand new pair of Bauer skates purchased from Montreal to make the transition to school life easier. Philip was told to learn how to skate and play hockey like the beloved Montreal Canadians before he could come home to South End.

From age eleven to nineteen, Philip would attend Sturgeon Landing, Guy Hill and Lebret Residential Schools. When he attended Lebret he could never go home to Reindeer Lake for visits during summer as it was too expensive to charter a plane and no vehicle was ever arranged to send him six hundred miles North to his home. As a

result, he spent his summers and other holidays in the Treaty Four Territory where his school mates like the late Albert Bellegarde and Noel Starblanket invited him to their homes. His classmates became his brothers and sisters, his mentors and his allies. Philip and his buddies were exceptional hockey players whose coach Art Obey taught them skills and drills that would help them rival some WHL players' abilities with their speed and agility. Weekends and holidays were spent playing in hockey tournaments throughout the Saskatchewan South.

At age twenty, Philip moved to St. Boniface College in Winnipeg, Manitoba where he would meet his future wife, Gladys Bear, and later become an X-Ray Technician. After marriage and a Diploma in X-Ray Technology he moved to Flin Flon where he was an asset to the Flin Flon General Hospital because he could speak Cree to his Indigenous patients and make them more comfortable knowing that their ability to communicate in their first language was available.

While in Flin Flon, he played with the Flin Flon Warriors Sr. Hockey team. They played an exhibition game against Canada's Olympic hockey team and were victorious against them.

Philip Morin and his wife Gladys Bear from Peguis Reserve, Manitoba spent their first decade of marriage raising a family consisting of three girls, Cheryl, Donna, Janice and the youngest, a son named David. They both worked in various northern community hospitals such as Churchill, Flin Flon and Norway House, Manitoba. While in the North he was able to renew his love of fishing, hunting and trapping on Playgreen Lake and Lake Winnipeg.

After leaving the North, Philip began working in fields dedicated to improving the lives and economies of First Nations people. At age thirty, Phil was a Chief of the Prince Albert District which later became known as the Prince Albert Grand Council.



MR PHILIP MORIN

DECEMBER 11, 1937 - AUGUST 1, 2019

At age thirty-five, Philip was then elected as Chief of the Peter Ballantyne Cree Nation consisting of the communities of Pelican Narrows, Deschambeault Lake, South End, Sandy Bay, Sturgeon Landing and Co-op Point. He and his colleagues in Council negotiated with the Prince Albert City Council and secured the first urban reserve lands in Western Canada, on the former Prince Albert Student Residence grounds, which is now called the Joe Custer Reserve of the Peter Ballantyne Band and is used and shared by many northern First Nations for education, cultural, sporting, recreational and business purposes.

As Chief of the Peter Ballantyne Cree Nation, he enjoyed meeting with the membership and they would have Band Meetings out on the land where they could discuss plans, fish, and get to know the people. A successful venture was to bring post-secondary teacher training to Pelican Narrows in which professors from the University of Regina travelled to and taught education courses in the North to Peter Ballantyne members in their first Teacher Education Program. Today those initial teaching graduates are soon to retire and now have some of their grandchild being teachers, registered nurses and law students.

Philip loved to read and write about events in Indigenous history, politics, sports, culture, recreation and share the news with Elders and visitors. After he retired from working he enjoyed contributing to the PAGC's Achimowin monthly paper to give a well-rounded view of world news.

Every day was spent with a goal of learning something, practicing skills and enjoying some aspect of life. Phil enjoyed chatting with people and often contributed those ideas to the Prince Albert Parkland Health Board of which he was a member, on how to improve services for Northerners. He also sat on the Elders' Council at the Saskatchewan Indian Cultural College with Elders from every language group in Saskatchewan. Their collective goal was and is to preserve Indigenous languages, practices and traditions. He enjoyed learning about and visiting traditional spiritual places in Saskatchewan with his peers.

Philip had many friends from all walks of life and all ages. He appreciated being able to play golf daily, go on hunting trips all over Saskatchewan, travel to amazing places around the world, and have coffee with the many people who would call him up as they drove through Prince Albert. His family will continue to spend time in nature where he loved hearing the migrating geese calling on the prairie, enjoying a paddle on sun kissed Waskesiu Lake, or casting a fishing lure to tease a trout on Reindeer Lake.



PAGC FIRST NATION CHIEFS



LAC LA RONGE INDIAN BAND



CHIEF
TAMMY COOK-SEARSON



CHIEF
FRANK ROBERTS



CHIEF
PETER A. BEATTY



CHIEF
RENE CHABOYER



CHIEF
INA WHITEHEAD



CHIEF
NORMA BEAR



JAMES SMITH CREE NATION
HOME
OF
INDIAN GOVERNMENT



WAHPETON DAKOTA NATION



CHIEF
WALLY BURNS



CHIEF
GREG ERMINE



CHIEF
JOHN WADITAKA



CHIEF
COREEN SAYAZIE



CHIEF
LOUIS J. MERCREDI



CHIEF
BARTHOLOMEW J. TSANNIE



BLACK LAKE DENESULINE
FIRST NATION



FOND DU LAC DENESULINE
FIRST NATION



HATCHET LAKE DENESULINE
FIRST NATION



GRAND CHIEF BRIAN HARDLOTTE



Greetings to all the people of the Grand Council. Firstly, I want to express my sincerest gratitude to the Prince Albert Grand Council Chiefs for their dedicated support to the organization. I would also like to acknowledge the great work of the PAGC staff with their dedicated service to the organization and a special gratitude to the staff for putting this report together.

Secondly, I want to thank the communities for inviting me to their community events and gatherings. I cherish these visits to the community where I have the opportunity to share your culture with you; I especially enjoy mingling with the crowds in the gatherings sharing in the vibrant yet diverse cultures we are blessed with at the Grand Council.

I'll quickly reflect on some key files that we've been working on this year:

- Northern Resource Transfer Agreement (NRTA) SUMMIT: The summit was well attended by many Chiefs, Councilors and technicians from the three provinces of Manitoba, Saskatchewan and Alberta. Next steps are to develop a secretariat that will specifically focus on the tasks regarding the NRTA;
- We will be hosting the First Nations Policing and Indigenous Justice Symposium November 5, 6, 7, 2019, Saskatoon at the Saskatoon Inn;
- Indigenous Languages Legislation: has been passed in Parliament and PAGC will be responsible for the of creation of a draft Languages Act for PAGC First Nations to consider.
- Women's Commission: sourced funding for a Commemorative event and marker for Murdered and Missing Indigenous Women and Girls;
- The Woodland Caribou: some valuable work with the Woodland Caribou Recovery strategy has begun and ongoing work with our partner PA Model Forest. The Woodland Caribou are considered a indicator species;
- Federal Legislation: Fisheries Act, this Act allows for increased involvement for First Nations activities.
- PAGC continues to work in the areas of First Nations

Treaty Rights in all areas but in the past year specifically related to Trapping, Hunting, Fishing and Gathering

- NSTAC: We continue observing the Activities of this organization and assist with work cooperative with the NSTAC executive when needed
- Commercial Fisheries: Freshwater Fish Marketing Corporation have conducted a survey on issues through the Department of Fisheries and Oceans with a panel that went throughout the provinces and used the feedback to restructure the FFMC. The report on the panel has been delivered and SCFL will Act accordingly to what's best for their membership.
- Your Grand Council has also given a great deal of time and effort to the activities of each of our programs and services. You created them to serve the twelve First Nations and I sincerely hope they have served you well.
- We continue to work with fellow First Nation, Federal, Provincial, Municipal and City governments to ensure our First Nation rights are protected but also to explore partnerships. For example, we are working with each of these governments related to a First Nation Medical Clinic and ensure our First Nation interests are enshrined in the development of a new hospital in Prince Albert.

In closing, I want to thank the Senators and Elders for the wisdom they provide; Chiefs and Councilors and their membership for giving me the opportunity to represent your organization. Prince Albert Grand Council is growing and with this growth we have to strategically position ourselves in order to enjoy the benefits. The fastest growing segment in Saskatchewan is our First Nations youth and we have to be mindful of them as we plan for growth within the PAGC organization and its territory.

Ekosi Tiniki, Marsi Chogh, Wastedo

VICE CHIEF JOSEPH TSANNIE



A big thank you to the Chiefs of Prince Albert Grand Council (PAGC) for the support in my re-election as Vice Chief. It has been great to work with you along with our PAGC executive and staff. First Nations Leaders are busy people. They have one foot in the communities and the other foot in so many different tables advocating for change and a better quality of life. The honoring and protection of treaties is my job as well strengthening treaty relationships in an era of reconciliation. There are challenges that continue to face families in all of our PAGC communities. However, we have achieved many things within a relatively short period of time. Change can take time. We must unite and work together. The following are some of my on-going files.

NORTHERN FIRST NATIONS POLICING

One of the most pressing challenges we face in the north is establishing our own stand-alone First Nations Police Force. The Federal First Nations Policing Policy has existed for many years. PAGC is engaged in on-going discussions with both federal and provincial ministers to begin the process of occupying the policing field.

GREEN ENERGY FOR THE NORTH

The PAGC Energy Task Force was established to address the high cost of power bills in the north. I have involved the media regarding my concerns. Many people in the communities are already living in a vulnerable state. Children are going hungry because families are having to pay enormous SaskPower bills. I will continue to work with the First Nations Power Authority and other entities that are focused on Green Energy Projects.

BARREN LAND & WOODLAND CARIBOU

The depletion of Barren Land and Woodland Caribou in the Athabasca region is a major concern among PAGC hunters and harvesters. As Dene people, caribou are culturally and spiritually significant to us. A gathering was held at Hatchet Lake First to solicit feedback from the people. Two other meetings were held in collaboration with Prince Albert Model Forest which helped us secure a multi-year grant. Joint conservation and management efforts of our resources must be balanced with the right to hunt, fish, and gather.

TRACKING CHANGE RESEARCH PROJECT

For the past 3 years I have worked with the University of Alberta on the Tracking Change Research Project. I sit on the McKenzie River Basin Board* which has guided the research. The focus is on tracking changes that are occurring on the land, lakes, and rivers in the Athabasca region. Interviews were conducted in Black Lake and Hatchet Lake First Nation with traditional land users. The results indicate signs of ecological stress which need on-going monitoring. An article was published with results from the Black Lake interviews.

CANADIAN NUCLEAR SAFETY COMMISSION (CNSC)

The CNSC continues to approach Prince Albert Grand Council for feedback on the work they are doing regarding Uranium Mines in the north. We have secured grants to review their annual reports and to attend commission hearings. I will continue to work with the Saskatchewan Research Council in the clean-up of uranium mines and ensure PAGC members are employed in remediation activities.

MACKENZIE RIVER BASIN BOARD

The Mackenzie River Basin Board (MRBB) is a co-operative tasked to provide a forum for communication, consider the needs and values of Indigenous people, recommend uniform objectives or guidelines for the quality and quantity of water resources, encourage consistent monitoring, support the implementation of bilateral water management agreements, and produce a State of the Aquatic Ecosystem Report.



VICE CHIEF CHRISTOPHER JOB



Another year comes to an end and the PAGC family have made some strides in key areas with an overall forward thinking and moving towards unity amongst our First Nations. I first want to acknowledge our creator for giving us this day to gather again and share our collective stories from our territories. I would like to personally thank the membership of PAGC, my colleagues, and the incredible staff I was blessed to work with.

Education is still a priority and key to succeeding in areas that PAGC has moved on but still the work goes on and PAGC will always support and work alongside our member Nations as we built our nations and prepare our youth for a prosperous future. PAGC has penned an MOU with the University of Saskatchewan which will contribute educating our young people that eventually will lead to a prosperous and rewarding future.

Our work in the field of treaty right to hunt, trap, fish and gather is ongoing and work has been about protecting our treaty rights without restriction accessing our ancestral lands in perpetuity. Commercial fishing has been an important industry to our people and PAGC continues to support this industry and we welcome FFMC's efforts in restructuring their operations with a embarking on a better

relationship with First Nations fishers, this was a much-needed change and look forward to working with FFMC and the new structure.

We continue to support community events with their land-based gatherings. Most of our nations within the grand council have always gathered to pass on knowledge to the younger generation and to celebrate our respective cultures and traditions and we will keep this support ongoing.

As a vice chief I will continue to support our communities as they work at addressing mental health issues in our communities, the youth are a valuable resource and we must ensure they get to their destination in life and we must guide them.

Thank you for the opportunity to be on the PAGC Team and the opportunity to lead our great organization.

Tiniki, Marci Cho, Waste' do

Vice Chief Chris Jobb



POPULATION STATISTICS & YOUTH

FIRST NATION	2018	2019
Black Lake Denesuline Nation	2,230	2,258
Cumberland House Cree Nation	1,714	1,737
Fond du Lac Denesuline Nation	2,074	2,074
Hatchet Lake Denesuline Nation	1,869	1,923
James Smith Cree Nation	1,885	1,885
Lac La Ronge Indian Band	11,027	11,117
Montreal Lake Cree Nation	4,064	4,123
Peter Ballantyne Cree Nation	10,958	11,122
Red Earth Cree Nation	1,865	1,892
Shoal Lake Cree Nation	1,077	1,117
Sturgeon Lake First Nation	2,974	2,994
Wahpeton Dakota Nation	539	552
TOTAL	42,276	42,794



YOUTH AT FINE ARTS FESTIVAL



DANCER



DIRECTOR OF OPERATIONS

Tansi, Edlanite, Washte and How are you?

Yes another year has passed here In Northern Saskatchewan. It is amazing that the Prince Albert Grand Council (PAGC) First Nations have such a major influence upon the social and economic climate in the Treaty Five, Six, Eight and Ten Territories. This is an indication of the confidence, strength and capacity each First Nation has developed.

Each First Nation now manages an impressive range of governance, administration, programs and services. One of the reasons the Prince Albert Grand Council was created was to support the growth of each First Nation. We are proud and happy to provide this support and look forward to providing this support in the future.

There has always been much to do. The legislation and policies from the historical past, the present and what we wish to achieve in the future have always presented a challenge. Skill, cunning and the determination to succeed are great assets and motivators. The institutions created by the past leadership, as a cohesive twelve Band group, have served to provide powerful tools and weapons in the struggle to gain equality with the rest of Canada.



There are many leaders in our communities, both elected and made. It is a pleasure to work with such people and learn from them. The employees of PAGC travel to communities every day and meet these leaders. I hope that our dedicated employees are viewed in many ways as leaders as well.

The path is difficult because initiatives being perused are often happening for the first time in the history of First Nations/Crown/Canada affairs. Considering the barriers, First Nation progress has been incredible.

PAGC Executive, administration, employees and all the services you created here will do our best to be prepared to provide all that is possible to ensure First Nations members of all PAGC First Nations will enjoy a better life and a future of great promise.

Marsi Cho, Ninaskomin, Pedomaya and thank you. Please enjoy our Annual Report.

Al Ducharme

PROGRAM DIRECTORS



FRONT ROW

Betty Marleau, Agriculture / Penny Constant, Health & Social Development
Harry Cook, Senator / Joan Breland, Holistic Wellness & Sakwatamo Lodge
Carol Connolly, Spiritual Healing Lodge / Leona Sorenson, Child Care & Education Centre

BACK ROW

Sandy Mclachlan, Human Resources / Geoff Despins, Urban Services
Al Ducharme, Director of Operations / Frank Bighead, Housing and Technical Services
Rick Sanderson, Justice Unit / Cliff Buettner, Forestry / Edward Mirasty, Education
Mike Wells, IT Services / Gene Der, Finance

MISSING

Blake Charles, NLCD
Shirley Woods, Health



HUMAN RESOURCES

The Human Resource Department is comprised of:

- Sandy McLachlan – Director of Human Resources
- Ruth Jobb – Human Resource Officer
- Karen Timmerman – Human Resource Officer
- Melanie Constant – Secretary

This past year the Human Resource Department bid a fond farewell to Sandy McLachlan, Director of Human Resources. Sandy worked for PAGC for 35 years. We wish her well in retirement.

The Human Resource Department Ensures the effective management and administration of corporate personnel policies and procedures; including payroll and benefits administration for 300+ staff on a bi-weekly basis. Our department attends the Annual workshop that First Nations Insurance holds on a yearly basis to ensure that our employee Pension and Group Insurance remain a competent provider for our staff.

We ensure classifications, performance evaluation, maintenance of personnel records, employer/management relations, grievance procedures are being handled effectively and efficiently.

Our Department works continually in the development and maintenance of our Policy Manual to ensure that our policy is up to date with compliance and legislation. We are continually working with member first nations in this area helping them with policy development as well as all areas pertaining to Human Resources in the areas of salary grids, drafting job descriptions and interview questions.

The HR Department has begun to visit every PAGC office to help build a good rapport and good relationship with staff in enhancing employee retention and relations.

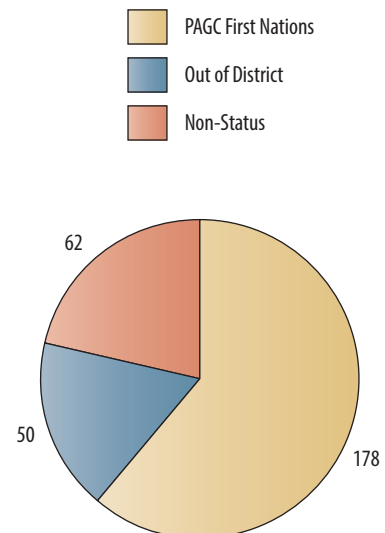
This past year the HR Department advertised for 92 positions all of which were advertised on our website. Our department participates in all aspects of hiring and ensures that PAGC is selecting the right candidate for each position by following the criteria as set out in our policy manual.

In November 2018, we held an assembly at the Senator Allen Bird Memorial Centre. We recognized our staff for hard work and dedication to PAGC.



HR WITH HATCHET LAKE WORKING GROUP

HR HIRING STATISTICS 2018-2019



WOMEN'S COMMISSION

MEMBERS

- Shirley Henderson - Montreal Lake
- Maureen Walker - Wahpeton
- Debra Mclean - Jamesmith
- Bella Dumais - Southend
- Karen Charles - Stanley Mission
- Wilma Chaboyer - Cumberland House
- Annie Joseyounen - Wollaston Lake
- Charlene Head - Red Earth
- Audrey Whitecap - Shoal Lake
- Pearl Doris Morin - La Ronge
- Rose Dorion - Pelican Narrows
- Christine Longjohn - Sturgeon Lake
- Tba - Black Lake
- Tba - Fond Du Lac

SUMMARY

This year has been full of events and happenings for the women's commission of the PA Grand Council. We have had our regular events with the annual scholarship banquet where we honored six deserving woman with over 90 applications received.

Our annual walk was a great success as well with over 300 in attendance with representation from leadership, the commission, the community and most importantly the families of those murdered and missing people who we strive to help and shed awareness for.

We continue to work towards a better world for our membership and represent those we serve to the best of our ability in our communities and for the PAGC.



MEETING IN REGINA



ANNUAL WALK



WOMEN'S COMMISSION AT FSIN



AGRICULTURE

HISTORY

Prince Albert Grand Council operates an agriculture development program in the district. There is one agrologist on staff to help plan and implement agricultural projects. This agriculture program has been servicing the needs of First Nations for over 35 years.

GOVERNANCE AND MANDATE

The Agriculture Program has a District Board that deals with agricultural issues and funding applications. There is a Board representative from each First Nation that contributes into the program along with a representative from the Women's Commission.

The Program's mandate includes the following objectives:

1. To promote the interest of First Nations and their membership in the agricultural industry.
2. To assist with technical information.
3. To develop viable farm business units.
4. To provide training in the different agricultural areas.
5. To assist in financial management and funding requirements.
6. To be proactive in developing new agricultural opportunities.

HIGHLIGHTS

The Prince Albert Grand Council Agriculture Program has a contribution program to assist farmers from participating First Nation Bands. The following Bands contributed over \$125,000 toward agricultural development this year: Wahpeton, Sturgeon Lake, Shoal Lake, Red Earth and Cumberland House and La Ronge. Over 100 projects were funded for our clients. We continue to work with Saskatchewan Indian Equity Foundation that provides loans to our farmers for livestock and equipment.

WAHPETON

Wahpeton has a small buffalo herd that they use for some economic development and for cultural/ceremonial purposes. PAGC assists with some purchases for livestock supplies and roundup costs.

Gardening is also popular on the reserve and we have workshops to assist them in their agricultural endeavors. One individual raises bees for honey. There is also a goat project for meat and milk. PAGC funds these small scale and gardening projects.

STURGEON LAKE

One of the major projects at Sturgeon Lake is their Buffalo Ranch. They run about 300 head. The calves are generally sold in the early winter. Some animals are also harvested for community use. The project employs 10 to 15 band members seasonally and 2 people on a regular basis. It provides training and hands on experience for individuals who want to work in the livestock field. We did a pasture and corral expansion recently.

There are also a number of cattle farming operations on the reserve. They also have their own haying equipment and hay lands, so they generally produce their own feed.

A couple of people also have small scale poultry and swine operations and sell at the farm gate.

These farmers use some of the contributions they get from PAGC to lever loans from financial institutions or Sask. Indian Equity Foundation.

Gardening is also getting more popular on the reserve. There is one large market garden that sells their produce and numerous other individual gardens. PAGC assists with training and purchases to help establish these gardens.

There has been some renewed interest in hunting, trapping and fishing and PAGC will assist with operating and small capital purchases.

SHOAL LAKE

Outfitting operations are active on Shoal Lake. They have American hunters come up and hunt deer, bear, moose, etc. PAGC helps with those projects, supporting infrastructure and capital costs.

There has also been an increase in gardening projects. There are individual gardens and a community garden. PAGC helped with tractor and tiller purchases and other garden development costs. PAGC also assists with training.

Trapping is popular at Shoal Lake and PAGC assists with associated purchases.

There are some individuals that have wild rice operations and they get assistance for equipment and wild rice patch development.

RED EARTH

Red Earth is starting to develop more gardens again. One individual works up the gardens with horses and plows. PAGC assists with garden developments and other associated costs along with training. This year they started a community garden.

There are also band members who have wild rice operations and PAGC helps them out with capital and operating costs.

There is also getting to be a renewed interest in traditional activities such as hunting, fishing and trapping. PAGC assists with trap and other purchases.

CUMBERLAND HOUSE

Cumberland House has some livestock operations and lots of pasture lands. The farmers put up their own hay.

Gardening is getting more popular. It always has had a lot of gardens, but there are more and larger ones now. PAGC assists with gardening and equipment supplies. This year a greenhouse was built at Little Red River. It did very well in its first year with a crop of tomatoes and green peppers.

Outfitting is common at Cumberland House and there are a few who have operations here. They cater mostly to Americans who come up to hunt deer, moose and bear. PAGC help these operators with capital and operating costs.

Also, trapping is popular and PAGC assists with training and trap purchases.

There are also a few wild rice operators in the community.

LA RONGE

La Ronge Band has a large community garden located at Little Red River. Over 10 acres of potatoes are grown and distributed to the different communities in the north.

There are numerous gardens in all of the communities, with garden workshops being well received.

Wild rice operators harvest rice from the numerous lakes in the area.

Trapping and fishing continue to be very popular.

MONTREAL LAKE

Montreal Lake has a number of gardens and PAGC assists with training and garden supplies.





CHILD CARE AND EDUCATION CENTRE

PROGRAM MANDATE AND GOVERNANCE

The Child Care and Education Center provides long term therapeutic care for children/youth ages six to fourteen, emergency care for children six to twelve years of age, counselling and special education programming. Referrals for long term placement come from the Child and Family Service Agencies and the Ministry of Social Services only. Emergency placements are referred by the Ministry of Social Services. The Child Care and Education Center is under the governance of the Prince Albert Grand Council.

RESIDENTIAL SERVICES IN THE COTTAGES

There are three (3) cottages for the children's accommodations/residential services. We provide the care and supervision with a safe, nurturing and structured environment. Each cottage has a Housemother that provides home cooked meals and nutritional snacks.

The staff consists of three (3) Cottage Case Managers, 27 Childcare Workers, 4 Shift Supervisors and Security Personnel on the premises.

COUNSELLING

Counselling services are provided to all the children and youth in care at our Centre. These services include:

- Treatment Planning
- Individual Counseling
- Specialized Group Counseling
- Family Counseling
- Discharge Planning

The children receive counselling services as required from Catholic Family Services, Mental Health, Mobile Crisis, School Counsellors and Elders.

ADMINISTRATION

The CCEC Administrative staff offices are located in Cottage 5. Leona Sorenson, Director and Louise Nadeau, Administration. The CCEC has capacity for thirty (30) placements. Cottages 6, 7, and 8 are used for Child Care purposes.

ADMISSIONS FOR LONG TERM CARE

Placement for one (1) year or longer.

- Admission referrals from Indian Child & Family Services
- the Ministry of Social Services.
- Consideration for acceptance include i) reason for referral; ii) appropriateness of CCEC Program; and Age Group – Current Openings

EMERGENCY PLACEMENTS

Currently, the Prince Albert Grand Council contracted with the Ministry of Social Services for fifteen Emergency Placements for children/ youth ages six to twelve years. Consideration and services for acceptance remains the same as for the long term placements. The duration of placement varies, with a maximum of three (3) months or longer.

FAMILY VISITATION

The CCEC recognizes the importance of family involvement in programming for the children and youth. Regular family involvement through visitation is an important factor in determining success of treatment at CCEC after discharge from the program. Family visitations are arranged by the ICFS or MSS and can include home or hotel visits.

CASE REVIEW REPORTS

The CCEC reports on the children's/youth's progress four times per year. Reports are prepared by the Cottage Case Managers. Families are invited to attend along with ICFS and MSS Social Workers.

STAFF TRAINING

The Child Care and Education Center continues to provide training to all staff on a regular basis. Core training includes:

- Crisis Prevention Intervention
- CPR/First Aid
- Suicide Intervention
- Behavior Management such as “Back to Basics”
- Additional specialized training, relative to various aspects of treatment is provided as well.

The Child Care Workers continue to attend training for Group Homes offered by the First Nations Child and Family Institute.



ASSIST GROUP 1

PRACTICUM PLACEMENTS

The Child Care and Education Center continues to provide for practicum placements in various aspects of the program. Students from the Bachelor of Indian Social Work Program from the First Nations University of Canada have completed their practicum placements at the Child Care & Education Centre.



ASSIST GROUP 2

HIGHLIGHTS

- Successfully secured block funding from the Ministry of Social Services for twenty-one (21) placements.
- Continue to operate at full capacity of thirty (30) placements
- Major renovations have been completed this year including (in all cottages where the children/youth reside) Roof replacements; Air exchange systems; Replaced bedroom windows; New Flooring thru out all the cottages; Renovated and painted the entire cottage



ASSIST GROUP 3

FUTURE PLANS

Renovate cottage 5 to accommodate five (5) infant/toddlers from 0 – 5 years olds.



EDUCATION

DIRECTOR'S COMMENTS

As one reflects on the past year, it can be defined as a tumultuous year in PAGC's Educational History. For instance, the Department of Indigenous Services Canada (DISC) completed their Education Transformation initiative promising more funding for communities wishing to change their governance and funding models. Consequently, each First Nations education entity were given opportunities to apply for Regional Education Agreements allowing independent First Nations and Education Authorities to assume their own second-level services.

Essentially, LLRIB, Little Red and PBCN will now take over their own professional development services beginning April 1st, 2019. Education Service Agreements have been developed and approved by Chiefs on March 7th to establish a Fee for Service, which PBCN has agreed to implement until June 30th, while LLRIB and Little Red are developing their own. Remaining First Nations of the PAGC, such as the Athabasca, Eastern, Southern Sectors and one Woodland- Montreal Lake, will continue accessing second level services from PAGC.

Looking across the landscape, some First Nations Tribal Council offices have closed and no longer provide education services for their communities. For instance, Agency Chiefs Tribal Council's education department shut down, laying off over twenty-three professional staff on March 31st. Therefore, PAGC is appreciative for our education leaders who see the validity in providing educational and political advocacy support for our First Nations. Moving forward, I believe that these "near death" experiences are good for organizations because it allows for the re-configuration of professional services to better meet the needs of our communities.

In closing, the PAGC admin team will be meeting with key decision makers to co-construct a better and more efficient education service for the students. We also look forward to co-constructing a Treaty Based Funding Formula that meets the specific needs of our schools that includes Pre-K, K-12, Adult Education and PSE funding. The data collected will be instrumental for our Chiefs to go to Ottawa

and advocate for improved funding in substituting the imposed Side by Sides which fall short in facilitating the Treaty promise of sustainable and equitable funding.

ASSOCIATE EDUCATION DIRECTOR

My name is Rosalie Tsannie-Burseth; I have worked with PAGC Education for 10 years. In the short ten years in this department, I have gained so much knowledge at a Tribal Council perspective. Our consultants travel to offer educational supports in the required areas of study. We strive to help our First Nations communities to give students positive educational outcomes and prepare them for their future endeavors. I learned a lot of Cree/Dakota/Dene and cultural knowledge shared by the elders of the Athabasca Sector (Black Lake, Fond du Lac and Hatchet Lake), the Eastern Sector (Cumberland House, Red Earth and Shoal Lake), Southern Sector (Sturgeon Lake, Wahpeton, and James Smith) and the Woodland Sector (LLRIB and PBCN). I marvel at the strength of their language and cultural authenticity.

I am a believer in using our linguistic and cultural inheritance to build educational models that is relevant to Cree/Dakota/Dene. In times of social challenges induced by Residential Schools, 60s Scoop and colonial policies, we



LITERACY WORKSHOP

must use elders to reframe our way of thinking, our way of thinking that made our forefathers resilient to oppression. Recently, we have done a lot of work with elders collecting Cree/Dakota/Dene words, cultural concepts and songs. This phenomenal work by our consultants and elders is for teaching instruction and soon this curriculum will be loaded on the PAGC Portal.

As we evolve with our communities in the Federal Government's framework of transformation, whether our communities remain a separate entity or develop their own authorities, we still offer our instructional support. After all, we are looking at the whole child, and we are obligated to give them opportunity for a good life.

LITERACY

The Literacy specialist has been providing supports regarding CAFÉ Menu, Daily 5, Reading and Writing Strategies, four scale rubrics, Fountas and Pinnell, Diagnostic Reading Assessment, Differentiation and levelled reading groups. Staff workshops are being developed on the aforementioned for school level delivery. Two workshops have been provided in the 2018-2019 school year: High School Tech (January), Middle Years (January). Plans for the 2019-2020 school year include

similar activities along with working with school Literacy Catalysts, analyzing data to improve instruction and aid in school improvement planning.

NUMERACY

2018-19 school year was both demanding and rewarding. Schools have been supported with the math assessment initiative (BCM), as well as, curriculum-based resources and materials. Pilot projects for Edmentum educational platform produced favourable results and are planned for the next school year. A renewed curriculum-based database of resources for K – 9 Math has been developed and shared with teachers. Focus group workshop for Math was organized and delivered to teachers. Plans for the 2019-2020 school year were developed in cooperation with School Administration and Numeracy Catalysts based on year's data examination.

PERFORMANCE MEASUREMENT

All PAGC Schools receive DADAVAN support through our "help desk" (emails and phone calls). School administration and teachers are assisted on a number features on the system such as admin features, student registration and transfers, teacher planner, report cards and teacher mark books. The system has the Saskatchewan Curriculum Outcomes that enable classroom teachers to plan/adjust their daily lesson, unit, and long range plans in advance. Publications of the "Raven" continues, four times per year and plans are in place for the annual Fall DADAVAN workshop 2019/2020 where all PAGC school's DADAVAN techs come together to take training on how to utilize the Student Information System.



NUMERACY WORKSHOP

EDUCATIONAL TECHNOLOGY

The purpose of Educational Technology is to promote technology integration into planning for teaching, learning, and engagement. By providing educational technology, students in our schools will acquire the skills and knowledge needed to succeed in the 21st century. Training is available through workshops (one-on-one, small or large group sessions) and/or classroom visits.

For the 2018-2019 school year, services and supports for Educational Technology included: SMART Board training; Robotics/Coding in the classroom; iPads in the classroom; teacher and school support for Mathletics; Multimedia applications in the classroom; Teacher supports for computer-based software programs (ex. Excel), and assisting other consultants in the integration of technology into their programs. We will be having an EdTech Focus Group this coming school year in November.

TEACHER SERVICES

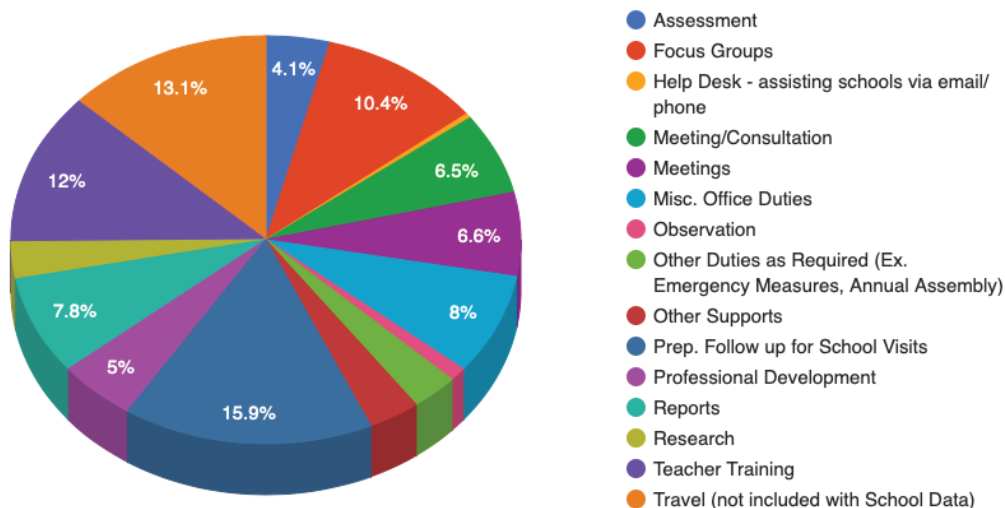
The highlight this year is the training teacher services specialists received to support teacher professional growth and development in curriculum and instruction. Teacher Services implemented the Charlotte Danielson framework for the observation of teaching practice. School administrators and classroom teachers explored components and elements of instructional planning, professional responsibilities and classroom environment domains in teaching and learning. This observation tool informs teaching practice and facilitates instructional decision making to better support outcome attainment and improve the quality of educational program planning.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD (SPTRB / PAGC LIAISON)

For the 2018-2019 school year, SPTRB remained collaborative with the approved program supervisor role and PAGC Education. Keeping in mind, the SPTRB and the Ministry of Education are separate entities the goal is to ensure all PAGC teachers are certified. To assist in programming and to avoid delays in high school course approvals, it was imperative certification processes and ministry requested documentation be submitted and prioritized. Further, teacher services support teacher recruitment by encouraging school administrators to send advertisements to PAGC education. Advertisements added to online portals ensure that quality teachers are applying and hence support teacher recruitment and retention. These supports move forward applications for high school programming and student tracking applications thereby mitigating 'on hold' and/or late submissions.

MINISTRY LIAISON AND SPTRB: HIGH SCHOOL PROTOCOL/STUDENT TRACKING

High school programming and student tracking applications are due the end of September of each school year. These applications have to be complete and emailed to the approved program supervisors. For some schools, applications were late, or delayed due to uncertified (SK) high school teachers and/or delays in secondary course protocol submission. To avoid further delays, check course codes, expiry dates for locally developed/modified courses



TIME SPENT BY EACH ACTIVITY REQUIRED FOR EARLY LITERACY PROGRAMMING

on-line (Blackboard) course codes for Levels 10-20-30 and certified teachers. Administrators are provided these links to help with administrative protocols: publications.gov.sk.ca and www.edonline.sk.ca/webapps

Teacher Services' support for teacher accreditation continues as we encourage high school teacher accreditation, training and certification in specialized courses. Courses such as locally developed land-based education, leadership modules and mental health programs are encouraged training but currently not requirements. As well, teacher services dialogue with First Nations and the Ministry on credit allocations, dual credit issues; etc. to ensure graduates have the required credits to proceed in their fields of interest.

In partnership, Teacher Services Specialists continue to work toward enhancing professional teacher growth utilizing tools that respect the implementation of methodologies and First Nations practices while focused on student engagement and achievement. In addition, we work with PAGC partners in education to support ongoing efforts to engage and transform an education worthy of language and culture. We want to thank PAGC First Nation Elders, school administrators, teaching staff, para-professionals and students for the work they do in schools.

kinana'skomitina'wa'w.

EARLY YEARS LITERACY

Early literacy is key in preparing children to succeed in school. Research shows there is a correlation between a strong early literacy component and later academic achievement. The more limited a child's experiences with language and literacy, the more likely he or she will have difficulty learning to read.

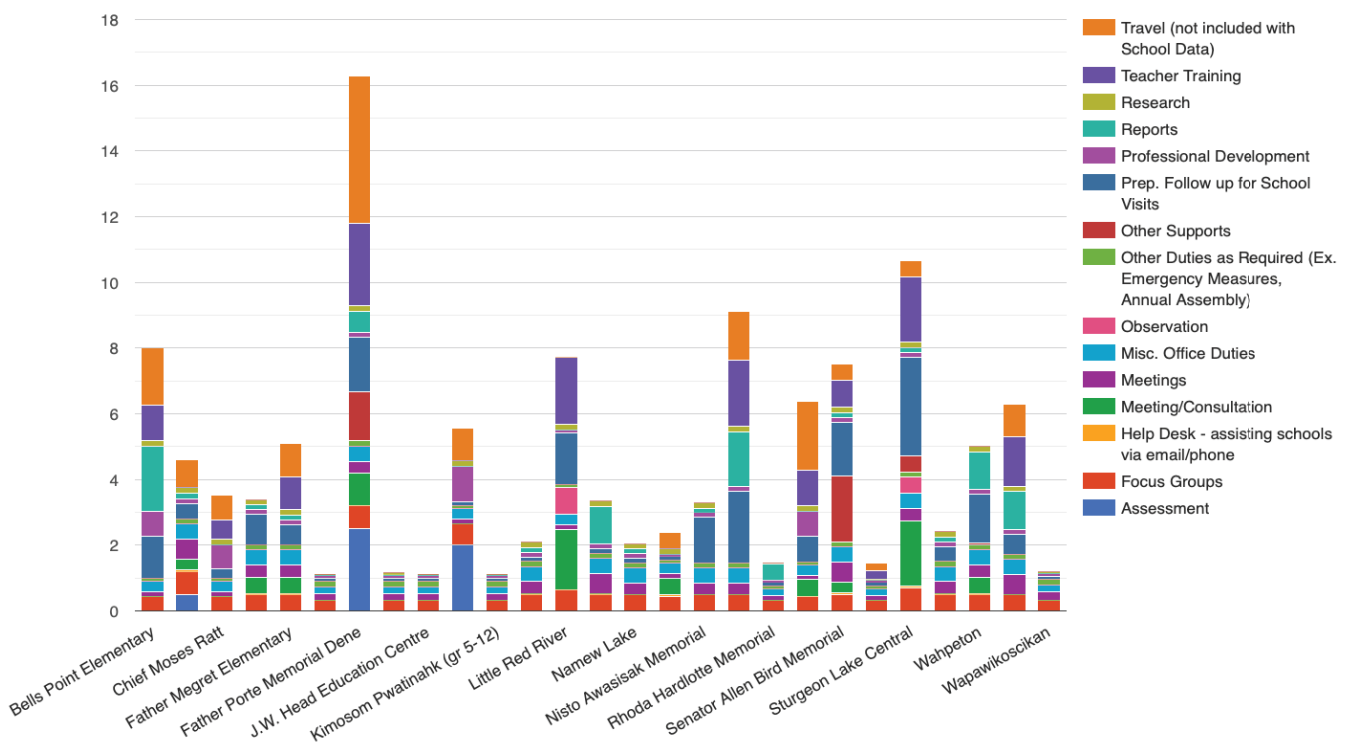
PAGC Early Literacy supports Pre-K to Gr.3 teachers in providing children with these necessary experiences.

This 2018-2019 school year, Early Literacy Specialists have provided training, support, and resources in the following:

FOCUS GROUPS

a variety of topics were presented including reading strategies & activities, local literacy resources (PNLS, PALN, local author), social-emotional learning, oral storytelling with an Elder, training for Learning A-Z online reading program (RAZ Kids), phonological awareness session, balanced literacy programming.

- October 17-19, 2018 (K-3)
- January 16-18, 2019 (K-3)



TIME SPENT PER SCHOOL AND THE ACTIVITIES INVOLVED

ASSESSMENT

Assessment data is used to identify student so that teachers can plan instruction to meet each student's individual learning needs.

- Early Years Evaluation (EYE): Coordinator for EYE provides set-up, training & materials, ongoing support, reports. We also assist schools in interpreting the EYE data.
- Reading Record Benchmark Assessment: training & materials, ongoing support, school reports, assistance in using the data for instructional planning.

IN-SCHOOL TRAINING/MENTORING

- Assisting reading catalyts with planning
- Guided reading room set-up
- Daily 5
- Guided reading instruction
- Phonological awareness screening
- Balanced literacy programming
- Meeting one-on-one with teachers to support their individual requests.
- Classroom environment

NEW PATHS FOR EDUCATION

The role of the New Paths consultant has been to oversee all aspects of the New Paths for Education program. This entailed proposal writing, ensuring final reports are completed by the deadlines, dispersing funds, and collaborating with First Nations about their projects.

The New Paths for Education program provided funding for 9 PAGC activities that provided services to PAGC schools. Another 27 activities were developed and completed by individual schools based upon their needs.

The New Paths for Education was a very worthy program that provided communities with educational workshops, resource people, and equipment for their schools. This program sunsetted on March 31, 2019.

REGIONAL MANAGING ORGANIZATION

Since 2006, PAGC has operated the RMO, which essentially operated as the special education department in PAGC Education. Effective, April 1, 2019, the RMO has been discontinued and now functions as the Student Supports Services for the member schools of PAGC. This move is a result of Education Transformation, which has redirected funding directly to the First Nations. PAGC no longer manages the special education dollars that were previously flowed through to schools.

However, services will continue to include a variety of professional support services to the schools such as Educational Psychologists, Speech and language services, Occupational Therapists, mental health therapists, physiotherapists, an audiologist, behavioral interventionists, vision consultants, hearing consultants and classroom consultants. Student Support Services also serves as the primary source of professional development opportunities for schools and their staff.

STUDENT SERVICES

Services to students will include the following deliverables:

- Supporting First Nations and federal schools with the design and implementation of S.E.P's and services.



FOCUS GROUP - USING PROPS FOR STORYTELLING

- Professional development and other instructional support including information and self-teaching materials for teachers, para-professionals and parents.
- Holding special education focus groups on a regular basis.
- Conduct research to adapt or develop approaches to special education that are culturally appropriate to First Nations.
- Hiring or contracting for professional and consultative services such as education psychologists, speech and language therapists and itinerant classroom support staff.
- Developing relevant teaching materials, programs and equipment.
- Supporting improved coordination with other community programs such as Early Childhood Development, Head Start, Childcare, and Fetal Alcohol Spectrum Disorder programs.
- Liaising with provincial education authorities entering into agreements and ensuring appropriate payments for special education services.
- Establishing and developing protocols with other community agencies (i.e. CFS, Social Assistance).
- Community awareness programs.



ORAL STORYTELLING WITH MARGUARITE ALLARD



EARLY LITERACY RESOURCES

TREATY EDUCATION

During the 2018-19 school year I have had the opportunity to present, teach and provide in-service in respect to the Treaty Education Curriculum initiative within the organization. It is positive that a number of the schools within PAGC are aware of the curriculum and continue to create in-school initiatives with this curriculum to be delivered in their respective schools. However, there are also a good number of schools that need to begin the process. The Treaty Education Curriculum is mandatory to teach as part of the Saskatchewan Education Social Studies Curriculum. The critical piece of this curriculum truly reflects the identity of the First Nations people of Saskatchewan and the relationship it has with Canada and the Treaties. A lot of our young student population will lack a lot of knowledge of self-identity, culture, treaty history, and treaty relationship as it exists today.



“CULTURE IS A PART OF SELF-IDENTITY AND WHEN WE LEARN WHO WE ARE, WE CAN LEARN CONFIDENCE”

TREATY EDUCATION - CONTINUED

This curriculum is especially critical to teach with our young First Nations population they will truly have a better understanding of where they stand in society by understanding why they are treaty.

Over all it is has been another fast paced year and continue to be blessed to have the opportunity to help our First Nations youth at any capacity. It is my hope that each First Nations child can reach their full potential in exercising their Treaty Right to Education.

“Culture is a part of self-identity and when we learn who we are, we can learn confidence.”

DENE LANGUAGE AND CULTURE

The Dene language and culture continues working with the elders of the three Dene communities. We rely heavily on the knowledge and expertise of the elders. The stages of developing a language application requires enormous work and is time consuming. Once completed, we will have close to 5000 Dene wordlist combined. We are excited about the amount of words that derived from each community. This will be an excellent resource to use for the Dene language programme.



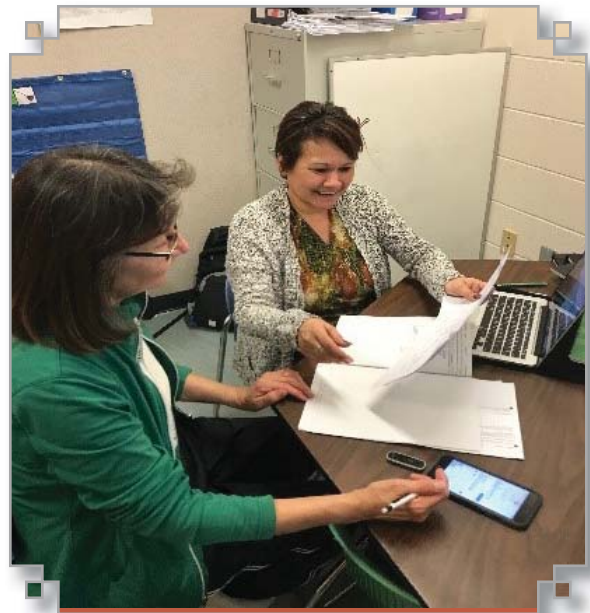
BIRCH-BARK CANOE BUILDING

EARLY YEARS TEACHER SPECIALIST

I have had the opportunity to travel to several of our PAGC communities to provide support to our teachers on planning year plans, unit plans, lesson plans etc. I have also worked with other PAGC staff on Focus Group workshops.

The Early Years Specialist has been providing support to teachers within our PAGC schools. The main areas of support provided are:

- Day Planning
- Lesson planning
- Unit Planning
- Assessment Strategies
- Reporting
- Up to date pedagogy/ teaching developments
- Adaptive Dimension strategies
- First Nations Perspectives
- Year Planning



EARLY YEARS TEACHER SPECIALIST

LANGUAGE & CULTURE

We continue to promote ideas and practical processes that protect, promote, enhance and create ways to assist with First Nations Language and Culture Programming within our First Nations Schools. We owe gratitude to our local First Nations Language experts for their expertise, promotion, and requests for documentation of their language and cultural practises.

We held two First Nations Language Teachers Workshops one last Fall 2018 that focused on “Total Physical Response Training & Teaching Method” and another one the past March 2019, that addressed strategies/models by Dr. Greymorning’s “Accelerated Second Language Learning Method” using pictures. Language teachers went home with puppets, and binders for use in their classrooms.

The following projects are completed with many thanks to our Information Technology Personnel, Mike Wells, Don Dore & Ankush Goyal:

- Cumberland House Cree Nation is now in the app store and being programmed into the PAGC Portal
- Montreal Lake Cree Nation App in almost completed and plans will proceed with Plains Cree App

- Kistapiskow is also completed
- Red Earth Cree Nation
- Little Red River School

We had First Nations Culture Teachers and other experts assist us in the development of Curriculum Guides for teaching Elementary and High School Level Culture [1-9 Culture, plus Culture 10, 20, 30]. We are hopeful that we can complete the Scope & Sequence project with PBCN for Grades 1-9 with assistance from elders and teachers from the communities Southend, Kistapiskow and Pelican Narrows.

Otto Fietz completed the Scope & Sequence Projects with Nihithow Awasis School (1444 words) and Sally Ross School (1487 words). The Dene sector/group are still in the process of completing their Scope and Sequence Charts for their language groups through collection of pictures and audio recordings, performed by Florence St. Pierre in the communities of Black Lake, Hatchet Lake and Fond du Lac.



SALLY ROSS SCHOOL SCOPE AND SEQUENCE LANGUAGE PROJECT MEMBERS



NIHITHOW AWASIS SCHOOL SCOPE AND SEQUENCE LANGUAGE PROJECT MEMBERS



TECHNICAL SERVICES AND HOUSING

PROGRAM SUMMARY

The 2018/19 year has been and will be a very busy for all of the thirty PAGC Housing & Technical Services staff members. This office has seven departments and each department is responsible for delivery of services to the First Nations and Communities. There have been continued projects, services, and inspections completed this past year.

CAPITAL PLANNING

COMMUNITY DEVELOPMENT STUDIES UPDATES

Updates are provided for each community on a five rotational basis. Annual updates for the capital plans are to be conducted with each community. In the 2018/19 FY it is planned to meet with each Band in throughout the year to update the five year capital plan in preparation for the review meetings held in January 2019 with ISC to prioritize the next FY capital projects. Community Plan Updates have been completed for Sturgeon Lake, Wahpeton and Red Earth. A Community Plan update is planned for Cumberland House, Sturgeon Weir, Kinoosao, Shoal Lake, Sandy Bay, and Hatchet Lake.

ASSET CONDITION REPORTS

Asset condition reports are updated on a 3 year rotational schedule for each community. Compliance reports are now being conducted as part of the Building Maintenance and Water/Waste Water Trainers and is to be submitted September 30th, of each fiscal year. ACRS updates were completed for Pelican Narrows, Deschambault Lake, Sturgeon Landing, Sandy Bay, Kinoosao and Wahpeton. ACRS Inspections are now being conducted for Red Earth, Shoal Lake, Sturgeon Lake, Montreal Lake, James Smith, Cumberland House, Hatchet Lake, Black Lake and Fond du Lac. We are also undertaking the Lac LaRonge communities for this fiscal year.

ADVISORY SERVICES

Advisory services are provided for each Band community for major capital projects PAGC Band projects Services provided in 2018/19 include:

WATER AND SEWER, INFRASTRUCTURE PROJECTS FOR 2018/19

- Fond du Lac - Design Phase for the Water Treatment Plant Expansion and upgrade.
- Fond Du Lac – SLS 2 and 4 Upgrades is in progress
- Black Lake WTP upgrades in design progress
- James Smith Water Treatment Plant upgrade project has been completed and is in operation.
- James Smith has upgrades beginning for Coxby road
- James Smith Bridge Repair is completed
- PBCN –The WTP project in Deschambault Lake is now at Construction phase and expected to be complete at the end of September.
- PBCN – Pelican Narrows WTP Upgrade is presently in design progress.
- Sturgeon Lake WTP Upgrade is has been completed.
- Montreal Lake 106 WTP has been completed.
- Cumberland House Drainage project is near completion.
- Cumberland WTP Upgrade is in design phase.

SCHOOLS PROJECTS 2018/19

- Pelican Narrows Elementary School roof repairs is in design.
- Southend School Roof upgrade and assessment is in design.
- Father Megret High School Roof Replacement is in design.
- Fond Du Lac School Roof Upgrades and renovation is in progress.

- Cumberland House School Roof Repairs is in design.
- Pelican Narrows Teacherage renovations and relocation is complete.
- Deschambault Lake Teacherage Upgrades are in project review.
- Deschambault Lake High School Heating Controls upgrade and assessments have been completed.

FIRE PROTECTION PROJECTS 2018/19

- Southend Fire Protection Project is near complete for a Fire Hall and Fire Truck.
- Deschambault Lake Fire Protection Project is under review
- Pelican Narrows Fire Protection Project is under review

OTHER PROJECTS 2018/19

- Montreal lake Health Center Renovation and Expansion is in construction.
- Deschambault Lake Nursing Station Renovation and Expansion has been designed.
- Red Earth Health Center has been tendered

LANDFILLS

- Shoal Lake landfill/transfer station is under review
- Deschambault Lake Landfill Upgrade is in construction
- Montreal lake 106 Landfill upgrade is complete
- Montreal Lake 106B is under application for upgrade
- Southend Landfill is under assessment
- James Smith Waste Transfer is in design
- Hatchet Lake Landfill is under review
- Pelican Narrows Landfill is under review
- Red Earth Transfer Station is under review

HOUSING SERVICES

- Conducts Capital inspection for new housing and renovations including:
 - ◇ Plans Evaluations
 - ◇ Site Inspections
 - ◇ Prior to backfill, Foundation inspections
 - ◇ Prior to Drywall, framing, insulation & vapour barrier
 - ◇ Progress & Final Inspections
- Conducts code compliance & Progress inspections & plan evaluations for:
 - ◇ CMHC Section 95 projects
 - ◇ *PAGC now Administers CMHC Progress Reviews for Northern Saskatchewan.
 - ◇ Daycare and Head-Start structures
 - ◇ Indian Child and Family Services structures
 - ◇ Teacherages, Nursing Residence and other small buildings
- Provides and administers the PAGC Better Building Approval System “BBAS” including:
 - ◇ Providing Housing Bylaw template(s)
 - ◇ Manage and maintain PAGC’s code plus housing specifications.
 - ◇ Adhere to the latest versions of the Canadian Model Construction Codes & Standards
 - ◇ Provide Building Approvals (aka Building Permits) including occupancy Certificates
 - ◇ Provides technical advice on engineering, construction and building design issues.

- Provide a Housing Circuit Rider Trainer Program
 - ◇ Conduct housing program assessments, identify strengths and weaknesses
 - ◇ Compile information into a strategic plan complete with one on one training and mentorship working toward the development of a manageable Housing Program.
 - ◇ Coordinates / conducts training of First Nations Housing Coordinators & Staff
 - ◇ Provide assistance and advisory services on housing programs including policy development, proposal development, housing authority development
- Community Infrastructure & Housing Annual Report has replaced and combined with the Capital Asset Inventory System (CAIS), and the Capital Management Database (CMDDB) annual reports. As in previous years, our department visits each community to update each report and submit our results by mid-October to INAC. This information is used to assist the PAGC First Nations in their Operation and Maintenance of Capital Assets. The housing portion gives the community a snapshot of current housing stocks.
- Light Detection and Ranging (LIDAR) is a remote sensing data capturing method which uses a pulse laser to accurately map both manmade and natural environments. This type of technology is used to precisely map three-dimensional information about the shape and characteristics of the surface of the earth. Sturgeon Lake, Shoal Lake, Cumberland House, Red Earth, Sucker River, and Little Red 106C have been surveyed using this method.
- Housing and preliminary building design. A number of communities have been requesting architectural blueprints for new housing and building construction.

INFORMATION SYSTEMS

- This office can now provide the PAGC First Nations and Communities and their membership with an array of map products suitable for Resources Applications and Community Development, these maps are continually updated throughout the year.

HOUSING INSPECTION VOLUMES 2018 - 2019

FIRST NATION	SECTION 95	RRAP	INVENTORY DATABASE	BAND CAPITAL	OTHER DAY-CARES
Black Lake	0	0	0	**	1
Cumberland House	2	0	240	**	1
Fond du Lac	0	0	0	**	1
Hatchet Lake	8	0	0	**	1
James Smith	0	0	0	**	1
Lac La Ronge	18	0	0	**	0
Montreal Lake	5	0	0	**	2
Peter Ballantyne	15	0	975	**	0
Red Earth	0	0	201	**	0
Shoal Lake	0	0	104	**	1
Sturgeon Lake	0	0	0	**	1
Wahpeton	0	0	81	**	1
Out of Region	4	0	0	**	2
Northern Spruce	0	0	0	**	0
TOTAL	*52	*0	1601	**1000	12

**New units receive up to 6 inspections and renovations average 3 inspections per unit.*

***Band capital estimated for ongoing, regular capital & additional budget 2018-19 capital inspections.*

This service is on a fee for service basis and is completed as time allows.

- GPS Surveying and Training continues to be available for our communities when time and personnel allow.

CIRCUIT RIDER TRAINING PROGRAM

WATER & WASTEWATER TRAINERS

The Circuit Rider Training Program has continued with site visit training. Our trainers; Calvin Bird, Stan Merasty and Mervyn Keleman continued to visit the communities on a rotational basis. The trainers were given designated sites in order to better complete the Emergency Response Plans and Maintenance Management Plans. This was continued in 2018/19

In the last fiscal year we provided a one week Level 1 and Level 2 Water operator Training for our operators with a total of 23 operators and maintenance people taking the course. Unfortunately our success rate was disappointing with none of our participants passing the tests. We are revisiting our training plan to provide a more local component and will be working with our communities to implement this. We will continue to offer CEU training opportunities to help the operators get their CEU credits. CEU training is required in order to re-certify the operators every two years. We are again planning to offer a fall and spring CEU training session. The fall workshop is scheduled for November 2018 with the spring workshop scheduled for February, 2019.

The Circuit Rider Training Program is continuing with scheduled site visit training. The Water Operators have done a good job of operating the Water and Wastewater Facilities in the PAGC First Nations Communities. Our goal is to have a certified operator at the level of the water plant at every community

BUILDING MAINTENANCE TRAINERS

Darren Charles came back to PAGC as a trainer in 2013 with experience in air handling and HVAC systems. Scott McHarg has proved very beneficial to the program. Scott is a Journeyman Mill Wright with several years' experience in plant shut down maintenance. Gary Harris returned to his position as Senior Building Trainer after a brief period managing the PAGC Maintenance Program.

SUMMARY OF PROGRAM ACTIVITIES

- Developed maintenance schedules for the schools of the PAGC district.
- Provide direct assistance in shut-down and annual maintenance of Boiler heating systems for the schools.
- The Circuit Rider Training Program is continuing with Scheduled site visits and is always available to assist with operation problems and emergencies.
- The Circuit Rider training program is a valuable training tool for maintenance personnel and provides a place to call for help with their facilities.
- Training is provided to 12 Bands and 24 communities in the PAGC District as listed in the table below:

CIRCUIT RIDER TRAINING

FIRST NATION	COMMUNITY
Black Lake Denesuline Nation	Chicken 224
Cumberland House Cree Nation	Cumberland House 20
Fond du Lac Denesuline Nation	Fond du Lac 227
Hatchet Lake Denesuline Nation	Lac La Hache 220
James Smith Cree Nation	James Smith 100
Montreal Lake Cree Nation	Montreal Lake 106 Little Red 106B
Lac La Ronge Indian Band	Lac La Ronge Stanley Mission Grandmother's Bay Hall lake Sucker River Little Red 106C & D
Peter Ballantyne Cree Nation	Deschambeault Lake Pelican Narrows Sandy Bay Southend Kinoosao Kiskaciwan Sturgeon Weir
Red Earth Cree Nation	Red Earth 29 & 29A
Sturgeon Lake First Nation	Sturgeon Lake 101
Shoal Lake Cree Nation	Shoal Lake 28A
Wahpeton Dakota Nation	Wahpeton 94

MAINTENANCE MANAGEMENT PLANS

Maintenance Management Plans have been updated for each of our communities and will be continued to be reviewed with the local Water Waste Water operators and Building Maintenance personnel. At the present time most of the management plans which are in place are part of the Operation and Maintenance Manuals which were provided to the operators at the completion of the Capital Project and subsequently added to as further assets were completed.

We have also provided the operators with a generic Maintenance plan which outlines required activities on a daily, weekly, monthly and annual basis. Recent requests by INAC for a more proactive maintenance plan have caused us to begin working on a maintenance plan in compliance for these requests. It is our plan to develop a plan more specific to the community infrastructure outlining a more detailed operational chart on which completion dates may be recorded. It is our plan to implement these in our smaller communities first as per the following.

2018/19 COMMUNITY SPECIFIC PLANS

Wahpeton, Sandy Bay, Shoal Lake, James Smith, Hall Lake, Sturgeon Landing, Sturgeon Lake, Montreal Lake, Deschambault Lake, Grandmother's Bay, Cumberland House, Little Red, Sucker River, Pelican Narrows, South End, Hatchet Lake, Fond Du Lac, Black Lake, Stanley Mission and Lac La Ronge.



SF NEM INVESTIGATION

It is also our intention to work with the Band personnel to implement a strategy for completing ACRS deficiencies as part of the maintenance plans.

At the present time copies of all the O & M Manuals and copies of the record drawings for PAGC community capital projects are maintained at the offices of PAGC Housing and Technical Services. They are referenced on an on-going basis during the course of assisting Band maintenance and water waste water personnel in completing repairs to their respective systems. Copies are also provided to the First Nation communities at the completion of the capital projects.

EMERGENCY & PROTECTIVE SERVICES

As PAGC continues to see a growth in housing and populations we must ensure that the First Nations and Community is prepared to deal with the Fires and other Emergencies that their fire fighters must deal with. This means the Fire Fighters must be properly trained to ensure the safety of not only the First Nations and Community, but the Fire Fighters themselves. Indigenous and Northern Affairs Canada (INAC) has given funding to cover the cost of training for Fire Fighters for the 2018-19 fiscal year. PAGC now has a staff of four to provide this training.

The number of Emergencies that the First Nations and Communities cannot handle on their own continues to rise. Flooding, Forest Fires, Spills and other Emergencies threaten our First Nations and Communities every year and this department must ensure that the First Nations and Communities have the training to mitigate the damages to their Community. INAC has provided funding to PAGC for this training and response in these types of Emergencies. The funding is for instructors to provide this much needed training to our communities for the 2018-19 fiscal year. PAGC now has a staff of 8 to provide this training.

The Emergency & Protective Services department has been mandated by the PAGC Chiefs to set up Search and Rescue teams throughout our PAGC area and this process has already started. The Search and Rescue Training has been completed in Red Earth, Shoal Lake, Montreal Lake, Lac La Ronge, Fond Du Lac, Wahpeton, Stanley Mission, Hall Lake, Sandy Bay, Pelican Narrows, Sturgeon Lake, James Smith and Little Red. We want to train them to a level where they will eventually become trainers themselves.

PAGC SEARCH AND RESCUE

PURPOSE

The purpose of this procedure is to define the process by which SARSAV and its member chapters are activated to perform search and rescue (SAR) activities in the Province of Saskatchewan under the appropriate Authority Having Jurisdiction (AHJ).

PROCEDURES

The RCMP SAR Coordinator will activate SARSAV. PAGC Search & Rescue will be activated and notified by SARSAV when a search will commence. Should a request by one of the 12 Chiefs to assist in a search in their respective First Nation is deemed required, the PAGC Executive will notify PAGC-SAR to provide assistance

MISSION STATEMENT

PAGC Search and Rescue is a community-based volunteer organization providing land, water search and rescue services. We are dedicated to providing the highest quality of Search and Rescue services utilizing a team approach.

VALUES

PAGC Search and Rescue is guided by the following values. They influence our conduct collectively as a society and as individual team members. We strive to have our actions reflect these values, demonstrate personal accountability and be publicly defensible: ****Integrity***
****Compassion *Respect *Dedication *Teamwork***

SASKATCHEWAN FIRST NATIONS EMERGENCY MANAGEMENT

SFDEM is committed to providing all Saskatchewan First Nations with qualified Emergency Management services, including training, mentoring and support to build resilience, capacity, and sustainability for First Nations communities throughout Saskatchewan.

EMERGENCY MANAGEMENT TRAINING AND SERVICES

SFDEM provides courses to help First Nations respond to emergencies that are related to natural and human causes, such as wildfires, severe weather and flooding.

Some of the main courses are Incident Command System 100, Basic Emergency Management and P25 Mobile Radio Orientation.

SFDEM is also offering a new course in Emergency Communications, It provides a practical, step-by-step guide on providing effective communication support to leadership during emergencies.

SFDEM provides support in Emergency Response Planning for communities and serves as a liaison to the Canadian Red Cross.

FIRE FIGHTING TRAINING AND SERVICES

SFDEM is dedicated to helping communities to build capacity and respond to a huge array of emergencies in and around their home lands. Courses are delivered free of charge by qualified staff who are members of the Aboriginal Firefighters Association of Canada (AFAC).

Courses include Orientation and Fire Service History, Health and Safety, Fire Behavior and Control, Building Construction, Water Supply, Fire Truck Safety, and Wildland Fire Suppression.

Training is also provided on the use of Personal Protective Equipment, Pumps, Portable Fire Extinguishers, Fire Hoses, and Ground Ladders.

Personnel are also qualified to conduct Fire Inspections for homes as well as Daycare and Head Start

COMMUNITY FIRE SAFETY ENHANCEMENT PROGRAM

The CFSEP is to provide First Nation Fire Department with Free donated equipment, such as Personal Protective Equipment, SCBA, Boots and other essential equipment. We also have the ability to help your community buy used Fire Trucks. The program requires a Fire Hall visit and a completed fire Prevention program

FIRE PREVENTION PRESENTATIONS

SFDEM provides Learn Not to Burn®, a comprehensive fire safety course for school-aged children. The presentation covers kitchen safety, smoke alarms, home escape plans, “Stop, Drop & Roll” exercises, and resources for teachers, students and their families.



FORESTRY

INTRODUCTION

The mandate of the Forestry Program is to locate and identify Forestry and Resource sector opportunities for member First Nations.

Program staff include:

Program Director – Cliff Buettner

Administrative Assistant – Brenda Roberts

Casual Summer Student – Devon Francoeur

Devon Francoeur has been a summer student with the Forestry Program for the last 3 summers and was the Grade 12 recipient for the Bobby Bird Scholarship Award.

CURRENT ENVIRONMENT

The Program Director provides staff direction, financial administration and acts as a liaison with all communities for delivery of the Saskatchewan First Nation Forest Fire Protection Services Agreement and other community projects identified in this report.

Identified areas of responsibility are, but not limited to, the following:

Raise the profile of the Forestry Program and provide mentorship to First Nation youth in pursuing forestry related careers through education, training and skill development.

Locate opportunities within Forestry for member First Nations by:

Provide technical assistance to member First Nations upon request. This includes compilation of funding proposals and fiscal reports.

Facilitate the transfer of Forestry Policy - attendance at Provincial Forestry Advisory Committee meetings, participation in Land Use Planning and discussions on the Forest Fire Values Protection, Forest Disease and Insect Policy.

SASKATCHEWAN FIRST NATION FOREST FIRE PROTECTION SERVICES AGREEMENT

The PAGC Forestry Program provides administrative and technical assistance for the Saskatchewan First Nations Forest Fire Protection Services Agreement. This was a one agreement, negotiated with Saskatchewan Ministry of Environment and INAC employing 35 - 5 man crews within PAGC totaling 175 personnel. The most important aspect of this agreement is in respect to the training requirements that are essential to further develop individuals within the current agreement terms.

Through a Short term funding agreement with Wildfire Management Branch, PAGC Forestry was contracted to deliver CIFFC Crew Member training courses for Type 2 Sustained Action personnel.

Training is delivered through Independent Service Contracts by instructors that are recognized by Wildfire Management Branch

FIRESMART – EMERGENCY MANAGEMENT ASSISTANCE PROGRAM (EMAP)

Through this renewed funding agreement and the ability of our organization's response to wildfires, Indigenous Services Canada committed funding to continue community "Firesmart" Fuel Management Projects, through a partnership proposal with Saskatchewan Environment – Wildfire Management Branch.

It is evident that fuel mitigation is a priority, and once community fuel management plans are endorsed by the community leadership, the fuel hazard reduction work was coordinated and carried out in 11 First Nation communities. This provided much needed employment for



PRINCE ALBERT MODEL FOREST/ FOREST COMMUNITIES PROGRAM

109 individuals for an average of 12 weeks to provide some protection to communities through the physical removal of fuel immediately adjacent to the respective community. Approximately 65 hectares were treated adjacent to the participating communities.

In addition to the short term funding agreements with Wildfire Management Branch, PAGC Forestry through EMAP funding deliver 23 training courses for First Nation Structural Volunteer Firefighters and Emergency Fire Personnel in coordination with Saskatchewan Emergency Protective Services and certified 170 individuals in Wildland Fire Suppression Training Programs. Not included in this summary are 11 programs that were directed specifically to Chainsaw Certification for 48 individuals who participated in Community Fuel Hazard Reduction projects in their respective communities.

This funding also provided for Local Firesmart Representative Workshops for all Saskatchewan First Nations to participate in the Firesmart Canada Community Recognition Program.

The Prince Albert Grand Council along with other organizations including individual First Nations form a partnership called the Prince Albert Model Forest. The Vision Statement of the Model Forest is *“We envision the Prince Albert Model Forest as a landscape demonstrating the spirit of Sustainable Forest Management through the power of working together”*: **Ma Maw Wechehetowin** - working together / helping each other.

The Forestry Program Manager is the current Vice – President of the Prince Albert Model Forest. The PAMF is a non – profit partnership, of forest users who are committed to enhancing forest sustainability through research, education and the equitable sharing of forest resources through current PAMF Projects. Funding through the AFSAR program has support from PAGC for the Prince Albert Model Forest’s participation in the Saskatchewan Woodland Caribou Recovery Strategy.





HEALTH & SOCIAL DEVELOPMENT

This past year has been a year of many staffing changes: retirements, promotions, maternity leave and resignations have led to a number of changes at PAGC health and social. We wish the best to all those who have moved on and a big welcome to our new employees.

Building on previous years work completing the five-year evaluation a community health plan has been developed with all staff and communities and guides us as we move forward in working towards improved health status of our communities. The evaluation identified the most urgent community health issues as being:

- Youth suicide
- Chronic Diseases
- Depression and Mental Health
- Alcohol and Substance abuse
- Sexual Health

These issues are interrelated and cannot be addressed individually. A holistic approach is required and the workplan has identified steps to increase working together and eliminating silos. As you read this report you will note some overlap in programs which is a reflection of the move towards more teamwork vs individual programming.



GARDEN BEDS AT WAHPETON HEALTH CENTRE. THE POTATOES GROWN WERE DELIVERED TO ELDERS IN THE COMMUNITY, AND ALSO USED IN A HIGH SCHOOL COOKING CLASS

ABORIGINAL DIABETES INITIATIVE (ADI), CANADA PRENATAL NUTRITION PROGRAM (CPNP) AND NUTRITION NORTH CANADA (NNC)

PAGC's ADI, CPNP, and NNC programs are led by a team consisting of three Registered Dietitians: two of whom are Certified Diabetes Educators. One of the dietitians also acts as the coordinator for CPNP. Both of the ADI and CPNP programs provide services to seven PAGC communities: Wahpeton, Little Red, Montreal Lake, Shoal Lake, Red Earth, Cumberland House, and Hatchet Lake. The NNC program provides services to Hatchet Lake.

ADI aims to improve overall health and well-being of community members, with and without diabetes, by supporting health promotion, disease prevention, and disease management initiatives. CPNP is a community-based program that provides support to improve maternal-infant health, increase the rates of healthy birth weights, and to promote and support breastfeeding. The purpose of NNC is to support access to fresh and healthy foods in eligible remote communities. It has 2 components: a food retail subsidy and nutrition education initiatives

The three programs incorporate a variety of activities, including: individual and group education on chronic disease prevention and management; prenatal, infant and childhood nutrition education; cooking classes; and gardening workshops, among others. These activities are offered in multiple community settings, such as health centres, daycare/head start, schools, and band offices. Notably, in 2018-2019, the team

- Gardening activity with Hatchet Lake grade 3 class
- Healthy eating game with Hatchet Lake grade 4 and 5 classes
- Fruit and vegetable tasting and story time with Shoal Lake grade 1 class

- Meal planning presentation to Shoal Lake home economics classes
- Gardening activity with Montreal Lake kindergarten-grade 5 classes
- Nutrition Jeopardy with Montreal Lake grade 6-12 classes
- Health fair with students from Wahpeton School
- Healthy eating activity with Little Red grade 7 class as part of the ICFS Family Conference

The team also participates in community-based health promotion initiatives. In the spring of 2018, the team supported communities in planting garden beds that were purchased through ADI in 2017-2018. In 2018-2019, the team attended multiple community health fairs and Treaty Days as well.

Additional projects undertaken by the team are funded through various proposals and grants.

In November 2018, the team partnered with PAGC's lactation consultant and public health nurses to host a breastfeeding peer support workshop in Prince Albert. The goal of the breastfeeding peer support program is to offer increased support for the initiation and continuation of breastfeeding amongst mothers in PAGC communities. Participants at this training were women from Red Earth, Shoal Lake, and the Victoria Hospital nurse navigator.

In February 2019, the team invited all PAGC public health nurses and previously trained peer supporters to attend a gathering in Prince Albert to discuss the strengths of the peer support program and how the program can move forward in each community. The gathering had an attendance of 18 women.

In December 2018, the team successfully submitted a proposal to FNIHB for a kids cooking class titled KICK Diabetes (Kids in Community Kitchens). The cooking class will be offered in six PAGC communities in the 2019-2020 school year, in collaboration with the PAGC Health Promotions Coordinator.

In January 2019, the team hosted a physical activity workshop with the theme of empowering women through physical activity. The Empowered Movement Workshop guided 30 women from across Saskatchewan through a variety of physical activities and topics including: yoga and meditation, self-defence, JourneyDance, and strength of women and community engagement. There was a wait list of approximately 60 women for the workshop, and the team has applied for additional funding to host a similar workshop in 2019-2020.



BREASTFEEDING PEER SUPPORTERS IN PRINCE ALBERT, NOVEMBER 2018



PARTICIPANTS EXPERIENCE A YOGA CLASS AT THE EMPOWERED MOVEMENT WORKSHOP, JANUARY 2019

DAYCARE AND HEAD START

First Nations Early Learning and Child Care

INDIGENOUS EARLY LEARNING AND CHILD CARE (ELCC) FRAMEWORK

The National Indigenous ELCC Framework was released jointly by the Government of Canada and First Nations, Inuit and Métis Nation leadership in September 2018. The Framework creates a historic opportunity to establish a comprehensive, coordinated, regional First Nations-developed and led ELCC system that is responsive to First Nations, their communities and families.

New investment of \$1.7 billion over ten years in support of the Indigenous ELCC Framework, to strengthen ELCC programs and services for Indigenous children and families starting in 2018-19. This part of the commitment of \$7.5 billion over 11 years the Government has made to support and create more high-quality, affordable child care across the country, and complementing these investments.

Over the next 10 years, up to \$1.02 billion is committed to the First Nations distinction-based “envelope” of funding, to be managed in partnership with First Nations. The First Nations envelope of funding is to be allocated to regions based on direction from First Nations leadership, guided by recommendations from the National Expert Working Group on First Nations ELCC.

This funding is in addition to existing federally funded Indigenous ELCC programs, currently spending approximately \$132.6 million annually in three main programs (AHSOR, ASHUNC and FNICCI).

Prepared by ESDC, October 2018

Next Steps:

Implementing a strategy for:

- Capital/infrastructure
- Wage enhancement
- Training ECE Level I, II, III
- Program enhancement resources
- Mentorship projects
- Governance

PROFESSIONAL DEVELOPMENT IS ON-GOING IN EARLY CHILDHOOD

A two-day workshop of the “Total Physical Response” (TRP) took place in March 2019 for all Early Childhood coordinators. Sponsored through Saskatchewan Indian Training Assessment Group and Prince Albert Grand Council in collaboration with Saskatchewan Indigenous Cultural Center.

The TPR curriculum was developed by James Asher, a professor of psychology who theorized that a strong memory connection is made when verbal commands are responded with whole-body actions and are given in conjunction with kinesthetic movement. Participants learnt that creating a safe, positive learning environment is utmost importance for learning to occur.

Upcoming training is expected to take place through Saskatchewan First Nations Early Childhood Circle in the 2019-20 fiscal year.

IMPROVEMENTS TO FACILITIES IN 2018

In March 2018, renovations were completed in all eleven Early Childhood facilities. Some major renovations were done to:

- Hatchet Lake – expansion to the early childhood facility. The program is now able to accommodate 6 infant spaces with the expansion of the infant sleep room and play area.
- Fond du Lac – with the expansion to the facility, the program has created a separate sleep are for three infants age 0-18 months. There is also more square footage to accommodate pre-school children and with the expansion of the kitchen it is more spacious.
- Cumberland House – received a total renovation of the kitchen, new sleeping room to accommodate four infants, windows and vandal screens installed, furnace and air conditioning.
- Sturgeon Lake – An expansion to the facility to create a staff room and separate sleeping room and play space for infants.

DENTAL

The PAGC Dental Therapy Program focuses on oral health and disease prevention, patient education, and overall health promotion. Our dental team recognizes that oral health and systemic health are linked, so we strive to reach out and treat as many patients as possible. Education continues to be a focus in all communities through well-baby clinic, school promotion, and regular dental checkups.

Throughout the past year, the dental team has been proactive; attending to as many members of the community as possible. We have adjusted our coverage in the communities this past year by moving one of our Dental Therapists (SDTs) to the community of Sturgeon Lake which was missing a staff member.

The supervising dentist travels to the communities of Cumberland House Cree Nation, Hatchet Lake Denesuline Nation, Red Earth Cree Nation and Shoal Lake Cree Nation to provide dental treatments not only to patients who require treatments but also to any community member who books an appointment (or walks in). In addition to our doctor and RDTs, we receive support from our Dental Aides, who are responsible for contacting patients, booking them, and filing charts.

Currently, each community has a dental aide. A dental hygienist provides dental hygiene and oral hygiene information to members of each community as she travels with the dentist.

An exciting endeavour is also close to fruition as the PAGC Dental Therapy program is taking training to become a part of the Children's Oral Health Initiative (COHI) in our communities. As of July 1, 2019, our aides and therapists will have completed the training and will provide a broader range of services. COHI is an early childhood tooth decay prevention program for children aged 0-7, their parents and caregivers and pregnant women. COHI services include annual screening, fluoride varnish applications, sealants and temporary fillings.

Through continued education and training, the dental team will continue to provide PAGC communities with dental services. We are pleased to be a part of the overall health and well-being of each member of our communities.

EMBRACE LIFE

Our work this year has focussed on life promotion and protection. Our efforts built upon the strengths found in the belief that everybody has a gift that can bring powerful medicine to individuals, families and communities. Using the 40 developmental assets as a guide has been helpful as we continue to nurture and grow healthy, happy and vibrant children and youth.

Saskatchewan Children's Advocates Report on suicide reflects upon listening to the voice of youth and involving them in the solutions needed to focus on life. Youth want adults to know that they need adults involved with them to listen, care and help protect them against suicide.

Communities need to heal from the intergenerational effects of residential school. The ongoing stigma and lack of resources has crippled ability to respond until recently through Jordan's Principle. Recipe for Success and Leadership from the Heart are two workshops that grow self esteem and pride in being Indigenous.

Energy is created to move forward in learning coping skills, and our various roles as family members and community members. Reducing the impact of grief has been addressed through engaging individuals and groups in grief resolution through one on one counselling, Edu Therapy groups and grief camps for youth and now families. We also have our Honouring Our Traditions; Shaping Healthier Behaviours Anger Resolution Program for men and women that has positive affect in helping people move forward in a more positive way.

Funds and resources provided through Jordan's Principle enabled us to focus our energies on Land Based services which provided healing, knowledge, cultural teachings and ceremonies, and fun by engaging and empowering over 500 youth in PAGC communities and Prince Albert.

The land based healing camps provided youth the opportunity to learn about grief and how to heal. We completed our first year with the help of Red Earth and Shoal Lake involvement. A Land Based Coordinator and a Holistic Wellness Care Provider were contracted to work alongside the Youth Coordinators contractor for these two communities.

We learned youth want to share their pain as we practised good listening, mentorship and counselling as needed. It was encouraging to see youth experience a balanced approach to life and living. They spent most of their time outdoors learning to hunt, fish, trap, and snare.

They walked and hiked learning about Mother Earth and the gifts she provides and learned the value of respect and caring for our environments. We hosted 10 camps for our First Nation communities and 4 camps for urban youth. We are going to expand this program to involve 6 communities in the next fiscal year.

We have developed a service for urban Indigenous and Aboriginal youth called Youth Engagement and Empowerment Strategy which we have shortened to "YES". We have provided various services for approximately 165 youth through summer programming and after school programs. We have been blessed with another year of funding and will continue to improve our services in the next fiscal year with the help of six contracted Youth Workers. All urban youth between the ages of 12 and 17 can register to attend.

PAGC YAC members and young adults from the La Ronge area worked together to plan Embracing Life through Cultural Healing, a 3-day conference for youth 13 -29, to celebrate life and explore the healing found within the culture of the Cree, Dakota and Dene peoples of the North. The conference had 210 participants.

The Embrace Life Coordinator is an advocate and mentor to youth and young adults in our communities to use their voices as leaders. We have six YAC (Youth Action Councils) in various stages of development working in their communities to make a difference in the lives of youth and young adults.

We continue to support the creation and growth of Mental Wellness Teams which includes mental health professionals, wellness workers, NNADAP and youth workers in many of our communities. Team members and community members are encouraged to be trained in ASK, ASIST, safeTALK and Healing Pathways (CISM for First Nations).

We continue to support communities, families and individuals in crisis. Through debriefings, defusings, healing and talking circles, mentorship and listening to the needs as they surface, we have been privileged to be part of the journey to healing.

ENVIRONMENTAL HEALTH

Environmental Health Services were provided in all parameters of Public Health to all communities and urban facilities. A team of four Environmental Health Officers, a Supervisor and an Administrative Assistant are directly responsible for maintaining the program in accordance with Department of Indigenous Services Canada (DISC) requirement. The mandatory programs of Water Quality, Food Hygiene, Housing and Communicable Disease investigation, as well as requests by Chiefs, Health Directors, Home Care Nurses, Community Health Representatives and residents received 100% coverage.

The program was able to provide additional services this year including completion of preliminary PAGC Housing Survey, a practicum opportunity to an environmental health program student from First Nations University of Canada, and submission of an Environmental Contaminants Proposal seeking to assess indoor exposure to radon gas and related health impacts in one of PAGC communities. In addition, the environmental health program secured funding from Indigenous Services Canada (ISC) and organized the Water Quality Monitors Workshop for PAGC and partner communities in September 2018. Moreover, the environmental health program participated with NITHA to train janitors, custodians and maintenance staff at the Janitorial Environmental Cleaning training workshop in October 2018.

WATER QUALITY PROGRAM

Safe drinking water continues to be a major focus. This program demands maximum attention because of the risk to health if drinking water is contaminated. It accounts for 60% of the workload. Concentration on maintaining safe drinking water in keeping with Health Canada's Guidelines for Drinking Water Quality and Aboriginal Affairs and Northern Development Canada (AANDC) protocols resulted in the upgrade and frequency of bacteriological testing and the addition of sampling for chemical parameters to ensure a safe water supply to all communities. The following statistics provide a summary of water quality monitoring tests conducted during this reporting period as follows:

- 4596 bacteriological samples were field tested
- 656 samples were laboratory analyzed for routine water chemistry

- 152 samples were laboratory analyzed for Total Trihalomethanes (TTHMS)
- 152 samples were analyzed for Halo Acetic Acids (HAAs)

In addition, 31 Precautionary Drinking Water Advisories (PDWAs) were issued or maintained in communities that experienced power outages and loss of pressure, operational problems, water main breaks or other water quality concerns to ensure public health and safety. Many communities have already witnessed water treatment plant upgrades and the Drinking Water Quality of each community continues to meet Health Canada’s Guidelines for Drinking Water Quality.

HOUSING

There has been a high demand for various services in this area. Complaints and requests for inspections continue to increase due to overcrowding, disrepair, lack of maintenance, plumbing defects, dampness, poor indoor air quality, mold growth and presence of pests. Advice on corrective measures was provided, and in a few cases, relocation of families was recommended. Staff responded to 254 housing complaints during this reporting period. They included the following:

- 114 for Moulds
- 45 for Pest Control – Insects and rodents
- 21 for sewage back up and other indoor air quality concerns
- 74 Miscellaneous i.e. for general maintenance issues or other health and safety concerns

FOOD

Surveillance of safe food handling and hygiene practices were maintained at all food preparation facilities and food service facilities including restaurants, convenience stores, full-scale band-owned grocery stores, as well as those in urban areas. A total of 67 food preparation facility inspections and 35 food service facility inspections were completed during this fiscal year to ensure safe food handling practices and protection of public health. A total of 11 inspections of temporary food facilities set up at Pow Wows were completed. Requests for inspection of temporary food facilities at community cultural events continue to be addressed on a case by case basis.

INSTITUTIONAL HEALTH

The number of public premises in our communities is on the rise. Many communities have seen upgrades and renovations to their existing child care facilities while other communities have witnessed construction of new child care facilities. Table 1 below shows number of various health, child care, community care, general, and recreational facilities inspected during this reporting period as follows:

INSPECTION STATISTICS OF PUBLIC FACILITIES FOR 2018-2019

Facility Type	Inspections
Health Facilities including health centres, nursing stations and the hospital.	15
Child care centres, including day cares and Head Start.	47
Community care facilities, including schools, group homes, long-term care and treatment centres	33
General facilities, including office and public buildings	28
Recreational facilities, including arenas	7

SOLID & LIQUID WASTE

Solid Waste Disposal program concentrates on inspections of solid waste disposal sites and evaluates the methods of waste collection, site operation and maintenance, types of waste collected and waste containment measures, pest control, and monitors soil conditions, groundwater conditions and leachate analysis.

Landfills and Solid Waste Disposal sites continue to pose an environmental hazard. Crude dumping, lack of covering material, equipment, trained personnel and inadequate maintenance at the sites tend to create an environment that lends itself to spontaneous combustion with its resultant odours and smoke that contaminates and alters air quality. Sixteen (16) inspections were made at Sanitary Landfill sites and Transfer Stations and in response to public health complaints.

Waste Water Disposal program focuses on community wastewater treatment plants as well as on-site sewage disposal systems. Fourteen (14) inspections were completed of community waste water treatment systems or lagoons during this reporting period.

EMERGENCY PREPAREDNESS AND RESPONSE

The Environmental Health Program continues to respond to sewage spill incidents from various communities and provides assistance and recommendations on corrective measures. Sewage spill incidents are investigated, recommendations are provided, and follow-up sewage spills incident reports and corrective measures are provided to the communities, and shared with Environment and Climate Change Canada, and Department of Indigenous Services Canada.

Five climate change proposals from the communities of Cumberland House Cree Nation, Hatchet Lake Denesuline Nation, James Smith Cree Nation, Red Earth Cree Nation and Shoal Lake Cree Nation were submitted during 2017-2018. All proposals were approved for funding during this reporting period and will be implemented during summer 2019.

ENVIRONMENTAL CONTAMINANTS

An environmental Contaminants Proposal dealing with assessment of indoor exposure to radon gas and related health impacts among Red Earth Cree Nation community members was submitted for funding during this reporting period. A conditional approval has been granted from the Environmental Contaminants Program while ongoing communication with program representatives and continuous project revisions will ensure that funding approval can be secured for this project.

TRAINING & EDUCATION

The Environmental Health program provided comprehensive training in the areas of Water Quality Monitoring, Safe Food Handling, and other program areas upon request.

Food Hygiene training was provided to community groups, schools, and other facilities.

29 safe food handling training sessions were provided to 331 participants.

20 Water Quality Monitoring training sessions were provided to 29 Water Quality monitors during this period.

The Environmental Health program also provided a food safety awareness session to high school students.

WHMIS 2015 training is now available online through the Canadian Centre for Occupational Health and Safety

(CCOHS) and training sessions can be facilitated through PAGC EHOs upon request.

FIRST AID CPR/AED

Since 2012 we have been providing nationally recognized OHS, First Aid and CPR training for the PAGC First Nation communities and PAGC Programs/Services. Providing the communities /programs advanced life-saving skills and approaches that will improve outcomes for people who experience cardiac arrest or other medical emergencies. Our course is certified by St. John Ambulance and developed in accordance with international (ILCOR) guidelines. We can offer a wide range of first aid programs that can help save lives, at work, home and play. All classes include Automatic External Defibrillator (AED) Training. Since that time we have trained and recertified over 1770 people within the Prince Albert Grand Council.

This program has been at PAGC Health & Social Development since June 2016 Total for the fiscal year certified was 373. This list includes:

- **PAGC staff:** Urban Services, CCEC, Education, Engineering Tech Services, Healing Lodge, Healtha and Social Services, Sakwatamo Lodge, Nursing, Dental and Valley Hill Treatment Centre.
- **PAGC First Nations Communities:** James Smith Cree Nation, Hatchet Lake First Nations, Peter Ballantyne Cree Nation (Pelican Narrows, Deshambeault Lake), Cumberland House Cree Nation, Red Earth Cree Nation, Shoal Lake Cree Nation, Lac La Ronge Indian Band (Stanley Mission, Sucker River, Hall Lake, Prince Albert Urban, Saskatoon Urban, Grandmothers Bay) and Sturgeon Lake First Nation.
- **Other First Nations Communities and Organizations:** NLC Casino, Beardy's Cree Nation, Agency Chiefs Tribal Council, Pelican Lake

PAGC HEALTH FACILITIES

The Health Facility Coordinator assist participating member First Nations with health facility capital planning activities including:

- Identifying projects through inspections and assessments of existing facilities.
- Prepare assessment reports on health facilities, identifying and prioritizing capital needs.

- Prepare capital submissions for ISC/FNIHB approval.
- Negotiate approved submissions with ISC/FNIHB.

MINOR CAPITAL PROJECTS

Completed minor capital projects for the 2018/19 fiscal year included:

- Replaced gas furnaces for the Shoal Lake Health Centre.
- Replaced the gas furnace for the Hatchet Lake Health Centre Garage.
- Completed an electrical inspection of the Hatchet Lake Health Centre and Nursing Residences.
- Renovations & replacement of electrical furnaces are in the process for the Dental Therapist and Mental Wellness residence (duplex) at Hatchet Lake.

MAJOR CAPITAL PROJECTS

Completed major capital projects for the 2018/19 fiscal year included:

- Construction of a new 2080 sq. ft. building for the NNADAP Wellness Centre. Completion of the project was in November of 2018.
- Replaced the out-dated electrical control for the sewer lift station at the Sakwatamo Lodge in James Smith Cree Nation, this project is part of the 2019-2020 major renovations.

FUTURE MINOR CAPITAL PROJECTS

- Minor renovations & landscaping to the Cumberland House Cree Nation Health Centre.
- Minor renovations to the Hatchet Lake Denesuline First nation nursing residences.
- Minor renovations to the Shoal Lake Cree Nation Health Centre.
- Replacement of the mechanical systems for the Wahpeton Dakota Nation Health Centre (furnaces, A/C, etc.).

(Note: Minor renovations include painting, flooring, roofing, etc.).

FUTURE MAJOR CAPITAL PROJECTS

As funding permits, expansions to the following First Nations health facilities will occur:

- Cumberland House Cree Nation health centre.
- Hatchet Lake Denesuline First Nation health centre.
- Shoal Lake Cree Nation health centre.
- Wahpeton Dakota Nation health centre.

HEALTH PROMOTIONS

The Health Promotion Coordinator began the 2018/2019 fiscal year in November 2018. The role of the coordinator is to plan, implement and coordinate health initiatives within PAGC communities.

Health promotion initiatives within PAGC are focused on achieving healthy communities through mentorships, effective interventions, and educational programs in collaboration with members of the communities.

Areas of focus include but are not limited to tobacco cessation and recreational cannabis misuse, planned parenthood, healthy and unhealthy relationships, physical activity and social media health promotion.

One of the major highlights achieved this year is the Health Promotions Facebook page. This social media campaign was developed to deliver health focused messages, share success stories within our communities as well as to provide a meaningful impact by removing both the geographic and physical barriers. On average, health messages that are posted on our Facebook page reached about 342 individuals. The number of individuals following our Facebook page have also been growing steadily over the past 5 months.

Health education, particularly in schools (Grades 7-12) have been one of the main achievements for this year's campaign. Health education builds the knowledge, skills, attitudes and competences of students. During the past year, over 500 youths within our communities have benefitted from educational talks about the importance of building healthy relationship and preventing unhealthy behaviors such as bullying and violence. In addition, presentations were conducted on the harmful impacts of smoking commercial tobacco, vaping and recreational cannabis which are important areas of health that are affecting many youths within our communities.

116 youths in grades 7-12 benefitted from educational talks about harmful effects of smoking commercial tobacco, vaping and cannabis. Other target groups benefiting from our health education campaigns include pregnant mothers and individuals living with diabetes. The health promotion team collaborated with the dietitians to address the harmful impacts of smoking with individuals living with diabetes. Awareness campaigns have also targeted the harmful effects of smoking on the fetus.

Health fairs and booth displays are a great medium to promote, motivate and capture a wide audience. To increase awareness and the harmful effects of tobacco, the PAGC health promotion team displayed information about the harmful effects of tobacco and cannabis in 5 communities at various health fairs. These displays reached over 500 community members. Additional information about exercise and the harmful effects of alcohol were also displayed.

Long term plans for health promotion campaigns include the promotion of smoke free homes within all PAGC communities using the Green Light Project. Based on the community request, this project will be revived to reduce the harmful effects of second-hand smoking. Other targeted promotion areas include community cessation classes which will focus on reducing smoking rates within PAGC communities.

MATERNAL CHILD HEALTH

This fiscal year the Maternal Child Health program focused on parenting education. Various trainings were provided to support and develop the workers' skills in the aid of parenting.

The Home Visitors use their skills to role model best practices in parenting. Role modelling is very important for children. Our role modelling is based on the belief that we have four parts to our human nature, the mental, physical, emotional and spiritual. If we want to raise whole healthy children, we as parents must live in balance and continue to nurture and cultivate all four parts in our selves. Our children will follow our example and learn how to live happy, healthy lives. (Kisewatotatowin).

The following programs were implemented in communities:

BRINGING TRADITION HOME, BC ABORIGINAL PARENTING IN TODAY'S WORLD.

The goal of Bringing Tradition Home is to present traditional values and cultural practices to help parents, grandparents and other family caregivers to raise healthy children in communities.

Bringing Tradition Home, BC was offered in some of the Prince Albert Grand Council Communities. Maternal Child Health home visitors will continue to implement this program in their communities.

KIDS HAVE STRESS TOO, KHST

Specific learning outcomes for parents are:

- What is stress?
- Stress from a child's point of view.
- Their own stress response & coping skills.
- Impact of stress on a child and how it affects their behavior.
- Concrete strategies to help children reduce and manage stress.
- Adapting strategies for use in an early learning setting and at home.
- Their influence as an important role model for children.

MEDICINE WHEEL TEACHINGS AND THE HOLISTIC SUPPORT WHEEL

These tools can be implemented and utilized regarding Kids have Stress Too. The MCH visitors can implement the medicine wheel teachings and the Holistic Support Wheel.

TRAINING FOR THE EARLY YEARS

- Positive Solutions for Parents is a 6 week parenting program that focuses on supporting the social and emotional development of young children aged 2-10 years.
- Promote and enhancing social and emotional successes, (PaESES) interactive research provides information on attachment and self-regulation of young children.

- Emotion Coaching is a 3 week parenting program that supports parents to recognize the importance of emotions and how to support the development in all children from birth to teen.

SUMMARY

The Maternal Child Health home visitors integrate the knowledge from these programs with the knowledge of elders and knowledge keepers. They invite elders to share knowledge and wisdom through story telling. The elders also share traditional parenting and child rearing practices of long ago with the families.

These teachings from the Elders and the Maternal Child Health home visitors enhance the children's over all development and contribute to families' wellbeing.

PAGC NURSING SERVICES

Primary Care, Public Health and Home & Community Care

PAGC Nursing Services provides first level nursing services in Public Health and Home & Community Care to six First Nations communities: Shoal Lake, Red Earth, Hatchet Lake, Little Red, Wahpeton and Cumberland House. Hatchet Lake also receives Primary Care services.

Secondary level support is also provided to two additional PAGC First Nations: Montreal Lake and Sturgeon Lake. Comprehensive nursing services are provided through an integrated, holistic Population Health and Primary Health Care Models. These models empower and promote wellness and independence amongst individuals, families and communities.

PAGC Nursing Services are responsible for the following functions:

- Nursing administration including management/supervision of nursing, HIV program and Diabetes Initiative personnel, obtaining supplies and equipment, and capital resources;
- Ensure mandatory programs are provided: Immunization and Communicable Disease (Public Health), Home & Community Care, and Primary Care (Nursing Station);
- Recruitment and retention of Registered Nurses and Licensed Practical Nurses for PAGC first level First Nations communities and assistance with recruiting Registered Nurses for secondary level communities;

- Program development and implementation that reflects Best Standards of Practice;
- Program monitoring and evaluation to ensure high quality nursing service delivery;
- PAGC representation at NITHA Working Groups, FNIHB and FSIN Working Groups;
- Liaison with other health agencies, including Saskatchewan Health Authority;
- Collaboration with other PAGC service providers to promote an interdisciplinary team approach.

PRIMARY CARE

Hatchet Lake receives primary care nursing services This facility is open 24/7 providing daily clinical services and emergency care. These services are provided by licensed Registered Nurses with Additional Authorized Practice, Nurse Practitioners and Physicians. PAGC has added an additional Nurse Practitioner to the team in Hatchet Lake. There are now 2 Nurse Practitioners, each working a week a month. Nurse Practitioners have a broader scope of practice in primary care that is beyond the scope of the RN (AAP). As such, community members have another option to access primary care services.

In June 2018, an Electronic Medical Record (EMR), Med Access, was deployed in Hatchet Lake. This is a shared EMR with the former Mamawetan Churchill River Health Authority and holds information for both on and off reserve services, greatly enhancing continuity of care and referrals.

Hatchet Lake has a new Pharmacy Assistant employed by PAGC. This is a new full time position to assume some of the pharmacy roles that nurses have traditionally been required to do. The Pharmacy Assistant works closely with the Pharmacists and is able to provide all the prescriptions and renewals to the clients in a timelier manner. The Assistant also checks all expiry dates on stocked medications and reorders medical supplies. The goal is to establish an electronic ordering system with Willowgrove Pharmacy to reorder stock medication and medical supplies.

PAGC Nursing Services will continue recruiting casual nursing staff and provide support and assistance to those obtaining their RN AAP designation.

PUBLIC HEALTH

Public Health Nursing focuses on five essential elements:

- Health Promotion;
- Disease and Injury Prevention;
- Health Protection, Health Surveillance;
- Population Health Assessment;
- Emergency Preparedness and Response

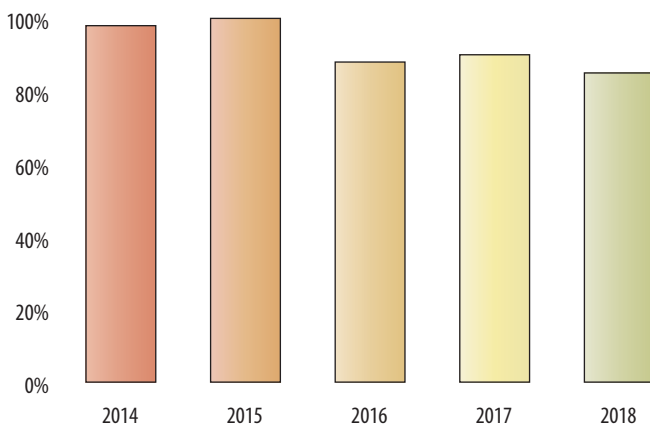
IMMUNIZATION

Panorama, the electronic immunization system has now been implemented in all but one PAGC community. Audits have been completed to ensure accuracy of the information being entered. The report functions have been tested and have proven to be consistent with the manual system verifying the accuracy of the data and data entry.

To achieve herd immunity in our communities, we strive to obtain immunization rates above 95%. These high rates are required to prevent the spread of specific bacteria and viruses such as Pertussis and Measles. There has been an increase in vaccine preventable diseases across the country; reminding us of the need to have high immunization rates.

The following 2-year-old average immunization history graph shows that overall PAGC communities are below the rate of 95%. Some communities have all their children immunized while others have rates requiring improvement.

PAGC 2 YEAR OLD AVG. IMMUN. HISTORY



2018 showed a decrease of five percent in the 2-year-old immunization rates. The majority of the communities do meet the goal of 90-95% and for those below assistance and support is provided to bring those rates up. This decrease appears to be centralized around larger centers where mobility may be a factor.

Upon request we will provide assistance to the communities we provide second level support to.

LACTATION CONSULTANT

Referrals were made and received from Public Health Nurses and Community Dietitians. The referrals were handled via phone, email and several individual visits. The lactation consultant also works as a casual Public Health Nurse and provides breastfeeding support through this role. Prenatal classes were provided to communities upon request.

A week long Peer Breastfeeding Support Counselor Course was facilitated by the Lactation Consultant and the PAGC Community Dietitians. This was held in Prince Albert and attended by community members from two First Nations Communities, PAGC dietician and Nurse navigator.

Two evening refresher courses were co-facilitated with the dietitians and had representatives from five communities.

The Lactation Consultant presented to the provincial meeting of the Canadian Prenatal Nutrition Program about PAGC 's Breastfeeding Peer Counseling Program.

A review of Breastfeeding written resources available on line was done and the recommendations sent in an email to the public health nurses.

Orientation for the Nurse Navigator was completed and during this time individual moms were provided breastfeeding support at the Victoria Hospital.

The lactation consultant attended a Health Fair –Celebrating Families. Using an interactive display, she spent time focusing on the benefits of breastfeeding with families.

NURSE NAVIGATOR

The Nurse Navigator acts as an educator, advocate and liaison for patients, families and staff. This is accomplished through teaching, referrals (from community nurses or staff in the hospital) and emotional support during patient stay at the hospital. For example, explaining medical instructions, translation of medical terminology, explain tests or procedures, informed consent, supporting moms who want to breastfeed and to ensure care plans are understood.

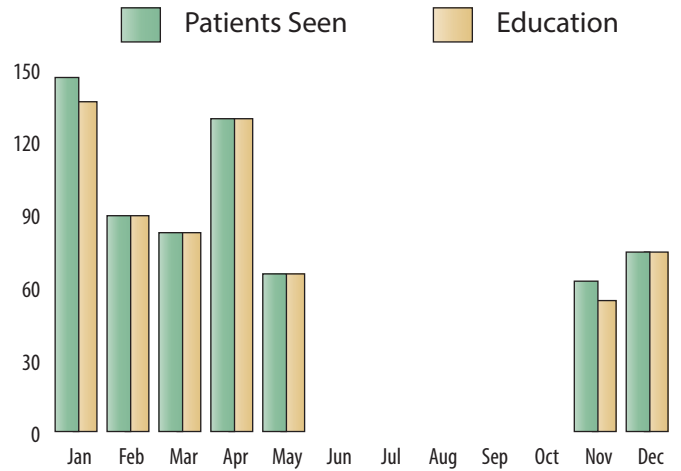
Both floors are very busy. The Nurse Navigator sees many of our First Nation community members here at the Victoria Hospital and has been able to provide support to many.

One new resource assisted with is a virtual tour of the Obstetric ward at the Victoria Hospital in Prince Albert. The virtual tour will be narrated in English, Cree, and Dene. This virtual tour can be accessed on-line by anyone. The expectant moms and families can tour the ward prior to delivery and be used in prenatal classes in their communities. English narration was completed in April 2019. This is an exciting new resource, especially for first time patients expecting to deliver at the Victoria Hospital. It will help give the patient an idea of the process when they come to deliver at the Victoria Hospital.

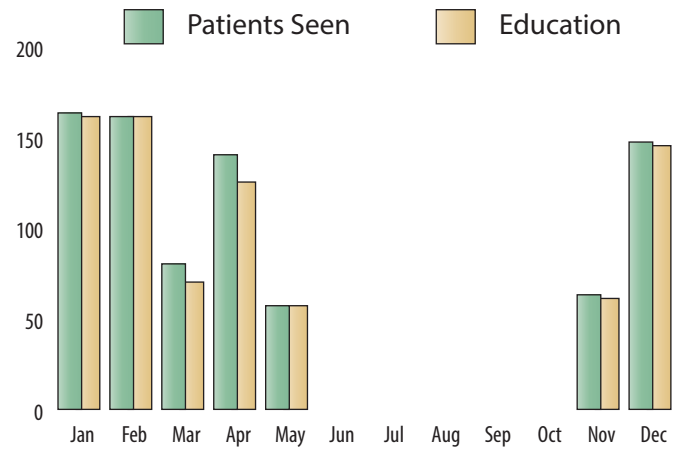
We are currently working with a small team on a project to map and understand the patient and are not experience on the Pediatric ward at the Victoria hospital. I will help conduct surveys and interviews with patients and/or their parents to understand what their experience is like, and to help identify what system improvements are needed.

The Victoria Hospital recognizes that so many families on the Pediatric ward have travelled from the North and face multiple competing challenges while their child receives care (transportation, housing, their own health, language, looking after other children or family members while far from home, etc). We want to make sure these stories and challenges are captured in the patient experience map that will be created.

2018-2019 PEDIATRICS



2018-2019 OBSTETRICS

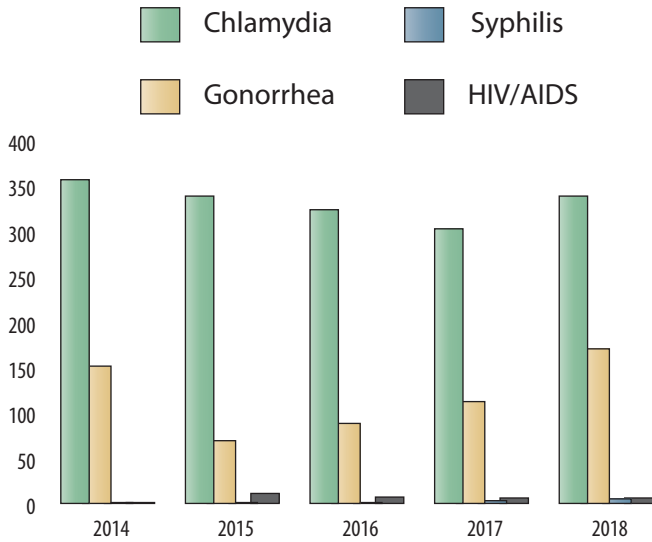


COMMUNICABLE DISEASE

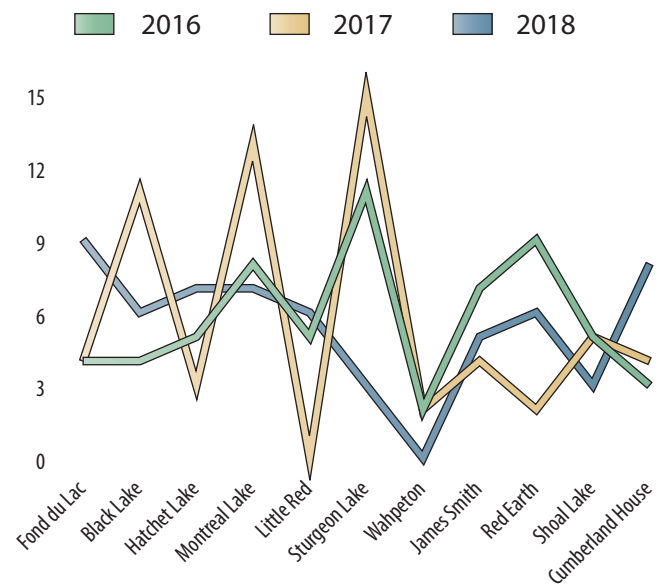
The number of cases of chlamydia, gonorrhea and syphilis have increased. Educational sessions are provided in the schools and to community members on sexually transmitted diseases and on methods of reduction. These rates are some of the highest rates in the country and can have long lasting effects on one's health.

As expected the number of cases of dog bites is high in the younger age groups. This is due to children playing or provoking animals. This year there is a broader range of ages impacted by animal bites. The reason for this is unknown. All bites have to be investigated for rabies as rabies is a fatal disease with no cure.

2014-2018 STD DISEASE CASES, PAGC

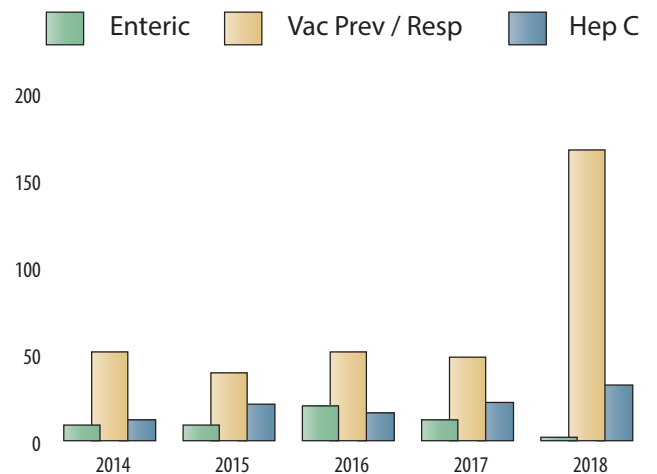


2016-2018 ANIMAL BITES BY COMMUNITY, PAGC



There are other reportable diseases in which data is collected. The graph on the right compares the rates over the last 5 years. Enteric (diarrheal) diseases have returned to a low number of 2 after an increase in 2016 and 2017. Hepatitis C also saw an increase this past year. The majority of these cases are caused by intravenous drug use. Most of the communities are offering education and harm reduction activities to try to decrease the spread of blood borne diseases such as Hepatitis C and HIV.

2014-2018 COMMUNICABLE DISEASE CASES, PAGC



HOME AND COMMUNITY CARE

The goal of the Home & Community Care Program is to assist families in helping the client in obtaining and maintaining optimum health and to remain living independently in their home and community, as long as it is safe and adequate support is available. It does not replace the responsibilities of the family. To achieve this goal, the program is based on nine essential elements (see diagram below).

Program management and supervision includes scheduling of services, obtaining office and medical supplies, and supervision of Home Health Aides(HHA). Nursing services include health education, medication monitoring and administration, dressing changes, foot care, health assessments, and monitoring of the client's health condition. Home support includes personal care by a certified HHA and home maintenance. Finally, data collection includes information collection and data input into the electronic service delivery reporting template (e-SDRT).

The program received a small amount of funding for Palliative Care. Funding is used to obtain palliative equipment and supplies for all communities as well as provide palliative on call services on weekends in one community.

PAGC Home Care Nurses are required to obtain training in Foot Care, Wound Care, Case Management and Diabetes's Education. Staff also have an opportunity to participated in other professional development.

PAGC Service Delivery Plan's were updated this past year as well as the Risk Management Appraisal Tool (RMAT).

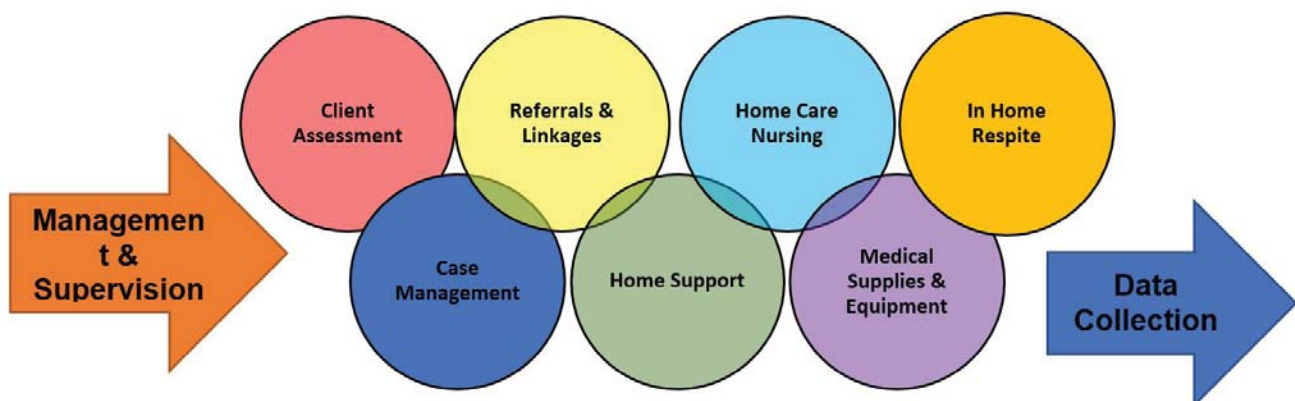
RESOLUTION HEALTH AND CULTURAL SUPPORT PROGRAM AND MURDERED AND MISSING INDIGENOUS WOMEN AND GIRLS

Since the deadlines of the Common Experience Payment and the Individual Assessment Process (IAP) has been expired, most of the hearings have now come to an end. Therefore, the Residential Health Support Workers (RHSW) roles have shifted to include an educational component that works towards the promotion of reconciliation and healing.

In addition to the supportive role the RHSW's have had with the hearing process, with that now comes the inclusion of assisting families who suffer from the loss of loved ones through tragic circumstances. Additional resources have been made available to provide support programs to families of Murdered and Missing Indigenous Women and Girls.

The RHSWs visited the community schools and other organizations to provide educational information on the history of the Indian Residential Schools, reconciliation, and healing through an exercise called The Kairos Blanket. It is a teaching tool that describes how the Settlers acquired Turtle Island and put the First Peoples on lands, called Reserves. It is a very powerful interactive workshop that provides the audience with an understanding of the history and relationship between Canada and First Nations people.

NINE ESSENTIAL ELEMENTS TO ACHIEVE THE GOAL OF THE HOME AND COMMUNITY CARE PROGRAM



We have helped facilitate the Kairos Blanket Exercise at the following events:

Mar 20, 2019 -Prince Albert Parkland Health Region nurse education program and S.I.I.T pre-policing program.

May 3, 2018 – Men’s Wellness Group

May 16, 2018 - Northern Justice Symposium

May 24, 2018 – Southend School, high school

June 21, 2018 - National Indigenous Peoples Day

In addition, we have also held Round Dances, information sessions on various topics, provided support at other residential school gatherings and attended Treaties Days.

MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS (MMIWG)

On June 5th, 2018, the Government of Canada announced it would assist the National Inquiry into MMIWG and provide mental health support services to survivors, family members and those affected by the issue of MMIWG from now until June 30, 2020. To ensure that clients have access to these services immediately, Indigenous Services Canada is building upon its existing resources and processes through the established Non-Insured Health Benefits Counselling and Indian Residential Resolution Health Support Programs. Which means that access to mental health workers is available in a timely manner. Additionally, the RHSW’s also supported families and individuals affected by MMIWG through grief support circles facilitated by a licensed Mental Health therapist and will continue to do so through the coming year.

A Murder and Missing Indigenous Women and Girls (MMIWG) Awareness Conference was held on January 28,29 and 30, 2019.

Each day of the MMIWG awareness conference focused on holistic healing to help individuals and their families in the grieving process. On June 29th, 2018, we supported the “Honoring Our Sisters” walk for Missing and Murdered Women and Men with about 100 other participants.

SIXTIES SCOOP

October 6, 2017, a settlement in principle was reached to resolve the sixties scoop class actions across Canada. On August 9, 2018 the Sixties Scoop settlement was approved by the Ontario Superior Court and the Federal Court. The settlement has been approved by the courts and the claim center is now open.

The settlement is for:

- the loss of culture, language, and identity.
- registered or eligible to be as Indians (as defined in the Indian Act) and Inuit, and
- who were removed from their homes in Canada between January 1, 1951, and December 31, 1991, and
- who were adopted or made permanent wards and placed in non-Indigenous homes.
- It does not cover claims for abuse while in care.

The federal government will pay up to \$800 million to settle all claims across Canada. Individuals are expected to receive \$25,000-\$50,000 each depending on how many claimants come forward and are approved. A minimum of \$50 million will be used to create a Foundation that will provide counseling and healing to class members.

The deadline for filing claims is **August 30, 2019**. For more information, visit: sixtiescoopinformation.com.

DAY SCHOOL

In December of 2018, Ottawa announced that an Agreement in Principle to settle the Indian Day School Class Action lawsuit had been reached. The agreement in principle includes individual compensation for harms suffered while attending an Indian Day School, including cultural harm.

Indian Day Schools included all those day schools established or designated as such by the federal Department of Indian Affairs in which Aboriginal students across Canada were required by law (Indian Act) and were funded in part or solely by the federal government. Unlike Indian Residential Schools, students did not reside at Indian Day Schools.

In May 2019, fairness hearings were held in Winnipeg, Manitoba in which the judge must decide if the agreement is fair and reasonable. At this time, it is unknown when that decision will be made. Once there is a decision the information will be shared clients and communities in a timely manner.

183 participants attended an information sharing session on the Sixties Scoop & Day School. Participants will continue to be well informed as information is received.

SEXUAL WELLNESS & HIV

The major focus for the 2018/2019 fiscal year was harm reduction. Harm Reduction is one of the most significant strategies to reduce the spread of HIV, hepatitis C, and other sexually transmitted and blood borne infections (STBBIs). In PAGC communities, almost 70% of all cases occurred as a result of Injection Drug Uses (IDU) and hence the essence of focusing on harm reduction as preventative measure

Prior to 2018, harm reduction methods such as condoms distribution, STI contact tracing, and HIV/Hep. C testing were fully practiced in all PAGC communities. Montreal Lake and Sturgeon Lake have existing Needle Exchange programs that provide clean/unused needles to their clients who uses injection drugs and collect the used needles for safe disposal. This year saw the addition of two new Needle Exchange programs in Cumberland House and Little Red. One of the major short term goal of the sexual wellness and HIV coordinator is to facilitate the establishment of similar program in the 7 remaining communities.

Another aspect of harm reduction that received much attention was the newly embraced Dry Blood Spot – (DBS) testing strategy. This has been considered to be one of the easiest and most convenient ways of taking HIV, hepatitis C, and syphilis tests all at the same time. This testing strategy is quite similar to blood glucose testing. With the support of our partners Northern Inter-Tribal Health Authority (NITHA) and First Nations & Inuit Health Programs, nurses and some frontline workers from nine communities have been trained to conduct DBS testing.

Little Red became the first success story with 32 members of the community participating in the testing process. If the DBS testing strategy is fully implemented in our communities we would be able to reach the WHO 90-90-90 the goal in which 90% of our population will know their HIV/Hep C status, 90% of those tested positive will be on treatment while 90% of those treated for HIV will reach undetectable viral load level.

Finally, the year also saw massive wellness education for the youth in PAGC schools. Grades from 4 – 12 received education on contraceptive use to mitigate against unplanned pregnancy, sexually transmitted infections, HIV and hepatitis C. Education for adults was provided during community health events and treaty days.

TELEHEALTH

Telehealth is live interactive videoconferencing and supporting technologies that enhances the ability to provide and receive care, education, and administrative services at a distance.

Prince Albert Grand Council Health & Social Development (PAGC H&SD) Telehealth Program has ten telehealth sites registered with the Telehealth Saskatchewan Network that operates more than 345 sites in 134 communities across the province. They are fully operational with trained health staff to support clinical, educational, and administrative telehealth sessions.

Sites include PAGC Health & Social Development, PAGC Holistic Wellness, Cumberland House Victoria Laliberte Health Centre, Hatchet Lake Health Centre, James Smith Health Centre, Montreal Lake William Charles Memorial Health Centre, Red Earth Health Centre, Shoal Lake Health Centre, Sturgeon Lake Health Centre and Wahpeton Health Centre

EQUIPMENT REPLACEMENT

We have two remaining telehealth sites that require equipment replacement, Wahpeton and Sakwatamo Lodge. A collective proposal has been submitted January 2019 for equipment replacement and it includes Wahpeton and Sakwatamo Lodge, and Panasonic TV replacements for the following Health Centers, Montreal Lake, CH Victoria Laliberte, Little Red, Red Earth, Shoal Lake, and Wahpeton.

EHEALTH SOFTWARE AND PROJECTS

POLYCOM REALDESKTOP PRESENCE

Polycom RealDesktop Presence is another type of software that brings videoconferencing to computers. This software allows me to connect to any one of the ten telehealth sites that we have registered with the Telehealth Saskatchewan network. This is for educational and administrative sessions only as it is not private.

WEBEX VIA TELEHEALTH

Webex is software that is delivered over the internet as we need it within the Telehealth Saskatchewan Network. This is a feature that is added to a telehealth administrative or education session, by request to eHealth Saskatchewan. We can use webex from any computer with an internet connection. Participants do not need an account, they

will receive an email that has a link that will allow them to connect to their session. Webex is not secure and is for administrative and education sessions only.

ELECTRONIC MEDICAL RECORD (EMR) PROJECT

The pilot Sites are PAGC H&SD, Hatchet Lake, Cumberland House, Red Earth, and Shoal Lake. Hatchet Lake is live with their EMR. It has been deployed in Red Earth (Scheduling only). PAGC H&SD ADI Dieticians will have access to the EMR.

2018-2019 DEPLOYMENT ACTIVITIES

Deployment of the EMR started with Primary Care because much of the custom forms and templates applicable to Primary Care in the north were already created and only minor customizations were required for First Nations.

NITHA followed SHA's best practices for deployment and provided onsite one-to-one user training and mentoring. After the initial training the users needed ongoing support to ensure the EMR is being used correctly and data was being entered accurately. All user's activities were audited monthly to ensure PHI was accessed on a strict need to know basis.

The need for careful change management, reliable data and to ensure privacy compliance were the main factors for the slower than anticipated deployment of the EMR in 2018-2019.

2018-2019 CLINICAL SESSIONS

Oncology	23
General Practitioner	17
Neurosurgery	8
Neurology	1
Respirology	5
CKD - Kidney Health	4
Nephrology	3
Pre-Assement Anesthetic Clinic (PAC)	1
TB Prevention & Control	4
Gastroenterology	2
Medical Genetics	1
Rural and Remote Memory Clinic (RRMC)	1
TOTAL CLINICS	70

TELEHEALTH RESEARCH PROJECT

“Perspectives on Telehealth Technologies for Capacity-Building in Northern and Indigenous Communities.” By Joelena Leader, PhD Candidate, Research Facilitator, of the Edwards School of Business and University of Saskatchewan

In collaboration with NITHA eHealth Advisor, PAGC Telehealth Coordinator, LLRIB Telehealth Coordinator; and four communities, Hatchet Lake Denesuline First Nation, La Ronge & Lac La Ronge Indian Band (LLRIB), Pinehouse Lake, and Ill-a-la Crosse.

This research project was developed in response to concerns surrounding access to health care, and education and training. April to September 2018 there were 20 participants. Here is a partial list of initial community insights from her presentation:

- Importance of language and supports in care and creating safe spaces.
- Ongoing telehealth education and training.
- Long-term funding for human resources and infrastructure.
- Mobility and portability can increase services and ease of use.

Telehealth Project Report completed December 10, 2018.

2018-2019 EDUCATIONAL SESSIONS

Total Educational Sessions Hosted	23
Province	23

Total Participants	127
Professionals	28
Participants	99

2018-2019 ADMINISTRATIVE SESSIONS

Total Administrative Sessions Hosted	21
PAGC Health hosted	21

Total Participants	109
Professionals	35
Participants	74

SAKWATAMO LODGE

Our treatment program and individual/couples adult program is delivered using the Bio-Psycho-Social Model – this model is based on the belief that alcohol abuse is a result of biological, psychological and social factors. We are fortunate to have our elders’ guidance that allow our clients and staff to grow the program together. This year resulted in the completion of the multi-purpose room, this allows for greater opportunity to meet the needs of the client and expand program capabilities.

Total Clients:176, Adult Males:72, Adult Females:104

Accreditation: Sakwatamo Lodge staff continues working to maintain current accreditation status of Accreditation with Exemplary Standing. Our next accreditation survey is scheduled for March 2020.

PAGC RESPONSIBLE GAMBLING PROGRAM

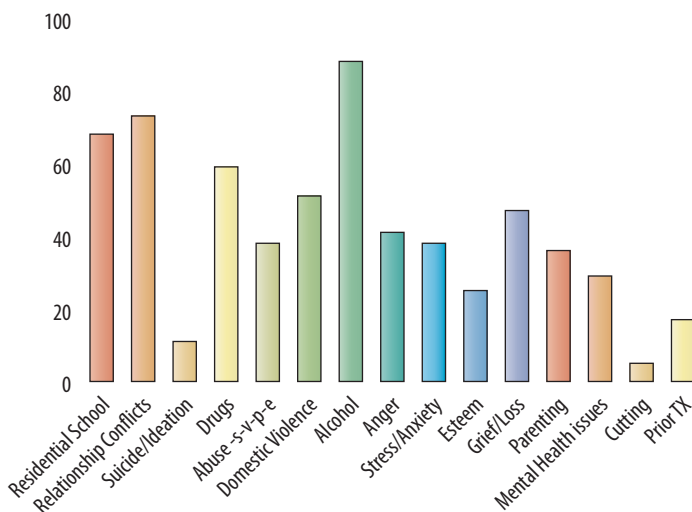
In the Responsible Gambling Program we educate and encourage respect for gambling and to Gamble responsibly. We take a holistic, cultural and traditional approach to promote and maintain healthy lifestyles. To enhance healthy individuals, families and communities we provide help for individuals who suffer harm as a result of gambling activities. We make available telephone counselling, inpatient/outpatient and day treatment for Gambling.

Gambling Anonymous meetings are held on Monday nights at 7:30 pm at the center. We offer follow-up to individuals and communities

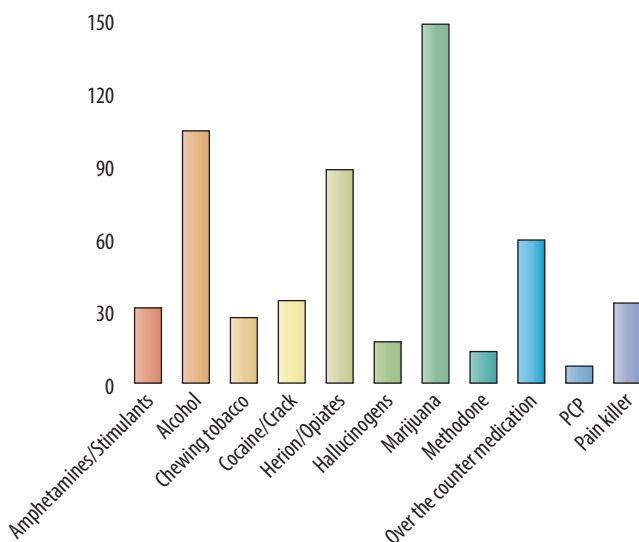
The counselors assist in other areas at the center in regards to program delivery in: SafeTalk, ASIST (Suicide intervention), Honoring our Traditions, Edu-Therapy (Grief Counselling), Family Violence. Crisis Intervention and response.

Counselling services for Drug and Alcohol addictions and referrals for treatment.

PRESENTING ISSUES



CLIENT SELF REPORTING DRUG USAGE



MENTAL WELLNESS HEALTH CARE PROVIDER

The Mental Health Care Provider position is responsible for coordination and participation of the crisis response team in training, skill development, team debriefing, follow-up and liaison between program and community. Taking the lead role in the Mental Wellness Teams and implementation of that program. Proposal writing to enhance existing services and acquire necessary funding to further expand those services for communities. This position also works to enhance mental wellness services to meet our community's needs.

Highlights of this past year have been working with PAGC and communities of Shoal Lake, Red Earth, James Smith, Wahpeton, Sturgeon Lake and Cumberland House in the development of Mental Wellness Teams. Community Health Directors and Mental Health Therapists have been meeting quarterly within their steering committee.

The role of Mental Health Coordinator is to organize and coordinate training for the Mental Wellness Teams. The Mental Wellness Teams in each of the communities have participated in a number of training events throughout the year which include: First Responders to Sexual Assault Training. The two training dates were May 7 & 8th, and recently September 10th & 11th, 2018. In February 2019, Prince Albert Grand Council Holistic Wellness Centre hosted Applied Suicide Intervention Skills Training. Holistic Wellness staff facilitated the training.

In December, Communities were asked to submit a proposal for a youth initiative. The youth proposals were submitted and financial assistance was dispersed to all communities. These proposals had a variety of youth initiatives that were approved and follow up reports were made to the Mental Health Care Provider. The youth initiatives included a variety of cultural activities that coincide with long term projects in the community.

Representatives from each community which includes youth attended the Assembly of First Nations (AFN) National Mental Wellness Forum. The Community representatives learned about various topics which include: Indigenous Knowledge in Addressing Trauma, Address Opioid etc. They also participated in land based activities which included visiting sacred First Nation grounds.

The Mental Health Care Provider participates in the PAGC Mental Wellness Team Steering Committee as well as the provincial Mental Wellness Team Steering Committee.

Teams have been established in each of the above-noted communities and are meeting on a regular basis. Each of the teams are providing support to individuals in their community. This has resulted in six requests for crisis support from communities between April 2018 to March 2019.

This program also includes the coordination and participation in the PAGC Crisis Response Team in training, skill development, team debriefing, follow-up and liaison between program and community. The team has been having monthly meetings. In conclusion, as the Mental Health Care Provider receives training as well to continue the ongoing support for communities under PAGC.

FAMILY VIOLENCE PROGRAM

The Family Violence program provides strength-based services to individuals and families based on their needs. Our objectives are to provide individual and group support to families that are affected by family violence. We also provide educational/informational sessions, safety plans that bring awareness, understanding and prevention of family violence.

Highlights of this past year have been working with Prince Albert community and the communities of Shoal Lake, Red Earth, James Smith and Cumberland House. We hosted the Honouring our Traditions Shaping Healthy Behaviors 10-day program. Our programs within the Holistic Wellness collaborate.

In October, the family violence coordinator hosted a women's night. Women from Prince Albert learned new skills and discussed various topics regarding cultural teachings. There were 10 women who came to the evening event.

The family Violence Coordinator receives referrals from agencies within Prince Albert. There were 46 individuals who accessed the family violence program within the community of Prince Albert.

The Family Violence Coordinators were also doing presentations in community such as Montreal Lake and in Prince Albert at the Saskatchewan Indian Institute of Technologies. The coordinators have been networking with various agencies within Prince Albert and have received many referrals. Within the 7 month of running the domestic violence program, we've had 46 individuals and their families attend one on one counselling. Additional, individuals also attended group sessions.

HATCHET LAKE NATIONAL NATIVE ALCOHOL AND DRUG ABUSE PROGRAM (NNADAP)

We are excited with our new Marie Adele Josie Memorial Wellness Centre. A number of successful changes in our program have occurred. We provide additional programs such as Elder's Tea Party, Girls Group, Beading & Craft Club and continuous addictions counselling program which includes one on one counselling for drug and alcohol abuse, anger management, grieve and loss, domestic violence and so on.

We also do referrals for clients to attend In-patient Treatment Centres, Detox Centres and Women's shelters. The staff provide school visits doing presentations on self-esteem, respect, and various presentations on drugs effects. We also held many healing Workshops such as: A.A Round-up, A.A Workshop, Marian Conference, Anti Bullying Walk, Community Healing Workshop and RADA Workshop. Marie Adele Josie Memorial Wellness Centre will continue to focus on supporting balance and harmony in the community of Hatchet Lake Denesuline First Nation.



YOUTH PROGRAM CANOE TRIP DOWN SHELL RIVER



YES PROGRAM - LEARNING FROM OUR ELDERS



YES PROGRAM - GRIEF AND LOSS CAMP



ALL IN! WORKING FOR OUR COMMUNITIES



INFORMATION TECHNOLOGY SERVICES

Information Technology Services provides support for all departments in the Prince Albert Grand Council as well as many of the communities. This support covers a broad range of services including purchasing, consulting, training, desktop publishing, website and database development, website hosting, networking, helpdesk, troubleshooting and installations.

PAGC DEPARTMENT SERVICES

APPLICATION DEVELOPMENT

For Technical Services we developed a Housing Inspection task delegation and reporting system, created a website for Emergency Operations (www.sfnem.ca), as well as continued providing enhancements to the Emergency Operations portal and the CRTP reporting systems.

For Education we made many enhancements to the online Resources Portal such as new sections for Directors, Coordinators and Principals, a redesigned staff daily log with dynamic summary graphs and added hundreds more Curriculum and Instruction resources for Teachers.

We also continued developing iPad First Nation Language apps, this year we published an app for the Cumberland House Swampy Cree Dialect using school curriculum from Kindergarten to Grade Ten.

At Health, we redesigned the Maternal Child Health Home Visitor Database, adding sections for daily entry, summary Reports and a CBRT tracking tool. We also made updates to the Community Daycare and Headstart database to allow better reporting.

At Spiritual Healing Lodge we made a new Travel Permit system and at Finance we started/continued a few projects that will be completed in the 2019 Fiscal year such as an online Travel Claims and Cheque Requests, and a Transactions page for Program Managers to view up to date financial data.

TECHNICAL SUPPORT AND NETWORK INFRASTRUCTURE

- Accounting systems were upgraded and migrated to a new server.
- A security system with seven cameras installed at the Senator Allen Bird Memorial Center.
- Main Office and NLCDC started using Skype for Business phone system
- We provided ongoing Microsoft Office training for PAGC and Community staff at the Cottage 4 Computer Lab
- We continue to make strides in making remote access work easier. Work Folders and a new portal now allows staff to do their work on the road more easily.
- Microsoft Systems Center Configuration Manager now gives us the ability to keep staff workstations and laptops up to date outside of normal business hours. This means less staff interruptions during normal business hours
- Education department relocation to Sturgeon Lake Office Complex. This move required a redesign of the network architecture to support the increased amount of staff.
- Implemented and deployed a secured offsite disaster recovery server.



HEALTH & ADMIN OFFICES

Many PAGC First Nation administration offices and Health facilities are provided ongoing IT support. Computers, fire-walls and other critical equipment have been updated with new hardware on an ongoing basis and we work closely with community staff to plan for future IT needs.

For Health we also have a staff member sit on the Northern Inter-Tribal Health Authority (NITHA) E-Health working group to make recommendations on Hardware / Software selection and deployment.

EDUCATION IT & SCHOOLS

The department continues to provide support to our 12 member First Nations. The following are a few of the projects and services provided over the year:

Teachers now have access to teaching resources through the PAGC maintained, Education portal (edu.pagc.sk.ca).

Schools and IT staff are excited to begin deploying Chrome-books and Google for Education. This allows for mobility and cost savings along with space savings. Carts can be moved between classrooms as needed rather than using traditional computer labs. This minimizes time constraints on lab space, maximizes computing time for students and increases availability of technology.

Minecraft: Education Edition is a game-based learning platform that offers educators a transformative way to engage students using Minecraft, and ignite their passion for learning! It helps prepare students for the future workplace, building skills like collaboration, communication, critical thinking and systems thinking.

Interactive three-dimensional imaging software, such as zSpace, is creating potentially transformational learning experiences. The IT team has been supporting schools moving in this direction giving students a new perspective on learning.

Staff continue to use Microsoft Office365 accounts. These are enterprise level accounts with access to OneDrive for data storage and online/offline Microsoft Office, as needed.

All schools have access to the ROVER (Recommended Online Video Education Resources) which is a video streaming service for Saskatchewan teachers and students in the PreK-12 education system. This system is continually upgraded with new content.

New enterprise level wireless access points were deployed to all schools increasing connectivity and mobility for staff and students.

The online ticketing system has allowed us to streamline and prioritize helpdesk calls. Staff in schools are able to make tickets when they are having technical issues, and our IT staff can respond accordingly. It is accessible at ticket.pagc.sk.ca.

The IT department is continuously providing helpdesk support to all schools and staff. This includes everything from user creation, email setup, printing, software applications, library software, cabling, switching, content filtering issues, password resets, data storage and recovery, etc.





JUSTICE UNIT

GUIDING PRINCIPAL

Justice as Healing “to enhance and support the provision of justice services and develop new initiatives in a culturally sensitive manner, recognizing the importance of utilizing First Nations methods to heal both the individuals and communities within the Prince Albert Grand Council region and surrounding areas, while adhering to the Spirit and Intent of the Treaties”.

Types of programming provided are: Victim/Offender Mediation, Accountability Hearing, Formal Cautioning Agreements, Family Group Conferencing, Healing, Talking and Sentencing Circles, Community Justice Forums.

OVERALL

The Justice program for PAGC continues to see files being diverted from the Courts to our program, and we are working closely with the Crown and the Police to encourage more files to be directed to the program to be dealt with.

When called upon the Justice Unit mediators assist in diffusing situations before they become a matter for the police and courts through mediation. This includes situations in the home, schools and workplaces.

The Justice Unit has also made themselves available to the communities and its leadership in providing expertise in regards to policing alternatives, peacekeepers, interpretation of law and other matters that affect the safety and well-being of the community.

RURAL COMMUNITY JUSTICE PROGRAM

The Rural Community Justice Program is a community based program that diverts youth and adult offenders away from the formal court system. The Program receives Pre and Post-charge referrals from RCMP, Crown Prosecutors schools and a marked increase of referrals from presiding Judges.

The PAGC Justice Unit continues to advance in regards to Training, programming and highlighting our services within the communities. The Rural Justice Program is also expanding our services to the communities to additional programming such as, but not limited to:

- Understanding & Working to enhance CTA's (Community Tripartite Agreements)
- Crime Prevention Programming
- Aboriginal Shield Program (Alcohol & Drug Prevention)
- Exploration of Self Administered Policing
- Anger Management Facilitation Training and classes
- Sentencing Circles
- Healing Circles

PRINCE ALBERT URBAN ALTERNATIVE MEASURES PROGRAM

The Prince Albert Urban Alternative Measures Program (PAUAMP) is under the umbrella of the Prince Albert Grand Council since launch in 1996-1997. PAUAMP is a status blind program which receives post charge referrals from

The Crown Prosecutors office. Pre-Charges are received from the Prince Albert City Police and RCMP; however the decision to refer a pre-charge is at the discretion of the Crown Prosecutors.

New to the program is the PAGC Urban Cadet Corps Program which provides weekly training which includes:

- Structure & Discipline
- A Sense of Belonging
- Motivation

- Recreation
- An Opportunity to Lead
- Hope and Self Worth

This program has also taken youth that were before the courts and enrolled them in this cadet program which has proven quite successful.

SASKATCHEWAN ABORIGINAL COURT WORKER PROGRAM

The Court Worker Program operates in conjunction with the Rural Community Justice Program as many of the Justice Workers divide their duties between both programs.

The role of the court worker is to support clients that are in the judicial system by attending court with the client, answering any questions the client may have, advising the client of their rights, and referring the client to specific

services such as Legal Aid. Workers continue to receive training to upgrade their skills and level of service.

The conventional justice system used today does not hold all the answers. Sometimes we have to look back at the traditional system of justice and not only deal with the offender, but the situation that got us to that point.

By working together with communities, its leadership, other tribal councils, police and Government officials we need to find a solution and work to make that idea a reality.

Good intentions are only exceeded by positive action.

Rick Sanderson – PAGC Director of Justice



FIRST NATIONS CADET CORPS (STARTED IN PRINCE ALBERT AND RED EARTH)



VALLEY HILL YOUTH TREATMENT CENTER

VALLEY HILL BOARD OF DIR.

The Valley Hill Youth Treatment Centre (VHYTC) Healing and Recovery Program is managed by a Board of Directors through a community-based organization, in partnership with Prince Albert Grand Council, (PAGC), former Prince Albert Parkland Health Region *(PAPHR), and Saskatchewan Ministry of Health.

The seven Board Members consists of four members nominated by Prince Albert Grand Council, two by the former Prince Albert Parkland Health Region*, and one member chosen by PAGC, PAPHR, and the Ministry of Health jointly.

Board Members as of March 31, 2019 are Lynnda Berg - Chair, Joan Breland – Vice Chair, Bonnie Jeffery, Mike Marion, Irwin Hennie, Cheryl Elliott and Rick Sanderson.

STRATEGIC PLANNING

The Executive Director; Robert Fitzpatrick and Clinical Supervisor; Cassie Petit met with the Ministry of Health; Kelsey Macknak, VHYTC Board of Directors and Debra Dell on November 22-23, 2018 in Saskatoon, SK. The meeting was held in regards to the beginning strategic planning which is currently an on-going process.

Valley Hill Youth Treatment Centre – Employee Positions

Executive Director, Clinical Supervisor, Community Liaison, Teacher, Cultural Recreation Coordinator, Administration, Addiction Counsellors, Youth Care Worker, Night Support Worker, Head Cook & Food Service Worker, Housing Keeping and Maintenance.

STAFF RECRUITMENT

At the end of the fiscal year the staff complement was nearly complete. The facility has a staffing budget of \$1,477,875.00 which is approximately 19 FTE's and 11 PTE's.

VALLEY HILL EMPLOYEE TRAINING

VHYTC continues to maintain and build capacity with staff in following specific areas:

- Medical Training (Medicine Distribution)
- Mental Health First Aid
- First Aid/CPR
- Grief and Loss
- ASIST (Applied Suicide Intervention Skill Training)
- CPI (Crisis Prevention Intervention)
- Aboriginal Awareness
- Occupational Health and Safety Committee

VHYTC is committed to conducting all activities in a manner that will ensure the health and safety of all employees, participants, volunteers, students, contractors and visitors. Members of the committee are available to address health and safety concerns and also to promote a safe environment.

The type of training that took place for the Occupational Health Committee is:

- Level 1 Occupational Health
- Level 2 Occupational Health
- Supervisor Safety & Training

WORK PLACEMENT PROGRAM

COLLEGE OF NURSING PROGRAM: BSN PRINCE ALBERT, SASKATCHEWAN

VHYTC accommodated seven- third year nursing students from University of Saskatchewan. The BSN students had the opportunities to examine mental health and wellness, illness, and recovery within the clinical settings of VHYTC. They were also able to explore all the modules of the centre's health care continuum to promote best mental health options for the facility.

INDIGENOUS SOCIAL WORK PRINCE ALBERT, SASKATCHEWAN

VHYTC also accommodated two students for four months in the field placement from the University of Saskatchewan, First Nations University.

The two students attended full-time at VHYTC under the watch of the Clinical Supervisor/Youth Care Workers/Addiction Counsellors to enhance clinical skills to gain a better idea of theoretical practices of Social Work.

SUCCESS STORY

VHYTC is honoured to introduce Morgan Hystad. We are proud to acknowledge that she is our first client that has had the opportunity to share her story of struggles and accomplishments through battle with addictions. Morgan has given her consent to share her experiences.

Morgan's experiences with drugs had started at a young age in 2013 at 13 years old. By the time she was 15 years old, Morgan admitted she needed help with her addictions; her preference of drug was Crystal Meth. In 2015 she had been admitted into VHYTC. She completed the 6 week program. Later on in the next year she had returned for a refresher in 2016. The third time she returned was in 2017, and stayed the full 6 week period. At this time she was 17 years old. During the era of 2013-2017, Morgan had experienced many obstacles. She was homeless at one point.

After completing the treatment cycle in 2017 with VHYTC, she began her recovery. She was 8 weeks clean of drugs and alcohol. Into her recovery cycle she found out she would be expecting her first child. This gave her the motivation to find herself and her child a place to call home, this is when Homeward Bound opened up the doors for her. She knew she had to provide for her child, she decided to return back to school in 2018. As of June 2019, Morgan had received her Grade 12 Diploma and had invited VHYTC to celebrate in this accomplishment with her. Shortly after graduating she gave birth to her second child. Future plans are to stay home with her children for the first year. Morgan hopes to apply for school at Saskpoly Technical Institute here in Prince Albert to enter into Trades.

Morgan wants to thank VHYTC, "if it wasn't for this place I wouldn't be where I am today, my recovery began at this place. I know the doors are always opened at the centre; I continuously come here for support. Thank you very much for all your encouragement."

VALLEY HILL PROGRAMMING

The programming is designed to assist clients in the process of understanding personal self-esteem and creating awareness of personal strengths and positive qualities.

VHYTC prepares the clients for relapse prevention by constructively using models with the healing and recovery process. A healing recovery plan is established in beginning of treatment and carried throughout the 6 week period. In addition to this, the clinical team is currently working on revamping the programming in order to create a more engaging learning environment for the youth.

PAGC CONTRACT SERVICES

A two year service agreement with the Grand Council was signed on April 1, 2018 until March 31, 2020 to provide service for Finance, Human Resources, Information Technology and Facility Maintenance.



WORK PLACEMENT PROGRAM STUDENTS



URBAN SERVICES

Within the city of Prince Albert and PAGC Communities our MANDATE is to research, develop, implement and promote employability, reduce criminal rate and criminal behavior. Support and achieve positive change by establishing reciprocal relationships. Encourage positive and healthy family dynamics by providing the necessary resources and supports to families. Educate inform and promote traffic Safety. Positively engage our youth by highlighting programming in the Sports, Culture and Recreation.

PAGC Urban Services strives to enhance an atmosphere of acceptance and knowledge of First Nations residents within Prince Albert Grand Council and communities including the City of Prince Albert;

LABOUR FORCE DEVELOPMENT

ASETS – Aboriginal Skills Employment & Training Strategy

MISSION STATEMENT

To provide the necessary supports to ensure our clients have the required skills and/or Education to obtain employment in their chosen Career path

MANDATE

Research, develop, implement and promote the employability of our Service Area

GOAL

To reduce the unemployment rate for First Nations members residing in our Service Delivery Area

URBAN GEOGRAPHIC AREA

Rural Municipalities

- Garden River, Lakeland, Paddockwood, Shellbrook and Torchriver

Cities & Towns

- Albertville, Candle Lake, Christopher Lake, Meath Park, Paddockwood, Prince Albert, Shellbrook and Weirdale

First Nations

- Wahpeton

DENE GEOGRAPHIC AREA

Cities & Towns

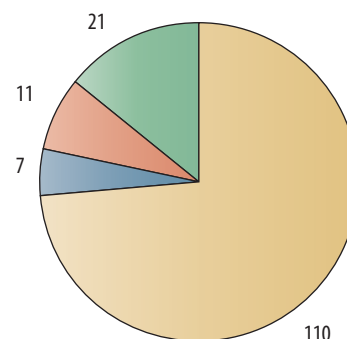
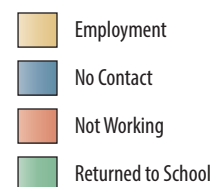
- Wollaston, Camsel Portage, Uranium City and Stoney Rapids

First Nations

- Black Lake, Fond Du Lac and Hatchet Lake

PAGC Dene Coordinator joined Urban Services late in the year. We look forward combining our programming and services in Labor Force Developing in the New Year.

PA URBAN CASE LOAD RESULTS 2018/2019





URBAN REFERRAL & PARENTING PROGRAM

The CAPC Program provides access to programs and community resources that address the health and development of children from birth to 6 years of age, their families, who may endure difficult life circumstances.

Programs and services are offered to all low-income families residing in the urban setting. CAPC offers 4 parenting programs per fiscal year with a total of 85 participants of parents and children in attendance. Other family programs also included a summer program, family night and cultural based programs with a total of 66 participants.

CAPC also assist families with children for diapers/formula and food hampers on an emergency basis. A total of 59 clients accessed diapers and formula while 77 clients requested food hampers through a referral of a community church organization.

Other various community referrals to Women Shelter's, partnering family agencies, Salvation Army and Addiction Services were made with a total of 47 clients.

Other services include housing applications, child tax, birth certificate and Sask. Health applications. Approximately 80-90 clients accessed.

Each year, CAPC Coordinates an annual community Christmas event to all low-income First Nations families residing in the city. In 2018 a total of 409 community members, volunteers and staff participated in the event.

The CAPC Coordinator is a (CVITP) member-Community Volunteer Income Tax Program. PAGC Urban Services has provided a free income tax preparation services for all low-income families since 2007. During the tax year of 2018, a total of 256 taxes for individuals were filed.

MENTAL HEALTH & ADDICTIONS (WELLNESS)

Program offers supportive services to high risk children and their families Services include;

Individual counselling,
referrals and advocacy

Conducted through home visits, groups and healing circles

In partnership with Kids First Initiative and is based out of King George School

REINTEGRATION PROGRAM

Reintegration program is designed to assist/support individuals within the justice system who are being released to the community, providing support via referrals, programming, training and employment. The main objective is to help the clientele obtain/maintain healthy options to reduce recidivism.

The Reintegration program began in September 2018. Our Reintegration Coordinator has visited 12 communities to introduce himself and the program. He has to date 15 clients, 4 amount returning back to their communities, 13 have been seeking employment or programming.

SAFETY/COMMUNITY AWARENESS

PAGC Urban Services program promotes traffic safety within all PAGC twenty-six communities thru Saskatchewan Government Insurance Safety Programs (SGI). Coordinator focuses on promoting awareness during community wellness workshops or other community events.

Safety Coordinator, provides community awareness for Safe driving of all motorized vehicles, child seat clinics. Information dissemination throughout the PAGC area, affecting 12 First Nations and 26 northern communities. Initial activities include introductions (program and coordinator); asset review (s) community awareness i.e. Health Centers, schools and Band Offices

SGI Safety Program began in September 2018. He visited 9 communities, and our PAGC Hockey school and attended information sessions, workshops, cultural events

PAGC Safety Coordinator is now certified in Child Passenger Safety Course and will be hosting Safety Clinics and all communities.

Since beginning the program community visits and Displays booths he has had the opportunity to interact with roughly 820 of our community members.



SPORTS CULTURE & RECREATION

VISION

To promote and engage our youth in a healthy lifestyle in our First Nations Communities by providing positive role models and environments focusing mainly on Sports, Culture and Recreation

MISSION STATEMENT

Prince Albert Grand Council Sport, Culture and Recreation will provide leadership and development opportunities in sport, culture and recreation for our youth and communities

EVENTS

- PAGC Winter Festival – February 16-22-2019
- PAGC Youth Hockey Cup-February 18-21-2019
- PAGC Men's & Women's Volleyball Cup – February 16-17-2019
- PAGC Men's Recreation Hockey Tournament – Feb 2019
- TEAM PAGC & TEAM WOODLAND Winter Games 2018 in Saskatoon (Host Eastern Sector)



- Athabasca Sports Clinics in Softball, Soccer, Athletics and Hockey
- Woodland Sports Clinics in Softball, Soccer, Athletics and Hockey
- Urban Sports Clinics in Softball, Soccer, and Golf
- PAGC Christmas Hockey School – December 2018
- Woodland all Female Hockey School – December 2018 in Lac La Ronge & Dechambeault
- PAGC Christmas Presents giveaway – December 2018
- Vince Memorial Golf Tournament – September 2018
- Team Saskatchewan NAHC Program- May 2018 in Halifax
- Quarterly Board Meetings with PAGC SCR Board
- Recreation Committee, Sports Committee and Cultural Committee Meetings
- Athabasca Carnival Days Support
- Woodland Carnival Days Support

FUTURE DEVELOPMENT

YOUTH EMPLOYMENT OFFICER

Work with the High Schools in Prince Albert to get students full/part time employment. Help with resume writing, cover letters, employment searching and driving students to Interviews.

PAGC/PAGC SITAG REGIONAL COORDINATOR/PARTNERSHIP COORDINATOR

Work with all PAGC and career advisors to promote partnerships with industry within our respective areas

- Woodland Cree - Forestry/Mines/Tourism
- PAGC Dene - Mining and reclamation sites
- Eastside - Diamond Mine
- PA Urban Local economy/ Wahpeton Development





SPIRITUAL HEALING LODGE

The Spiritual Healing Lodge and Correctional Service Canada (CSC) Section 81 Inmates & Section 84 Offenders are housed at the Healing Lodge.

SECTION 81

- a. the care and custody of an offender in an Aboriginal community where such services predominately address the rehabilitation of offenders through culture, spirituality and traditions of the community;
- b. to provide, through an Aboriginal community, services and benefits, that CSC cannot itself provide or cannot provide to an Aboriginal offender in a cost-effective or culturally-sensitive manner, which will assist the Aboriginal offender to become a law-abiding citizen; and
- c. Facilitate the development of skills on accessing the broader Aboriginal social and community services network that support the reintegration of an offender, who would benefit from these specialized services.

SECTION 84 CORRECTIONS AND CONDITIONAL RELEASE ACT (CCRA)

Section #84 is a right under the law. The Corrections and Conditional Release Act states ...

“Where an inmate who is applying for parole has expressed an interest in being released to an Aboriginal Community, the service shall, if the inmate consents, give the Aboriginal community;

- a. adequate notice if the inmates parole application; and
- b. an opportunity to propose a plan for the inmate’s release to the Aboriginal Community”

The Spiritual Healing Lodge houses (12) federal inmates (relatives).

- Elders from the four sectors of PAGC provide guidance and knowledge. One on one and group talking circles are vital for all Relatives.

- Programs such AA, NA, Men’s Groups, Bereavement and other self-help programs are utilized within Prince Albert and area
- Relatives rotate cooking and cleaning in preparation for when they go home.
- Relatives can apply for Escorted Temporary Absence (ETA) with an escort from the Lodge to do personal shopping or to attend Dr. Appointments
- Parole Board of Canada and the Healing Lodge have decision making authority pertaining to Unescorted Temporary Absences ensuring strict conditions are adhered to
- Attending ceremonies in other communities is encouraged.

ETA’S - UTA’S

PERMITS	ETA	UTA
APRIL 2018	103	14
MAY 2018	155	32
JUNE 2018	97	13
JULY 2018	96	18
AUGUST 2018	77	34
SEPTEMBER 2018	123	24
OCTOBER 2018	173	35
NOVEMBER 2018	111	37
DECEMBER 2018	73	16
JANUARY 2019	60	13
FEBRUARY 2019	82	9
MARCH 2019	146	19
YEARLY TOTAL	1296	264



HEALING LODGE - HIGHLIGHTS

RURAL WATER FACILITY

- City water
- Drinkable

ONE HOUSE REMODELED FOR “RELATIVES” WITH DISABILITIES

- Walk in shower
- Wheelchair Ramp
- In cabin washer /dryer
- Pull bars

APTN FILMED AN EPISODE THAT WILL AIR IN SEPTEMBER 2019

- Film crew spent two days at the Lodge
- 6 non-Aboriginals / slept in Teepee
- Traditional foods/ first time eating wild meat/very good

OFFICE OF THE CORRECTIONAL INVESTIGATOR (OCI)

- OCI Annual Report for 2017-2018 discussed
- Spent the day
- Impressed with services and care of relatives
- Daily atmosphere/ treated fairly
- Relatives interviewed – Relative very happy to be here/ learning skills
- No concerns or issues

SENATE COMMITTEE ON HUMAN RIGHTS

- Short meeting with PAGC Executive and Director
- Issues and concerns discussed
- Tour
- Relatives interviewed – no idea outcome as private conversations

RENOVATIONS

The doors opened officially in 1997. This past year, extensive renovations are taking place such as shingling, new decks, all new showers, sinks and toilets to bring in twelve more residents bringing the number to twenty-four (24).



BOARDS AND COMMISSIONS

PAGC EXECUTIVE BOARD FIRST NATIONS GOVT COMMISSION

GC Brian Hardlotte
VC Joseph Tsannie
VC Chris Jobb

Chief Coreen Sayazie
Chief Norma Bear
Chief Tammy Cook-Searson
Chief Peter Beatty
Chief Greg Ermine
Shirley Henderson, WC
Senator: James Burns

PAGC TREASURY BOARD

GC Brian Hardlotte
VC Joseph Tsannie
VC Chris Jobb

Chief Bart Tsannie
Chief Ina Whitehead
Chief John Waditaka
Chief Frank Roberts
Chief Peter Beatty
Shirley Henderson, WC

PAGC HEALTH & SOCIAL DEVELOPMENT COMMISSION

GC Brian Hardlotte
VC Chris Jobb

Chief Bart Tsannie
Chief Norma Bear
Chief Greg Ermine
Chief Frank Roberts
Shirley Henderson, WC

PAGC EDUCATION COMMISSION

GC Brian Hardlotte
VC Chris Jobb

Chief Coreen Sayazie
Chief Ina Whitehead
Chief John Waditaka
Chief Frank Roberts
Chief Peter Beatty
Bella Dumais, WC

PAGC HOUSING & TECHNICAL SERVICES

GC Brian Hardlotte

Chief Louie Mercredi
Chief Rene Chaboyer
Chief Greg Ermine
Chief Tammy Cook-Searson
Chief Frank Roberts
Rose Dorion, WC

PAGC LANDS & RESOURCES

VC Joseph Tsannie

Chief Louie Mercredi
Chief Rene Chaboyer
Chief Wally Burns
Chief Frank Roberts
Chief Peter Beatty
WC

PAGC JUSTICE & POLICING

GC Brian Hardlotte
VC Chris Jobb

Chief Coreen Sayazie
Chief Rene Chaboyer
Chief Wally Burns
Chief Peter Beatty
Chief Tammy Cook-Searson
Christine Longjohn, WC

FSIN JOINT EXECUTIVE COUNCIL / INDIAN GOVT COMMISSION

GC Brian Hardlotte

Chief Ina Whitehead
Chief John Waditaka
Chief Tammy Cook-Searson
Alt: Chief Coreen Sayazie

FSIN TREASURY BOARD

GC Brian Hardlotte

Chief Bart Tsannie
Chief Norma Bear
Chief Tammy Cook-Searson
Alt: Chief Greg Ermine

FSIN HEALTH & SOCIAL DEVELOPMENT COMMISSION

Chief Bart Tsannie
Chief Greg Ermine
Chief Frank Roberts
Alt: Chief Ina Whitehead

FSIN EDUCATION COMMISSION

Chief Coreen Sayazie
Chief Ina Whitehead
Chief John Waditaka
Alt: Chief Peter Beatty

FSIN LANDS & RESOURCES

Chief Rene Chaboyer
Chief Wally Burns
Chief Frank Roberts
Alt: Chief Louie Mercredi

FSIN ECONOMIC DEVELOPMENT COMMISSION

Chief Louie Mercredi
Chief Rene Chaboyer
Chief Frank Roberts
Alt: Chief Wally Burns

FSIN GAMING COMMISSION

Chief Rene Chaboyer
Chief Wally Burns
Chief Peter Beatty
Alt: Chief Bart Tsannie

FSIN JUSTICE

Chief Rene Chaboyer
Chief Wally Burns Chief Peter
Betty Alt: Chief Coreen Sayazie

FSIN CENTRE OF EXCELLENCE

Chief Wally Burns
Alt: Chief Ina Whitehead

IGR

Chief John Waditaka
Alt: Chief Norma Bear

SIGA

Chief Tammy Cook-Searson

SICC

Chief John Waditaka
Chief Peter Beatty
Alt: GC Brian Hardlotte

SIIT

Chief Norma Bear
Chief Greg Ermine
Chief Peter Beatty
Alt: Chief Bart Tsannie

SITAG

Chief Norma Bear
Chief Greg Ermine
Chief Peter Beatty
Alt: Chief Louie Mercredi

NITHA

GC Brian Hardlotte

Chief Tammy Cook-Searson
Chief Peter Beatty
Alt: VC Chris Jobb

NLCDC

GC Brian Hardlotte Vice Chief Joseph Tsannie

Anne Robillard
Chief Norma Bear
Chief Frank Roberts
Christine Longjohn
Shirley Henderson, WC
Chief Peter Beatty: M-at-Large

PADC

Chief Bart Tsannie
Chief Ina Whitehead
Chief John Waditaka
Chief Frank Roberts
Shirley Henderson, WC
Senator Harry Cook



PAGC EVENT HIGHLIGHTS

PAGC ANNUAL ASSEMBLY



SANDY MCLACHLAN'S RETIREMENT



FINE ARTS FESTIVAL





PAGC EVENT HIGHLIGHTS

WOMEN'S COMMISSION WALK



YOUTH CONFERENCE



FINANCE

It's been a long seven years of effort from our Chiefs and Executive to eliminate PAGC's net debt which was as high as \$6.5 million at the end of 2013. Despite the cutback in Tribal Council Funding of \$1,343,314 each year beginning in April 2014 PAGC had managed to reduce its net debt below half a million dollars at the end of March 31, 2019, while still maintaining program services. The debt recovery has occurred while PAGC has lost \$8.06 million over the last six years due to this cut in our core Tribal Council Funding. Our Chiefs and the Annual Assembly have supported our debt recovery efforts through their review of our financial situation.

The consolidated operating results for the 2019 fiscal year show an annual surplus of about \$538,201 after amortization of 735,772. The net debt was reduced by \$1.15 million during the past fiscal year because PAGC did not acquire a lot of capital assets such as furniture, equipment and vehicles from its operating funds. Total revenue for the year was \$91.7 million and expenses were \$91.2 million. Previous year's major capital expenditures were on the Daycare facility to double the capacity to 90 children. Next year's capital expenditures are planned for Spruce Lodge Boarding Home so that it can generate more net revenues. PAGC has managed to reduce its net debt by generating operating surpluses while still investing in capital assets to enhance our service delivery.

Financial reviews have been an ongoing experience at our Chiefs meetings and Executive Board/Treasury Board meetings where our leadership has asked detailed questions have been deliberated. Their constant efforts and support have made our finances more transparent and our contributed immensely to our improved financial condition.

We appreciate the efforts of our auditors led by Keith Fonestad and Todd Robertson of MNP for working so diligently and professionally on our audits under extreme time constraints. Unfortunately I apologize again since we did not submit our information on time again this year for the audit to be completed for the Annual Assembly.

Once again we thank our First Nations Chiefs, Councilors, Elders and their administrations for their continued assistance and cooperation. Without their strong leadership and support PAGC would not be able to maintain its financial success and continue serving your First Nations members.

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PADC Management Company Ltd.
Consolidated Statement of Financial Position

As at March 31, 2019

	2019	2018
Financial assets		
Cash resources (Note 3)	4,588,319	1,916,176
Accounts receivable (Note 4)	7,681,444	8,226,317
Due from member First Nations (Note 5)	2,500,459	2,228,166
Note receivable (Note 6)	19,207	17,739
Total financial assets	14,789,429	12,388,397
Liabilities		
Current		
Bank indebtedness (Note 7)	3,373,197	4,671,235
Accounts payable and accrued liabilities (Note 8)	5,268,586	3,036,193
Deferred revenue (Note 9)	5,496,780	4,754,706
Due to member First Nations (Note 10)	441,895	734,220
Current portion of long-term debt (Note 11)	135,714	135,714
Total current liabilities	14,716,172	13,332,068
Long-term debt (Note 11)	441,072	576,786
Total liabilities	15,157,244	13,908,854
Net debt	(367,815)	(1,520,457)
Non-financial assets		
Prepaid expenses	44,908	92,579
Tangible capital assets (Note 12)	4,106,431	4,673,201
Total non-financial assets	4,151,339	4,765,780
Accumulated surplus (deficit) (Note 19)	3,783,524	3,245,323
Contractual obligations (Note 13)		
Contingent liabilities (Note 14)		

_____ Director

_____ Director

PADC Management Company Ltd.
Consolidated Statement of Operations

For the year ended March 31, 2019

	<u>Schedule</u>	<u>Budget</u>	<u>2019</u>	<u>2018</u>
		<i>(Note 20)</i>		
Revenue				
Federal Government: (Note 15)				
Indigenous and Northern Affairs Canada		49,314,304	49,237,386	56,898,430
Health Canada - First Nations and Inuit Branch		18,725,499	20,763,564	18,065,469
Public Health Agency Canada		80,946	80,946	80,946
Justice Canada		509,727	509,727	509,727
Correctional Services Canada		620,000	671,722	526,938
Public Safety Canada		-	-	59,007
Canada Mortgage and Housing Corporation		75,000	70,000	78,690
Provincial Government:				
Sask Ministry of Justice		502,420	483,170	502,482
Sask Ministry of Corrections, Policing and Public Safety		176,480	139,904	176,480
Sask Ministry of Education		-	3,896	330,815
Sask Ministry of Environment		2,020,000	1,898,421	2,021,147
Sask Ministry of Social Services		3,203,000	3,232,410	2,519,197
Saskatchewan Indian Institute of Technologies		4,717,500	4,504,470	4,840,231
First Nations Trust		4,365,000	4,287,906	4,467,407
Federation of Sovereign Indigenous Nations		553,739	553,739	541,832
Northern Lights Community Development Corporation		802,000	693,178	936,257
Administration Fees and Services (Note 17)		590,000	747,286	576,590
First Nations Funding		1,515,000	1,379,243	2,047,186
Other Sources		1,974,127	2,473,739	2,340,972
Total Revenue		<u>89,744,741</u>	<u>91,730,708</u>	<u>97,519,802</u>
Program Expenses				
First Nations Government and Administration	3	6,289,134	6,500,768	6,904,306
Community Services	4	5,418,401	5,450,573	5,253,377
Economic Development	5	1,224,412	1,285,720	1,219,841
Education	6	39,950,503	39,548,382	39,638,966
Health	7	21,586,132	24,295,514	20,357,389
Infrastructure Services	8	12,442,837	12,185,549	20,173,807
Justice	9	1,836,391	1,926,000	1,830,975
Total Expenses		<u>88,747,810</u>	<u>91,192,506</u>	<u>95,378,660</u>
Annual surplus		996,931	538,201	2,141,142
Accumulated surplus (deficit), beginning of year		3,245,323	3,245,323	1,104,180
Accumulated surplus, end of year		<u>4,242,254</u>	<u>3,783,524</u>	<u>3,245,323</u>

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

PADC Management Company Ltd.
Consolidated Statement of Changes in Net Debt

For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 20)</i>	<u>2018</u>	<u>2018</u>
Annual surplus	996,931	538,201	2,141,142
Acquisition of tangible capital assets	-	(169,004)	(1,961,892)
Amortization of tangible capital assets	560,000	735,774	702,932
	<u>1,556,931</u>	<u>1,104,971</u>	<u>882,182</u>
Prepaid expenses	-	47,671	(69,359)
Decrease in net debt	1,556,931	1,152,642	812,823
Net debt, beginning of year	(1,520,457)	(1,520,457)	(2,333,280)
Net debt, end of year	<u>36,474</u>	<u>(367,815)</u>	<u>(1,520,457)</u>

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

PADC Management Company Ltd.
Consolidated Statement of Cash Flows

For the year ended March 31, 2019

	2019	2018
Cash provided by (used for) the following activities:		
Operating		
Annual surplus	538,201	2,141,142
Items not affecting cash		
Amortization of tangible capital assets	735,774	702,932
Changes in working capital accounts		
Accounts receivable	544,873	1,395,217
Due from member First Nations	(272,293)	(215,927)
Note receivable	(1,468)	7,506
Prepaid expenses	47,671	(69,358)
Accounts payable and accrued liabilities	2,232,393	238,950
Due to member First Nations	(292,325)	(100,689)
Deferred revenue	742,074	2,162,925
	4,274,899	6,262,699
Capital activities		
Purchase of tangible capital assets	(169,004)	(1,961,892)
	(169,004)	(1,961,892)
Financing activities		
Increase in long-term debt	-	-
Repayment of long-term debt	(135,714)	(135,714)
Increase (decrease) in bank indebtedness	(1,298,038)	(4,217,854)
	(1,433,752)	(4,353,568)
Increase (decrease) in cash resources	2,672,143	(52,761)
Cash resources, beginning of year	1,916,176	1,968,937
Cash resources, end of year	4,588,319	1,916,176
Supplementary cash flow information:		
Interest paid in the year	68,388	77,428

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

1. Description of business

The Company is incorporated under the Business Corporations Act of Saskatchewan and operates as a non-profit organization and is primarily engaged in providing management services and administering programs for the Prince Albert Grand Council and their member First Nations.

2. Summary of significant accounting policies

Basis of Accounting

These consolidated financial statements have been prepared in accordance with Canadian public sector accounting standards prescribed for governments as recommended by the Public Sector Accounting Board.

Reporting Entity

PADC Management Company Ltd. is the reporting entity for the Prince Albert Grand Council government and all related entities that are controlled by the Prince Albert Grand Council.

Principles of Consolidation

All controlled entities are fully consolidated on a line-by-line basis except for the commercial enterprises which meet the definition of government business enterprise, which are included in the Consolidated Financial Statements on a modified equity basis. Inter-organizational balances and transactions are eliminated upon consolidation. Organizations consolidated in the Company's financial statements include:

- Sakwatamo Lodge Inc.
- Sprucelodge Boarding Home Inc.
- Prince Albert Grand Council Women's Commission Inc.
- PAGC Learn and Grow Daycare Inc.
- PAGC Holdings Inc.
- Prince Albert Grand Council Urban Services Centre Inc.
- Prince Albert Grand Council Spiritual Healing Lodge

Cash and cash equivalents

Cash and cash equivalents include cash on hand, balances with banks net of bank overdrafts and term deposits having a maturity of three months or less at acquisition which are held for the purpose of meeting short-term cash commitments.

Tangible capital assets

Tangible capital assets are recorded at cost, which includes amounts that are directly related to the acquisition, design, construction, development, improvement or betterment of the assets. Cost includes overhead directly attributable to construction and development, as well as interest costs that are directly attributable to the acquisition or construction of the asset.

2. Summary of significant accounting policies - *continued*

Tangible capital assets – continued

Leases that transfer substantially all the benefits and risks of ownership to the lessee are recorded as capital leases. Accordingly, at the inception of the leases, the tangible capital asset and related lease obligations are recorded at an amount equal to the present value of future lease payments discounted at the lower of the interest rate inherent in the lease contracts and the Company's incremental cost of borrowing.

Amortization is provided for on a declining balance basis over their estimated useful lives as follows:

Buildings and leasehold improvements	5-15%
Furniture and equipment	20-50%
Automotive	30%
Computer equipment	50%

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Company's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the consolidated statement of operations.

Contributed capital assets are recorded into revenues at their fair value on the date of donation, except in circumstances where fair value cannot be reasonably determined, in which case they are recognized at nominal value. Transfers of capital assets from related parties are recorded at carrying value.

Certain assets which have historical or cultural value, including works of art, historical documents and historical and cultural artifacts, are not recognized as tangible capital assets. Assets under construction are not amortized until the asset is available to be put into service.

Long-lived assets

Long-lived assets consist of tangible capital assets. Long lived assets held for use are measured and amortized as described in the applicable accounting policies.

PADC Management Company Ltd. performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. The carrying amount of a long-lived asset is not recoverable if the carrying amount exceeds the sum of the undiscounted future cash flows from its use and disposal. Impairment is measured as the amount by which the asset's carrying amount exceeds its fair value. Fair value is measured using prices for similar items. Any impairment is included in surplus for the year.

Asset classification

Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operations. Non-financial assets are acquired, constructed or developed assets that do not normally provide resources to discharge existing liabilities but are employed to deliver government services, may be consumed in normal operations and are not for resale in the normal course of operations. Non-financial assets include tangible capital assets and prepaid expenses.

2. Summary of significant accounting policies - *continued*

Net Debt

PADC Management Company Ltd.'s financial statements are presented so as to highlight net debt as the measurement of financial position. The net debt of PADC Management Company Ltd. is determined by its financial assets less its liabilities. Net debt is comprised of two components, non-financial assets and accumulated surplus.

Revenue Recognition

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

Government transfers are recognized as revenues when the transfer is authorized and any eligibility criteria are met, except to the extent that transfer stipulations give rise to an obligation that meets the definition of a liability. Transfers are recognized as deferred revenue when transfer stipulations give rise to a liability. Transfer revenue is recognized in the statement of operations as the stipulation liabilities are settled.

Contributions from other sources are deferred when restrictions are placed on their use by the contributor, and are recognized as revenue when used for the specific purpose

Revenue related to fees or services received in advance of the fee being earned or the service is performed is deferred and recognized when the fee is earned or service performed.

Segments

PADC Management Company Ltd. provides a range of services to its members. For management reporting purposes, operations and activities are organized and reported by each segment separately reported, the segment revenue and expenses represent both amounts that are directly attributable to the segment and amounts that are allocated on a reasonable basis. PADC Management Company Ltd.'s segments are as follows:

First Nations Government and Administration – includes First Nations Government, Tribal Council Administration, the PAGC Women's Commission, the Treaty Defense Fund, Band Employee Benefits, the community development corporation administration, IT Services and Special Projects.

Community Services – includes the Childcare and Education Center, the daycare center, and sports, culture and recreation.

Economic Development – includes CEDO funds, CEOP projects, and the agriculture program,

Education – includes all second level services and direct services for the member First Nations schools, post-secondary education, urban services, Denesuline employment training, summer student employment and the active measures programs.

Health – includes contribution programs and health transfer services, treatment centers and capital addition to Sakwatamo Lodge.

Infrastructure Services – includes Engineering and Technical services, forest fire suppression, fire smart – fuel management, and the First Nations Housing Initiative programs.

2. Summary of significant accounting policies - continued

Segments - continued

Justice – includes community justice initiatives, alternative measures, court workers, family violence and the Spiritual Healing Lodge.

The segment results for the period are as shown in the attached schedules.

Measurement uncertainty

In preparing the consolidated financial statements for the Company, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the consolidated financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

3. Cash resources

	<u>2019</u>	<u>2018</u>
Cash in bank	4,588,319	1,916,176

4. Accounts receivable

	<u>2019</u>	<u>2018</u>
Federation of Sovereign Indigenous Nations	547,950	529,703
Due from funding agencies		
Indigenous and Northern Affairs Canada	2,164,799	
Health Canada	920,271	
Justice Canada	157,752	
Canada Mortgage and Housing Corporation	-	
Correctional Services Canada	118,373	
Subtotal – Federal Government	3,361,195	4,875,408
Saskatchewan Ministry of Justice	481,182	
Saskatchewan Ministry of Education	103,901	
Saskatchewan Ministry of Health	84,520	
Saskatchewan Ministry of Social Services	776,267	
Subtotal – Provincial Government	1,545,870	567,836
Saskatchewan Indian Institute of Technology	554,714	
Denesuline Ne Ne Land Corporation	126,529	
First Nations Child and Family Services	65,332	
Northern Lights Community Development Corp.	40,148	
Subtotal – Other agencies	686,723	725,247
Other receivables	865,962	790,548
Council and staff advances	252,470	217,597
Canada Revenue Agency	421,274	469,977
	7,681,444	8,226,317

PADC MANAGEMENT COMPANY LTD.
Notes to the Consolidated Financial Statements
For the year ended March 31, 2019

5. Due from member First Nations

Amounts due from member First Nations are short-term loans, advances and outstanding balances from prior years. No security has been taken and all receivables have no set terms of repayment.

	<u>2019</u>	<u>2018</u>
Black Lake	55,650	55,650
Cumberland House	237,685	190,905
Fond du Lac	319,960	366,031
Hatchet Lake	40,736	7,538
James Smith	996,306	691,815
Lac La Ronge	-	-
Montreal Lake	25,318	36,783
Peter Ballantyne	500,803	419,248
Red Earth	7,688	207,688
Shoal Lake	229,642	197,469
Sturgeon Lake	-	-
Wahpeton	86,671	55,039
	<u>2,500,459</u>	<u>2,228,166</u>

6. Note receivable

An amount of **17,739** (2017 – 25,245) was receivable from the Prince Albert First Nations Business Development Limited Partnership, a partnership controlled by the same shareholders as PADC Management Company Ltd. No interest is charged and no security has been taken. The receivable relates to a profit share allocation of this business partnership and will be repaid on a current basis.

7. Bank indebtedness

Bank indebtedness consists of outstanding cheques issued and bank balances at year end. Interest is payable at prime plus 1.00%, and is secured by a general security agreement covering all assets. Line of credit facilities were available from two banks with overdraft limits of \$3,000,000 and \$75,000, of which **2,090,433** (2017 - 1,507,875) and **14,138** (2017 – 21,325) respectively, were drawn at end of the year.

8. Accounts payable and accrued liabilities

	<u>2019</u>	<u>2018</u>
Trade payables	4,669,915	2,543,329
Accrued salaries and benefits payable	598,671	492,864
	<u>5,268,586</u>	<u>3,036,193</u>

PADC MANAGEMENT COMPANY LTD.
Notes to the Consolidated Financial Statements
For the year ended March 31, 2019

9. Deferred revenue

Revenue received during the year from various funding agencies which pertain to future expenditures are recorded as deferred revenue and will be recognized as revenue in future years as follows:

	<u>Balance</u> <u>beginning of year</u>	<u>Contributions</u> <u>received</u>	<u>Recognized</u>	<u>Balance</u> <u>end of year</u>
<u>Federal Government</u>				
INAC – Special Education Indirect Services	-	2,096,680	1,882,554	214,126
INAC – School Evaluations	11,742	148,140	14,328	145,554
INAC – First Nations Housing Initiative	3,968,776	-	2,790,862	1,177,914
HC – Dental Therapy	30,888	1,010,123	1,040,011	-
HC – Optometry	6,792	14,300	13,442	7,650
HC – Physician Travel	2,536	-	-	2,536
HC – Sakwatamo Lodge Capital	<u>622,245</u>	<u>3,300,000</u>	<u>15,244</u>	<u>3,907,001</u>
	4,642,982	6,569,243	5,756,441	5,454,781
<u>Provincial Government</u>				
Sask. Ministry of Health – 15-Bed Youth Facility	<u>41,999</u>	-	-	<u>41,999</u>
	41,999	-	-	41,999
<u>Other funding agencies</u>				
SGL – Driver Safety	<u>70,000</u>	<u>60,000</u>	<u>130,000</u>	<u>-</u>
	70,000	60,500	130,000	-
Totals	<u><u>4,754,981</u></u>	<u><u>6,629,243</u></u>	<u><u>5,886,441</u></u>	<u><u>5,496,780</u></u>

10. Due to member First Nations

Amounts payable to member First Nations represent flow-through funds that have been received or are receivable from funding agencies for program activities. These amounts are usually paid out to member First Nations during the first month of the new fiscal year once the funds have been received from the funding agencies and when any required reports have been submitted by the member First Nations. No interest has been accrued on amounts due to member First Nations and no security has been provided to by the member First Nations on the outstanding amounts.

	<u>2019</u>	<u>2018</u>
Black Lake	33,602	70,789
Cumberland House	22,582	22,704
Fond du Lac	22,582	-
Hatchet Lake	77,947	68,103
James Smith	26,075	260
Lac La Ronge	22,582	276,250
Montreal Lake	22,582	93,089
Peter Ballantyne	-	5,800
Red Earth	22,582	26,153
Shoal Lake	22,582	19,918
Sturgeon Lake	144,308	112,865
Wahpeton	<u>24,479</u>	<u>38,298</u>
	<u><u>441,895</u></u>	<u><u>734,220</u></u>

11. Long-term debt

	<u>2019</u>	<u>2018</u>
A 7-year term loan in the amount of \$950,000 to finance the RCMP housing project with monthly principal payments of \$11,309 at an interest rate of prime plus 2.50%, maturing on May 31, 2023, secured by a general security agreement covering all assets and an assignment of rent receipts on eleven RCMP housing units.	576,798	712,500
Less: Current portion	<u>(135,714)</u>	<u>(135,714)</u>
Totals	<u><u>441,072</u></u>	<u><u>576,798</u></u>

Principal payments due in each of the next five years are estimated as follows:

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
	135,714	135,714	135,714	135,714	13,942

12. Tangible capital assets

Tangible capital assets are summarized in Schedule 1. Leasehold improvements include roads and parking lot pavement on the Chief Joseph Custer Reserve #201. The RCMP Housing consists of 11 housing units located on five Peter Ballantyne Cree Nation Reserves which are leased as residences for the RCMP. The original capital cost of these RCMP housing units was recorded as the net cost after deducting four years of rent receipts and maintenance costs.

13. Contractual obligations

The Company leases various facilities on Chief Joseph Custer Reserve #201 and in the City of Prince Albert under operating leases. Future lease payments will aggregate \$989,082 including the following amounts over the next five years.

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Office Leases:					
Peter Ballantyne Office Complex					
Lessor: Peter Ballantyne Cree Nation	112,848	112,848	112,848	112,848	112,848
Terms: Triple Net					
Expiry: March 31, 2023					
PBCN Reserve #201 Facilities	582,000	582,000	582,000	582,000	582,000
Expiry: March 31, 2033					
Sturgeon Lake Office Complex					
Lessor: Sturgeon Lake Developments	231,577	-	-	-	-
Terms: Inclusive					
Expiry: March 31, 2020					
Tony Yannacoulis	63,504	63,504	63,504	-	-
Terms: Triple Net					
Expiry: March 31, 2022					
Hanlon Building					
Lessor: Birch Bay Holdings	25,920	25,920	25,920	25,920	-
Terms: Triple Net					
Expiry: March 31, 2023					
	<u>1,015,849</u>	<u>784,272</u>	<u>784,272</u>	<u>782,272</u>	<u>694,848</u>
Land Use Fees:					
Reserve: Wahpeton Dakota Nation	24,000	24,000	24,000	24,000	24,000
Expiry: Ongoing					
Reserve: James Smith Cree Nation	60,000	60,000	60,000	60,000	60,000
Expiry: Ongoing					
	<u>84,000</u>	<u>84,000</u>	<u>84,000</u>	<u>84,000</u>	<u>84,000</u>

14. Contingent liabilities

The Company has entered into contribution agreements with various federal government departments. Funding received under these contribution agreements is subject to repayment if the Company fails to comply with the terms and conditions of the agreements.

In addition, in the normal course of its operations, the Company becomes involved in legal actions. Some of these potential liabilities may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense recorded on the Company's financial statements.

15. Federal government funding

	<u>2019</u>	<u>2018</u>
Indigenous and Northern Affairs Canada		
INAC per confirmation	46,806,620	59,858,194
Add: Funds deferred from prior year	3,968,779	1,020,754
Add: Funds receivable for eligible activities	-	-
Add: Funds receivable for eligible activities in prior year	-	-
Less: Funds deferred to future years	(1,537,594)	(3,980,518)
Less: Funds not received	-	-
Less: Funds repayable to INAC	-	-
	49,237,386	56,898,430
Health Canada (FNIH)		
FNIHB per confirmation	24,018,290	16,304,041
Add: Funds deferred from prior year	662,461	1,251,513
Add: Funds receivable for eligible activities	-	1,172,103
Less: Funds deferred to future years	(3,917,187)	(662,188)
	20,763,564	18,065,469
Public Health Agency Canada		
Urban Community Action Program for Children	80,946	80,946
Justice Canada		
Community Justice Initiatives	447,549	447,549
Urban Alternative Measures	36,628	36,628
Sandy Bay Justice Project	25,550	25,550
	509,727	509,727
Correctional Services Canada		
Spiritual Healing Lodge	671,722	526,938
Canadian Nuclear Safety Commission		
Site Remediation Engagement	-	-
Public Safety Canada		
Community Healing Initiatives	-	59,007

15. Federal government funding – continued

CMHC

Section 95 Loan Subsidies	-		-
Housing Inspections and Training	<u>70,000</u>		<u>78,690</u>
	70,000		78,690
Totals	<u>71,333,346</u>		<u>76,219,207</u>

16. Economic dependence

PADC Management Company Ltd. receives a significant portion of its revenue from INAC and Health Canada for the delivery of programs and services to member First Nations, as part of the Government of Canada's treaty obligations to these First Nations. These funds are provided under certain terms and conditions as administered by INAC and Health Canada. The Company's ability to continue to operate is dependent upon the Government of Canada continuing these financial commitments to provide services to its member First Nations.

17. Administration fees and services

PADC Management Company Ltd. bills related entities for services that are provided throughout the year related to rent, information technology support, and other administration services.

During the year, administration fees and services were earned from the following related entities:

	<u>2019</u>		<u>2018</u>
White Buffalo Youth Inhalant Treatment Center	-		4,000
Valley Hill Youth Treatment Centre	115,520		168,855

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the parties.

18. Related party transactions

A number of transactions are carried out throughout the year with Member First Nations, businesses owned by common shareholders and members of the Board and staff. These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the parties.

At the year-end date, various amounts were receivable from related parties as disclosed in Notes 5 and 6, and amounts payable as disclosed in Note 10. Lease commitments to related parties are disclosed in Note 13.

19. Accumulated surplus (deficit)

	<u>2019</u>	<u>2018</u>
Share capital – 12 Class A shares	12	12
Invested in tangible capital assets	4,106,431	4,673,201
Unrestricted deficit	(614,906)	(1,675,398)
Externally restricted reserves (MAR, CMHC)	291,987	247,508
Internally restricted reserves	-	-
	<u>3,783,524</u>	<u>3,245,323</u>

20. Budgeted figures

The budget figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors on April 12, 2018.

21. Subsequent events

In subsequent years, most of the Education program flow-through funds for First Nations schools has been transferred directly to the First Nations instead of through the Company. The impact on the Company will be a large reduction in the Education program budgets.

PADC Management Company Ltd.
Schedule 1 - Consolidated Schedule of Tangible Capital Assets

For the year ended March 31, 2019

	Computer Equipment	Furniture and Equipment	Automotive	Buildings	Land	Leasehold Improvements	Housing	2018 Totals	2018 Totals
Cost									
Balance, beginning of year	2,234,658	5,496,515	4,115,310	7,480,259	41,474	182,298	1,386,670	20,937,213	18,975,323
Acquisition of tangible capital assets	4,137	13,816	76,879	74,172				169,004	1,961,892
Balance, end of year	2,238,795	5,510,331	4,192,189	7,554,461	41,474	182,298	1,386,670	21,106,217	20,937,215
Accumulated amortization									
Balance, beginning of year	2,184,951	5,200,187	3,666,339	4,457,751	-	130,812	623,975	16,264,015	15,561,083
Annual amortization	18,983	66,240	192,187	373,507		5,149	79,706	735,772	702,932
Balance, end of year	2,203,934	5,266,427	3,858,526	4,831,258	-	135,961	703,681	16,999,787	16,264,015
Net book value of tangible capital assets	34,861	243,904	333,663	2,723,203	41,474	46,337	682,989	4,106,431	4,673,201
2017 Net book value of tangible capital assets	49,707	296,330	448,971	3,022,538	41,474	51,486	762,695	-	4,673,201

PADC Management Company Ltd.
Schedule 2 - Consolidated Schedule of Expenses by Object

For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2019</u>	<u>2018</u>
Expenses			
First Nations flow-through funding:			
Special Education RMO flow-through funds	16,020,000	16,017,101	16,039,378
First Nations Student Success Plan flow-through	5,862,397	5,861,868	5,862,390
Education New Paths flow-through funds	5,587,670	5,549,611	5,587,669
Schools supplies and learning tools and materials	996,297	949,603	1,085,249
Professional services	1,750,000	1,131,774	1,301,245
Other costs	485,000	477,615	499,045
Casino funds distribution	4,200,000	4,260,025	4,467,982
Forest Fire Suppresion	2,621,500	2,908,410	2,632,701
Fire Smart - Fuel Management	1,440,000	847,131	1,460,406
First Nations Housing Initiative	3,968,776	2,772,654	10,532,643
Health transfer funds	1,582,607	1,710,755	1,639,316
Child care initiatives	1,986,000	2,570,455	1,714,053
Health Set contribution funds	1,285,265	1,653,736	1,283,177
Economic development CEDO funds	993,376	994,107	994,090
Maintenance management systems	59,000	59,000	59,000
	<u>48,837,888</u>	<u>47,763,844</u>	<u>55,158,344</u>
Salaries and benefits	19,310,432	20,026,071	19,521,594
Administration and program management costs	3,097,045	3,303,819	3,756,330
Advertising, promotions and donations	53,000	75,606	87,222
Allowance for funding settlements	-	-	233,439
Annual Assembly/AFN/FSIN Assemblies	150,000	235,272	96,623
Bank charges and interest	57,800	80,036	59,451
Boards, commissions and coordinator meetings	226,979	257,931	220,300
Client activities and supplies	34,000	61,853	29,572
Community consultations	766,521	546,644	792,446
Community and economic development activities	114,500	175,931	235,578
Community workshops and training	1,125,843	1,610,016	1,190,017
Consultant fees	938,910	1,777,620	865,510
Elders and cultural activites	101,500	182,156	116,163
Facilities, rent, utilities and land use	2,102,990	2,011,843	1,872,618
Food and kitchen supplies	317,720	407,808	286,082
Information technology services	192,820	212,228	205,680
Insurance	154,000	232,601	132,634
Other costs	39,100	142,671	314,781
Professional fees	590,900	575,246	624,256
Recruitment and relocation	27,200	19,810	23,893
Repairs and Maintenance	263,096	223,853	276,325
Facility construction costs	300,000	295,431	-
Community Van Purchases	720,000	708,092	-
Repairs and Maintenance	170,000	166,737	-
Sports and recreation activities	578,000	512,638	636,437
Staff development and functions	192,439	463,924	234,489
Medical transportation, accommodations and supplies	1,400,000	1,953,857	1,449,958
Stationary, materials, tools and supplies	1,267,966	1,068,716	1,233,894
Student allowances, tuition and other expenses	1,944,800	1,853,233	1,888,798
Telephone and internet service	208,489	283,215	249,151
Travel and vehicle operations	2,766,740	3,222,524	2,884,143
Amortization of tangible capital assets	697,133	735,774	702,932
Total Expenses	<u>88,747,810</u>	<u>91,187,000</u>	<u>95,378,660</u>

PADC Management Company Ltd.
First Nations Government and Administration
Schedule 3 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2018

	<u>Budget</u> <i>(Note 21)</i>	<u>2019</u>	<u>2018</u>
Revenue			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	779,890	779,890	781,716
Saskatchewan Ministry of Education	-	-	5,380
First Nations Trust	4,200,000	4,159,269	4,330,589
Federation of Sovereign Indigenous Nations	50,000	50,000	40,000
Northern Lights Community Development Corporation	657,000	527,053	779,152
Administration Fees and Services	420,000	641,756	451,989
First Nations Funding	-	-	137,394
Other Sources	926,400	731,761	887,713
Total Revenue	7,033,290	6,889,729	7,413,933
Expenses			
Salaries and benefits	1,093,100	1,117,500	1,161,698
First Nations flow-through funding:			
Casino funds distribution	4,200,000	4,260,025	4,467,982
Travel and vehicle operations	60,000	66,216	94,977
Community consultations	20,000	4,373	22,281
Boards, commissions and coordinator meetings	130,000	118,200	135,788
Advertising, promotions and sponsorships	12,000	6,725	18,319
Sports and recreation activities	10,000	5,818	21,054
Stationary, materials, tools and supplies	4,800	566	454
Consulting fees	-	78,601	28,661
Amortization of tangible capital assets	332,834	359,918	407,839
Facilities, rent, utilities and land use (Note 18)	93,420	54,019	37,419
Annual Assembly/AFN/FSIN Assemblies	150,000	235,272	96,623
Professional fees	30,000	24,173	29,860
Bank charges and interest	42,000	48,388	43,220
Information technology services (Note 18)	3,600	3,600	3,600
Community development activities	25,000	28,798	40,063
Other costs	3,000	-	4,632
Insurance	16,000	12,187	11,619
Elders and cultural activities	12,000	15,326	12,464
Telephone and internet service	6,380	20,929	26,007
Staff development and functions	4,800	6,955	666
Allowance for funding settlements	-	-	198,883
Administration fees and services (Note 18)	40,200	33,180	40,200
Total Expenses	6,289,134	6,500,768	6,904,306
Annual Surplus (Deficit)	744,156	388,961	509,627

PADC Management Company Ltd.
Community Services
Schedule 4 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2019</u>	<u>2018</u>
Revenue			
Provincial Government:			
Saskatchewan Ministry of Education	-	3,896	325,435
Saskatchewan Ministry of Social Services	3,203,000	3,232,410	2,519,197
First Nations Trust	165,000	128,637	136,818
Northern Lights Community Development Corporation	145,000	160,125	150,605
Administration Fees and Services	170,000	105,530	124,601
First Nations Funding	1,400,000	1,012,906	1,799,970
Other Sources	540,000	961,248	757,689
Total Revenue	<u>5,623,000</u>	<u>5,604,752</u>	<u>5,814,315</u>
Expenses			
Salaries and benefits	3,111,200	3,094,699	2,976,732
Travel and vehicle operations	144,400	143,318	144,516
Student allowances, tuition and other expenses	79,800	90,666	78,583
Community consultations	42,000	16,095	41,633
Sports and recreation activities	568,000	506,820	615,382
Stationary, materials, tools and supplies	66,000	135,644	82,747
Amortization of tangible capital assets	147,401	150,536	162,722
Facilities, rent, utilities and land use (Note 14)	529,600	507,323	427,791
Professional fees	25,100	23,700	21,300
Bank charges and interest	2,600	3,819	2,422
Information technology services (Note ??)	9,600	9,120	9,120
Recruitment and relocation	3,300	1,407	4,017
Other costs	1,100	1,129	281
Insurance	38,400	41,043	18,723
Repairs and Maintenance	58,000	121,886	59,999
Elders and cultural activities	10,300	1,086	12,621
Staff development and functions	22,500	20,830	14,013
Food and kitchen supplies	122,000	145,081	120,871
Telephone and internet service	37,200	26,705	27,801
Client activities and supplies	10,000	34,665	4,488
Allowance for funding settlements	-	-	33,714
Administration and program management costs (Note 18)	389,900	375,000	393,900
Total Expenses	<u>5,418,401</u>	<u>5,450,573</u>	<u>5,253,377</u>
Annual Surplus (Deficit)	<u>204,599</u>	<u>154,179</u>	<u>560,938</u>

PADC Management Company Ltd.
Economic Development
Schedule 5 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2019</u>	<u>2018</u>
Revenue			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	1,219,912	1,219,912	1,219,912
Other sources	4,500	14,295	-
Total Revenue	<u>1,224,412</u>	<u>1,234,207</u>	<u>1,219,912</u>
		1,234,207	-
Expenses			
Salaries and benefits	70,000	75,855	33,222
Consulting fees	-	-	-
CEDO flow-through funds	993,376	994,107	994,090
Travel and vehicle operations	24,000	34,850	20,720
Community consultations	4,000	17,494	5,978
Boards, commissions and coordinator meetings	8,979	600	19,431
Stationary, materials, tools and supplies	1,800	9,067	6,598
Information technology services (Note ??)	960	960	960
Telephone and internet service	1,200	960	1,626
Agricultural development projects	83,500	118,263	89,159
Administration and program management costs (Note 18)	36,597	33,564	48,057
Total Expenses	<u>1,224,412</u>	<u>1,285,720</u>	<u>1,219,841</u>
Annual Surplus (Deficit)	<u>-</u>	<u>(51,514)</u>	<u>71</u>

PADC Management Company Ltd.
Education
Schedule 6 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2018

	<u>Budget</u> <i>(Note 21)</i>	<u>2018</u>	<u>2018</u>
Revenue			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	36,998,927	37,324,164	36,942,883
Public Health Agency Canada	80,946	80,946	80,946
Saskatchewan Indian Institute of Technologies	2,677,500	1,922,334	2,533,556
Northern Lights Community Development Corporation	-	6,000	6,500
Other Sources	213,130	262,881	86,765
Total Revenue	39,970,503	39,596,325	39,650,650
Expenses			
Salaries and benefits	4,160,842	4,267,871	4,247,077
First Nations schools flow-through funding:			
Special Education RMO flow-through funds	16,020,000	16,017,101	16,039,378
First Nations Student Success Plan flow-through	5,862,397	5,861,868	5,862,390
Education New Paths flow-through funds	5,587,670	5,549,611	5,587,669
Schools supplies and learning tools and materials	996,297	949,603	1,085,249
Professional services	1,750,000	1,131,774	1,301,245
Other costs	485,000	477,615	499,045
Travel and vehicle operations	777,416	687,318	816,178
Student allowances, tuition and other expenses	1,865,000	1,762,567	1,810,215
Community consultations	185,000	96,442	232,453
Boards, commissions and coordinator meetings	25,000	124,212	23,701
Stationary, materials, tools and supplies	69,323	210,389	81,685
Community workshops and training	467,190	738,754	444,135
Consultant fees	263,040	236,043	197,121
Facilities, rent, utilities and land use (Note 14)	536,800	438,779	449,947
Professional fees	10,500	-	10,500
Information technology services (Note ??)	49,060	49,192	48,240
Recruitment and relocation	6,000	1,078	777
Community development activities	6,000	24,502	12,974
Other costs	-	227	-
Insurance	3,100	3,630	4,624
Repairs and Maintenance	20,000	10,596	40,314
Elders and cultural activities	9,000	-	2,250
Advertising, promotions and donations	22,000	26,360	24,256
Staff development and functions	14,700	59,009	46,292
Food and kitchen supplies	720	1,550	1,841
Telephone and internet service	45,680	99,451	57,594
Administration and program management costs (Note 18)	712,768	722,840	711,816
Total Expenses	39,950,503	39,548,382	39,638,966
Annual Surplus (Deficit)	20,000	47,943	11,684

PADC Management Company Ltd.
Health and Social Development Contributions
Schedule 7 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2018</u>	<u>2018</u>
Revenue			
Federal Government: (Note 17)			
Health Canada - First Nations and Inuit Health	18,725,499	20,763,564	18,065,469
Public Safety Canada	-	-	59,007
Saskatchewan Indian Institute of Technologies	2,040,000	2,582,136	2,306,676
Federation of Sovereign Indigenous Nations	503,739	503,739	501,832
Other Sources	264,097	485,810	575,284
Total Revenue	<u>21,533,335</u>	<u>24,335,249</u>	<u>21,508,268</u>
Expenses			
Salaries and benefits	7,437,340	7,450,143	7,475,695
First Nations flow-through funding:			
Health transfer funds	1,582,607	1,710,755	1,639,316
Child care initiatives	1,986,000	2,570,455	1,714,053
Health Set contribution funds	1,285,265	1,653,736	1,283,177
Travel and vehicle operations	899,749	1,367,057	938,209
Community consultations	515,521	402,896	461,806
Boards, commissions and coordinator meetings	48,000	4,440	31,106
Stationary, materials, tools and supplies	715,927	479,966	652,686
Community workshops and training	222,278	181,152	224,793
Consultant fees	569,270	879,876	527,556
Amortization of tangible capital assets	213,933	227,861	128,766
Facilities, rent, utilities and land use (Note 14)	713,920	759,831	703,594
Professional fees	518,100	520,022	547,780
Bank charges and interest	9,200	22,857	10,956
Information technology services (Note ??)	94,080	107,356	101,760
Recruitment and relocation	16,700	15,804	17,399
Other costs	15,000	125,318	286,528
Insurance	88,200	166,346	88,908
Repairs and Maintenance	177,896	87,822	166,750
Elders and cultural activities	27,600	130,065	59,768
Advertising, promotions and donations	19,000	14,151	19,102
Staff development and functions	117,139	200,268	117,038
Medical transportation, accommodations and supplies	1,400,000	1,953,857	1,449,958
Facility Construction	300,000	295,431	-
Program Equipment, Materials and Supplies	170,000	166,737	-
Headstart Van Purchase	720,000	708,092	-
Food and kitchen supplies	159,000	223,553	126,721
Telephone and internet service	82,500	85,670	82,808
Administration and program management costs (Note 18)	1,481,906	1,783,998	1,501,156
Total Expenses	<u>21,586,132</u>	<u>24,295,514</u>	<u>20,357,389</u>
Annual Surplus (Deficit)	<u>(52,797)</u>	<u>39,735</u>	<u>1,150,879</u>

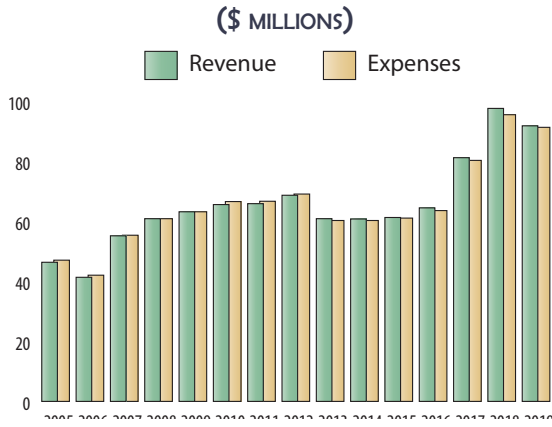
PADC Management Company Ltd.
Infrastructure Services
Schedule 8 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2018</u>	<u>2018</u>
Revenue			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	10,315,575	9,913,420	17,953,919
Canada Mortgage and Housing Corporation	75,000	70,000	78,690
Provincial Government:			
Sask Ministry of Environment	2,020,000	1,898,421	2,021,147
Other Sources	115,000	366,336	109,822
Total Revenue	<u>12,525,575</u>	<u>12,248,178</u>	<u>20,163,578</u>
Expenses			
First Nations flow-through funding:			
Forest Fire Suppression	2,621,500	2,908,410	2,632,701
Fire Smart - Fuel Management	1,440,000	847,131	1,460,406
Maintenance Management Systems	59,000	59,000	59,000
First Nations housing initiative	3,968,776	2,772,654	10,532,643
Salaries and benefits	2,076,940	2,610,019	2,339,412
Travel and vehicle operations	745,000	769,134	748,230
Boards, commissions and coordinator meetings	15,000	10,480	10,273
Community consultations	-	9,344	28,296
Stationary, materials, tools and supplies	392,369	215,806	394,930
Community workshops and training	433,775	688,091	481,779
Consultant fees	106,600	583,101	112,172
Facilities, rent, utilities and land use (Note 14)	145,300	150,002	169,140
Allowance for funding settlements	-	-	842
Information technology services (Note ??)	21,600	22,800	22,800
Environmental remediation projects	-	4,368	93,381
Insurance	2,300	2,605	2,336
Advertising, promotions and donations	-	28,370	25,544
Recruitment and relocation	-	969	644
Staff development and functions	32,700	174,227	52,567
Telephone and internet service	23,600	28,202	22,864
Administration and program management costs (Note 18)	358,377	300,837	983,847
Total Expenses	<u>12,442,837</u>	<u>12,185,549</u>	<u>20,173,807</u>
Annual Surplus (Deficit)	<u>82,738</u>	<u>62,630</u>	<u>(10,229)</u>

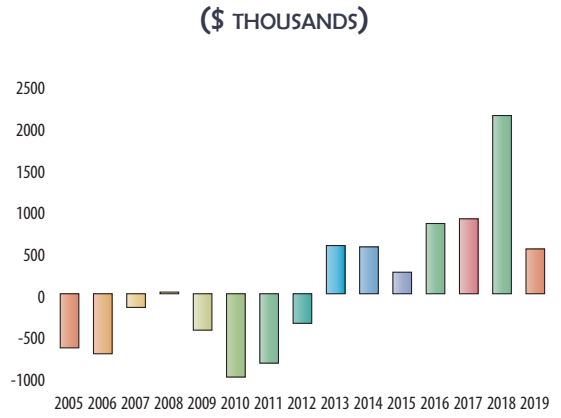
PADC Management Company Ltd.
Justice
Schedule 9 - Consolidated Schedule of Revenue and Expenses
For the year ended March 31, 2019

	<u>Budget</u> <i>(Note 21)</i>	<u>2018</u>	<u>2018</u>
Revenue			
Federal Government: (Note 16)			
Justice Canada	509,727	509,727	509,727
Corrections Services Canada	620,000	671,722	526,938
Provincial Government:			
Sask Ministry of Justice	502,420	483,170	502,482
Sask Ministry of Corrections, Policing and Public Safety	176,480	139,904	176,480
Other Sources	26,000	17,744	33,521
Total Revenue	<u>1,834,627</u>	<u>1,822,268</u>	<u>1,749,147</u>
Expenses			
Salaries and benefits	1,361,010	1,409,984	1,287,757
Travel and vehicle operations	116,175	154,631	121,314
Stationary, materials, tools and supplies	17,747	17,277	14,796
Community workshops and training	2,600	2,020	39,310
Amortization of tangible capital assets	2,964	2,964	3,605
Facilities, rent, utilities and land use (Note 14)	83,950	101,889	84,727
Professional fees	7,200	7,350	14,816
Bank charges and interest	4,000	4,973	2,853
Information technology services (Note ??)	13,920	19,200	19,200
Recruitment and relocation	1,200	552	1,056
Other costs	20,000	15,998	23,339
Insurance	6,000	6,790	6,425
Repairs and Maintenance	7,200	3,548	9,262
Elders and cultural activities	42,600	35,679	29,060
Staff development and functions	600	2,634	3,913
Food and kitchen supplies	36,000	37,625	36,649
Telephone and internet service	11,929	21,299	30,452
Client activities and supplies	24,000	27,188	25,085
Administration and program management costs (Note 18)	77,296	54,400	77,354
Total Expenses	<u>1,836,391</u>	<u>1,926,000</u>	<u>1,830,975</u>
Annual Surplus (Deficit)	<u>(1,764)</u>	<u>(103,733)</u>	<u>(81,827)</u>

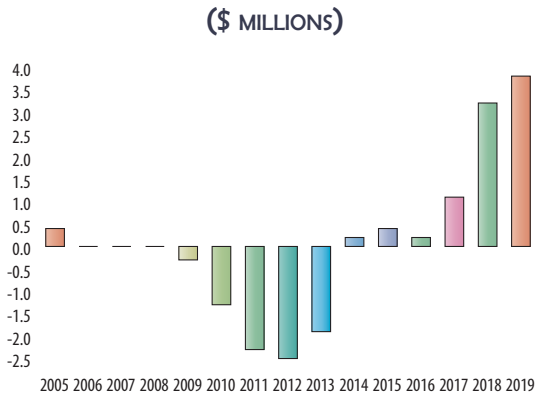
REVENUES AND EXPENSES*



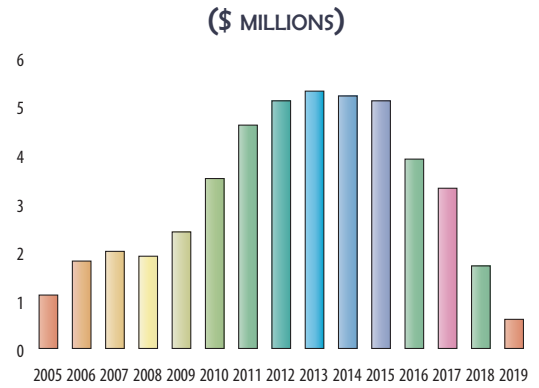
ANNUAL SURPLUS (DEFICIT)*



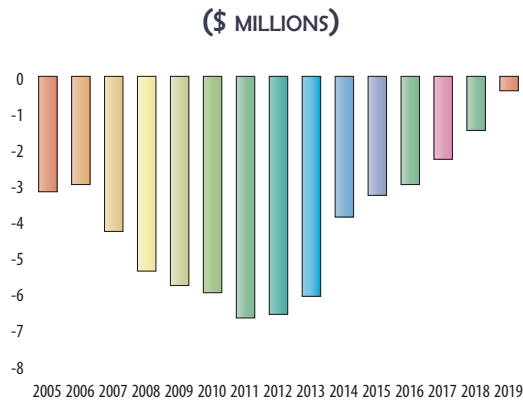
ACCUMULATED SURPLUS (DEFICIT)*



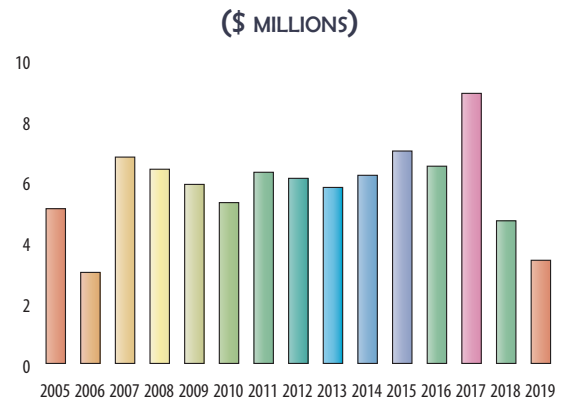
UNRESTRICTED DEFICIT*



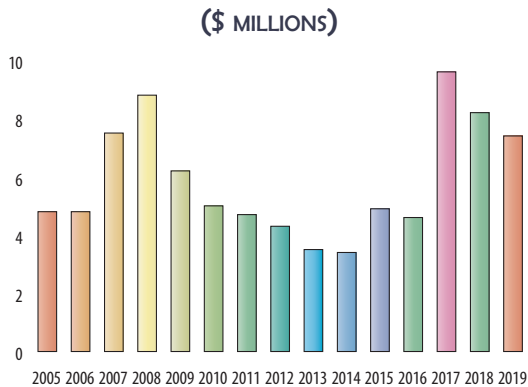
NET DEBT*



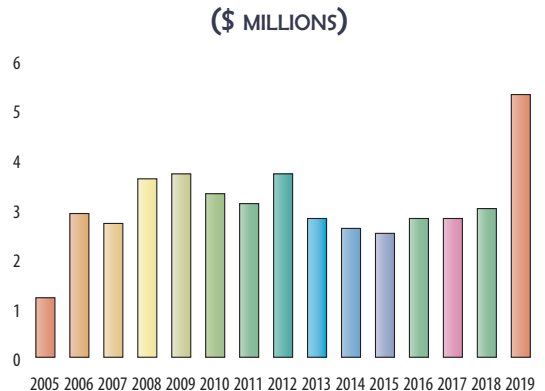
BANK INDEBTEDNESS*



ACCOUNTS RECEIVABLE*

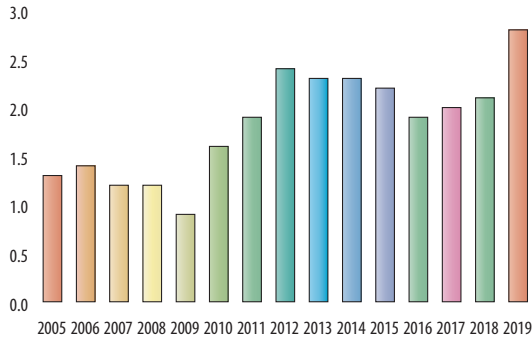


ACCOUNTS PAYABLE AND ACCRUED LIABILITIES*



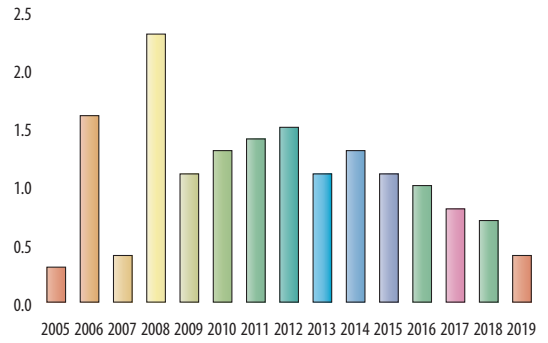
DUE FROM MEMBER FIRST NATIONS*

(\$ MILLIONS)



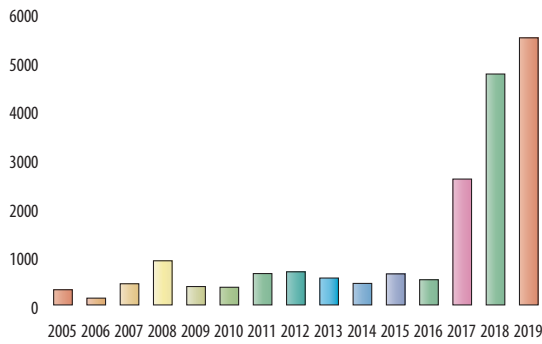
DUE TO MEMBER FIRST NATIONS*

(\$ MILLIONS)



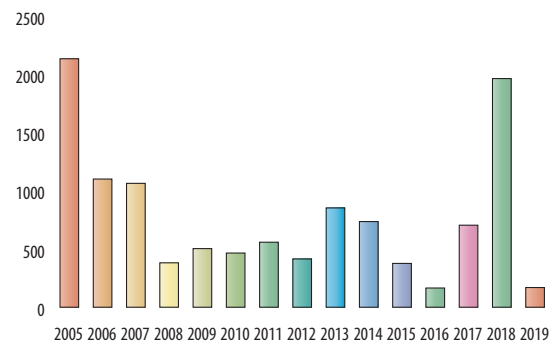
DEFERRED REVENUE*

(\$ THOUSANDS)



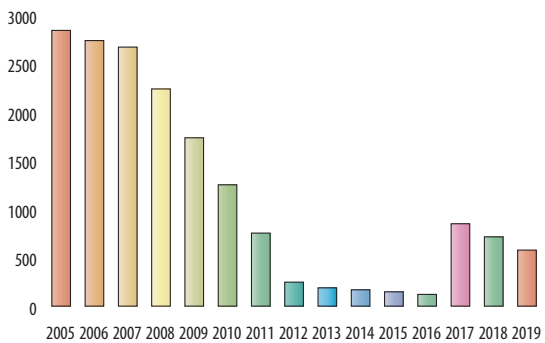
PURCHASE OF TANGIBLE CAPITAL ASSETS*

(\$ THOUSANDS)



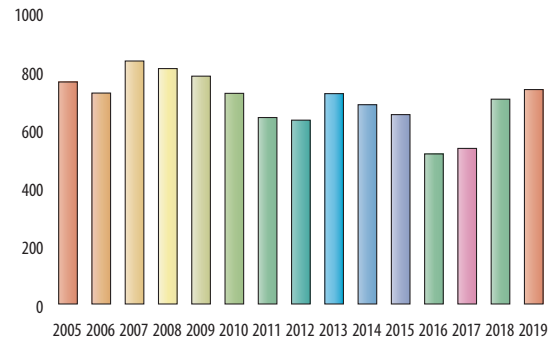
LONG TERM DEBT*

(\$ THOUSANDS)



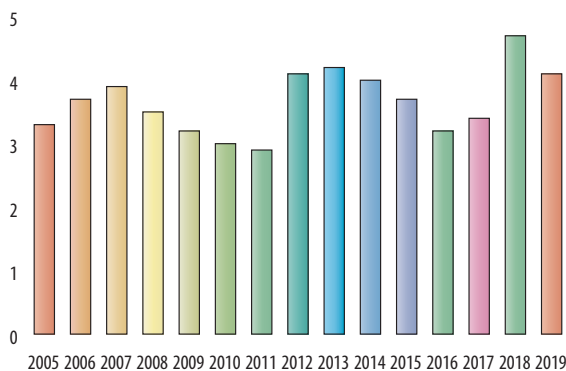
AMORTIZATION OF TANGIBLE CAPITAL ASSETS*

(\$ THOUSANDS)



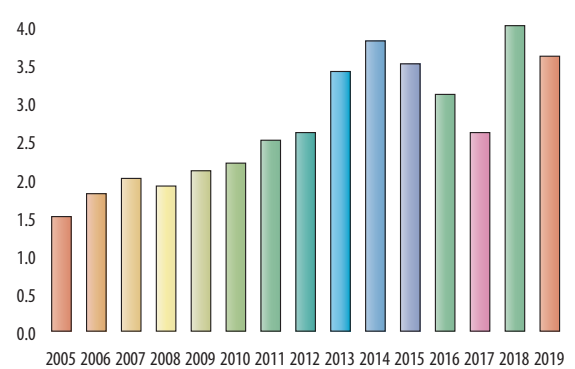
TANGIBLE CAPITAL ASSETS*

(\$ MILLIONS)



EQUITY IN TANGIBLE CAPITAL ASSETS*

(\$ MILLIONS)



PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 1

For the year ended March 31, 2019

	First Nations Government	Women's Commission	Tribal Council Funding	Treaty Defence	IT Services	NL Community Dev Corp
Revenue						
Indigenous Services Canada	3,417,395		500,000		252,403	
Program Management Costs and Fees	426,086					
Facility and Vehicle Rentals	1,250	50,213				419,649
Northern Lights CDC	977,565	85,183		179,735	652,918	
Other Sources	100,044	100,044				
Transfers To (From)						
Total Revenue	4,922,340	235,439	500,000	179,735	905,320	419,649
Expenses						
Chiefs, Boards and Commissions Meetings	199,105	100,353				
Annual Assembly	372,926					
AFN and FSIN Assemblies	281,489					
Sector Meetings and Per Diems	214,504					
Contributions to Chiefs' Salary	427,697			10,973		
Community Consultations, Workshops and Training	52,282					
PAGC Tribune	45,150					
Stationary, Supplies, Printing, Postage and Rentals	77,067	958			313,529	
Telephone	30,610	3,000			39,765	3,626
Office Rental, Utilities and Land Use	248,710	41,803			38,963	37,419
Other Costs	45,160				-	
Audit, Legal and Consulting Fees	110,584			32,047		
Elders and cultural activities	46,254					
Staff Development and Events	12,034				7,266	
Awards, Donations, Advertising, and Promotions	474,795	1,475				
Travel, Staff Development and Events	459,081	29,520			18,454	
Salaries and Benefits	960,907	3,437	500,007		386,124	330,085
Bank Charges and Interest	98,492					
Recruitment and Relocation	5,997					
Community events and sponsorships	90,121	50,937				
Municipal Taxes	200,346					
Insurance	(24,802)					2,485
Repairs and Maintenance	80,903					224
Sports and Recreation	37,023	19,404				
IT Services	20,640					3,600
Total Expenses	4,567,072	250,888	500,007	43,020	806,810	374,730
Annual Surplus (Deficit)	355,268	(15,448)	(7)	136,716	98,511	44,919

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 2

For the year ended March 31, 2019

	Education Second Level Services	Special Education Indirect Services	Special Education Direct Services	Education New Paths	Education FNSSP	Education School Evaluations
Revenue						
Indigenous Services Canada	1,147,552	2,096,680	16,882,527	7,722,715	8,816,902	159,882
Other Sources	40,975					(145,554)
Total Revenue	1,188,527	2,096,680	16,882,527	7,722,715	8,816,902	14,328
Expenses						
FN Schools Flow-Through Funding			15,886,401	5,549,611	6,109,100	
Focus Groups, Workshops and Training	125,692	172,449	1,786	384,001	208,547	
Education Professional Services	3,307	51,052	771,865	315,637	144,937	14,328
School Equipment, Resource Materials and Supplies	16,900	34,765	68,388	191,121	241,948	
Stationary, Supplies, Printing, Postage and Rentals	54,786	22,757		201,449	22,247	
Telephone	12,511	12,761		8,547	80	
Office Rental, Insurance and Utilities	57,937	73,426		62,121	57,251	
Elders and cultural activities						
Fine Arts and Language Festivals, Community Events	82,682				46,694	
Advertising, Promotions and Donations	26,360					
Staff Travel	95,596	169,856	555	110,827	122,898	
Staff Development and Events	20,493			6,959		
Salaries and Employee Benefits	387,456	1,027,668	111,525	687,989	1,368,361	
Recruitment and Relocation	118			218		
Community events and sponsorships						
School connectivity	430,922			38,135		
Repairs and Maintenance	5,316					
Equipment Purchases		16,233		58,012	4,154	
Insurance	2,485	541				
Vehicle Operations	31,670	1,286				
Other Costs						
Administration	179,472	119,832	40,608	77,218	92,498	
Information Technology Services	8,640	14,400	1,440	7,412	5,900	
Total Expenses	1,542,344	1,717,025	16,882,568	7,699,257	8,424,615	14,328
Annual Surplus (Deficit)	(353,817)	379,655	(41)	23,458	392,287	-

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 3

For the year ended March 31, 2019	Community Justice	Alternative Measures	Courtworkers	Sandy Bay Alternative Meas.	Family Violence Coordinator	Spiritual Healing Lodge
Revenue						
Saskatchewan Justice	368,496	178,324	77,051	30,100	5,823	
Justice Canada	447,549	36,628		25,500		
Corrections Services Canada						671,722
Other Sources			-		12,964	1,374
Total Revenue	816,045	214,952	77,051	55,600	18,787	673,096
Expenses						
Training	2,020	1,891				
Elders Services and Supplies	575	400		300		34,704
Salaries and Benefits	623,741	177,870	64,931	36,834	21,975	459,721
Travel	99,170	7,502	5,617	12,956	450	12,300
Staff Development and Workshops						743
Recruitment and Relocation	552					
Materials, Supplies and Equipment	5,578	1,757	497	1,261		9,580
Professional Fees						
Telephone	2	12,228	1,632		450	6,986
Recreation and Cultural Activities						
Food and Kitchen Supplies		1,098				36,527
Laundry, Linen and Janitorial						
Insurance						6,500
Office Rent and Utilities	32,194				4,260	1,435
Relatives Allowance and Supplies						27,172
Bank Charges and Interest						4,973
Vehicle Operations						17,608
Maintenance, Repairs and Renovations						57,640
Water, Sewer and Land Use						24,000
Intranet/IT Services	11,520	5,760	-	960		
Administration	40,400	6,358	4,300	3,343		
Purchased Services	290					15,998
Casual Wages						10,954
Total Expenses	816,042	214,863	76,977	55,655	55,047	699,888
Annual Surplus(Deficit)	3	89	75	(55)	(36,260)	(26,792)

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 4

For the year ended March 31, 2019

	Forestry	Forest Fire Fire Smart	Landfill Remediation	Women's Comm. Daycare	Sports, Culture & Recreation	Jordan's Principle
Revenue						
Indigenous Services Canada	1,362,075	1,130,000	552,000			455,493
Saskatchewan Environment	1,898,421					
Saskatchewan Education				246,777		
Saskatchewan Social Services				157,544		
Sask. Lotteries/Sports Council					132,900	
Northern Lights CDC				5,000	155,125	
First Nations Trust					128,637	
Fees and Other Sources				117,608	437,746	
Total Revenue	3,260,496	1,130,000	552,000	526,930	854,408	455,493
Expenses						
First Nations Fire Crews	2,694,733	853,764				
Equipment, Tools and Supplies	101,648	77,794				
Fire Crew Travel	11,102	5,585				
Community Training and Workshops	213,597	187,921				
Contractor Services	-	-	490,325		40,769	455,493
First Nations Education Programming					237,957	
Sports Development, Cultural Activities and Tournaments					188,245	
Sask FN Summer/Winter Games					16,095	
Coordinator Meetings				85		
Salaries and Benefits	126,749	5,000		440,347	174,560	
Travel	47,581	-		3,465	38,565	
Materials and Supplies	2,930			5,627	31,114	
Telephone	4,298			5,186	2,944	
Professional Fees	-			5,100	-	
Insurance				2,485		
Food and Kitchen Supplies				22,016		
Renovations, Repairs and Maintenance				6,275		
Laundry and Janitorial				4,478		
Childrens Activities and Supplies				34,665		
Office/Facility Rental and Utilities	24,600			61,149	98,891	
Intranet/IT Services	2,400			1,200	4,320	
Administration	31,200	-	61,617	-		
	3,260,839	1,130,064	551,942	592,078	833,459	455,493
Annual Surplus(Deficit)	(342)	(64)	58	(65,148)	20,949	-

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 5

For the year ended March 31, 2019	Urban Services	Urban CAPC	Gambling Additions	Post-Secondary Education	Summer Student Employment	Economic Development
Revenue						
Indigenous Services Canada	-	-	-	-	42,413	1,219,912
Public Health Agency Canada	-	80,946	-	-	-	-
Correctional Services Canada	23,834	-	-	-	-	-
Saskatchewan Indian Institute of Technology	1,185,040	-	503,739	890,400	-	-
Federation of Sovereign Indigenous Nations	-	-	-	-	-	-
Other Sources	186,363	-	5,405	869	-	14,295
Total Revenue	1,395,237	80,946	509,144	891,269	42,413	1,234,207
Expenses						
Ec Dev CEDO Flow-Through Funds	-	-	-	-	-	1,107,719
Coordinator Meetings	1,243	-	1,095	-	-	18,394
Salaries and Benefits	391,904	47,911	299,316	110,068	42,413	76,367
Travel	45,494	4,752	5,932	27,453	-	38,689
Materials and Supplies	17,359	5,776	25,936	3,431	-	9,067
Telephone	14,124	4,148	1,402	1,991	-	960
Professional Fees	9,050	-	6,000	-	-	-
Elders	-	-	674	-	-	-
Insurance	604	-	2,485	-	-	-
Food and Kitchen Supplies	-	-	10,263	-	-	-
Renovations, Repairs and Maintenance	-	-	668	-	-	-
Laundry and Janitorial	-	-	-	-	-	-
Vehicle Operations	-	-	1,853	-	-	-
Office/Facility Rental and Utilities	46,142	12,808	87,373	-	-	-
Student Allowances	298,779	-	-	-	-	-
Tuition and Training Costs	289,908	-	-	720,632	-	-
Student Materials	58,433	-	-	-	-	-
Student Travel	12,134	-	-	-	-	-
Summer Student Employment	-	-	-	-	-	-
Kids First Program	75,760	-	-	-	-	-
Driver Safety Training	73,336	-	-	-	-	-
Community Restorative Justice	42,744	-	-	-	-	-
Equipment Purchases	579	-	2,454	1,777	-	-
Intranet/IT Services	4,320	960	5,760	1,440	-	960
Total Expenses	1,381,913	76,355	451,211	866,792	42,413	1,252,157
Annual Surplus(Deficit)	13,324	4,591	57,934	24,477	(0)	(17,950)

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 6

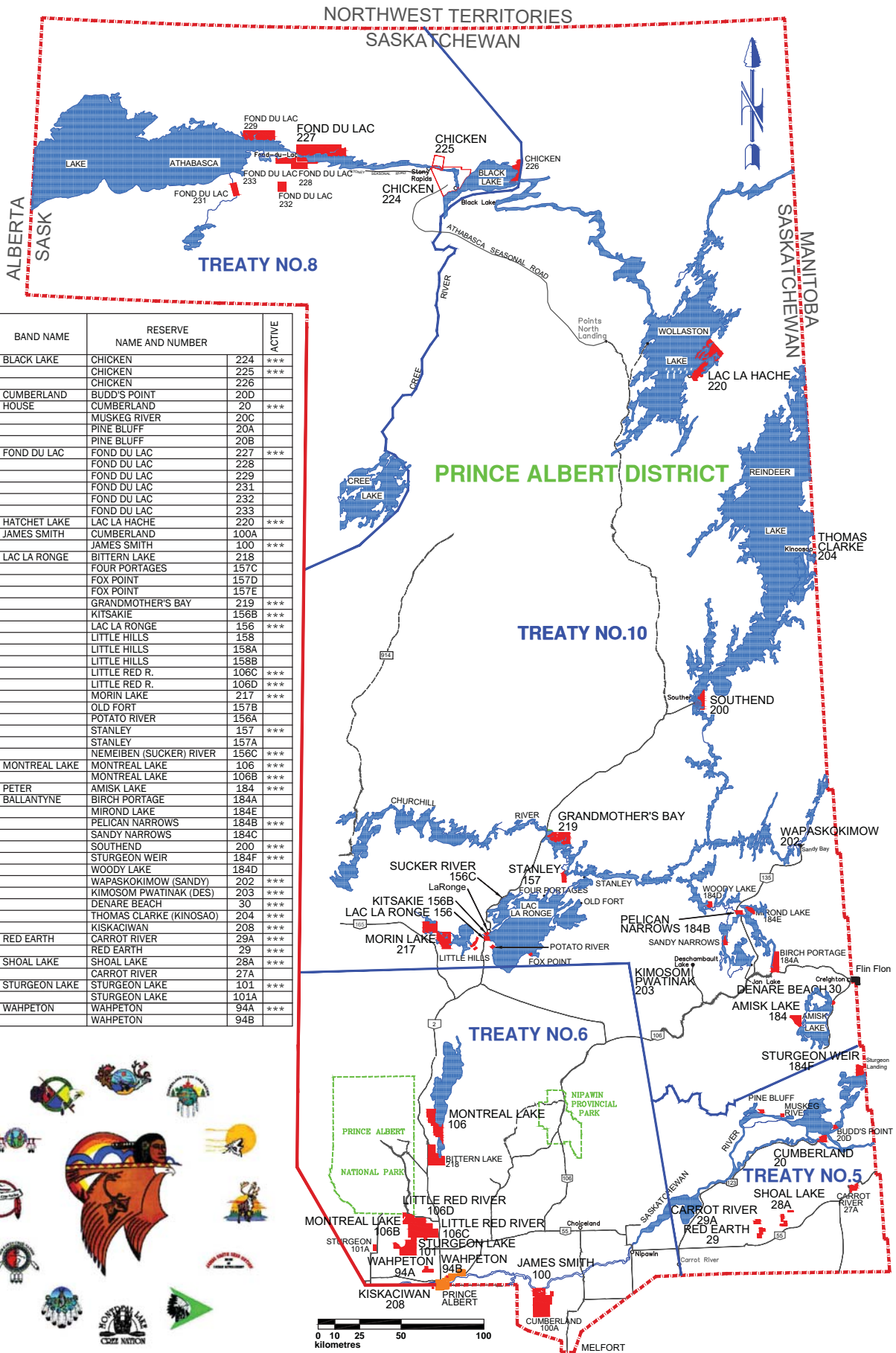
For the year ended March 31, 2019

	Health Transfer	Child Care & Education Centre	Sprucelodge Boarding Home	Sakwatamo Lodge Capital	FN Housing Initiative	Band Employee Benefits
Revenue						
Indigenous Services Canada				3,968,776		279,890
Health Canada - FNIH	9,482,105		3,202,706			
First Nations Child and Family Services Agencies		778,919				
Saskatchewan Social Services		3,181,845				
Other Sources/Deferred Funding	86,400	42,687	7,095	(1,177,915)		
Total Revenue	9,568,505	4,003,451	3,209,801	-	2,790,862	279,890
Expenses						
Sakwatamo Lodge	1,003,100					
Direct Management Costs	1,745,750					
Clinical Care Nursing	2,381,425					
Environmental Health	1,097,981					
Facilities Operations and Maintenance	389,798					
NNADAP Addictions Prevention	1,381,360					
Youth Suicide Prevention	96,381					
Sexual Wellness	180,898					
Operations and Maintenance	1,276,969					
Medical Transportation					834,901	
Patient Accommodations and Meals					1,398,087	
Salaries and Benefits		2,450,686			612,560	279,890
Travel and Vehicle Operations		135,861			6,073	
Materials and Supplies		100,859			16,299	
Telephone		18,103			2,740	
Professional Service / Contractor Payments		18,600			-	
Bank Charges		2,992			1,370	
Insurance		10,685			2,485	
Food and Kitchen Supplies		123,064			89,249	
Renovations, Repairs and Maintenance		105,214			-	
Laundry and Janitorial					20,688	
Office/Facility Rental and Utilities		388,127			79,800	
Student Allowance, Activities and Supplies		92,699				
Intranet/IT Services		3,600			12,960	
Administration		375,000			131,903	
	9,553,661	3,825,492	3,209,113	-	2,790,862	279,890
Annual Surplus(Deficit)	14,844	177,960	688	-	(0)	(0)

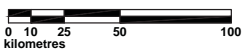
PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS

Schedule 7

For the year ended March 31, 2019	Health & Social Development	Engineering & Tech Services
Revenue		
Indigenous Services Canada		4,025,569
Health Canada - FNIHB Contributions	8,906,026	
Sask. Indian Institute of Technologies	-	
Other Sources	-	
Deferred Revenue/Refundable to Funding Agency	173,562	341,337
Total Revenue	9,079,588	4,366,906
Expenses		
Homecare Nursing	1,382,165	
First Nations Childcare Initiative	2,715,380	
Diabetes Program	417,365	
Dental Therapy	1,037,790	
Headstart	2,036,167	
Maternal Child Health	401,595	
Security, Threat and Risk	105,020	
Residential School Project	359,383	
E-Health Project	46,128	
Jordan's Principle	135,731	
Other Costs	349,177	
Capital Capacity Development		451,561
Asset Condition Reporting		442,034
Maintenance Management Systems		347,148
Facility Management Training		403,913
Water/Wastewater Circuit Rider Training		478,365
Housing Fire and Safety Inspections		271,017
Fire Prevention		49,349
Fire Prevention Circuit Rider Training		444,914
Emergency Management Services Training		952,629
Housing Circuit Rider Training		232,027
CIAS Database		37,456
Emergency Management Services Forum		188,182
Circuit Rider CEU Training		46,885
Firefighter Competitions		21,481
Total Expenses	8,985,901	4,366,961
Annual Surplus (Deficit)	93,687	(55)



F.N. NO.	BAND NAME	RESERVE NAME AND NUMBER	ACTIVE
359	BLACK LAKE	CHICKEN 224	***
		CHICKEN 225	***
		CHICKEN 226	***
350	CUMBERLAND HOUSE	BUDD'S POINT 20D	***
		CUMBERLAND 20	***
		MUSKEG RIVER 20C	
		PINE BLUFF 20A	
		PINE BLUFF 20B	
351	FOND DU LAC	FOND DU LAC 227	***
		FOND DU LAC 228	***
		FOND DU LAC 229	***
		FOND DU LAC 231	***
		FOND DU LAC 232	***
		FOND DU LAC 233	***
352	HATCHET LAKE	LAC LA HACHE 220	***
370	JAMES SMITH	CUMBERLAND 100A	***
		JAMES SMITH 100	***
353	LAC LA RONGE	BITTERN LAKE 218	***
		FOUR PORTAGES 157C	***
		FOX POINT 157D	***
		FOX POINT 157E	***
		GRANDMOTHER'S BAY 219	***
		KITSAKIE 156B	***
		LAC LA RONGE 156	***
		LITTLE HILLS 158	***
		LITTLE HILLS 158A	***
		LITTLE HILLS 158B	***
		LITTLE RED R. 106C	***
		LITTLE RED R. 106D	***
		MORIN LAKE 217	***
		OLD FORT 157B	***
		POTATO RIVER 156A	***
		STANLEY 157	***
		STANLEY 157A	***
		NEMEIBEN (SUCKER) RIVER 156C	***
354	MONTREAL LAKE	MONTREAL LAKE 106	***
		MONTREAL LAKE 106B	***
355	PETER BALLANTYNE	AMISK LAKE 184	***
		BIRCH PORTAGE 184A	***
		MIROND LAKE 184E	***
		PELICAN NARROWS 184B	***
		SANDY NARROWS 184C	***
		SOUTHEND 200	***
		STURGEON WEIR 184F	***
		WOODY LAKE 184D	***
		WAPASKOKIMOW (SANDY) 202	***
		KIMOSOM PWATINAK (DES) 203	***
		DENARE BEACH 30	***
		THOMAS CLARKE (KINOSAO) 204	***
356	RED EARTH	KISKACIWAN 208	***
		CARROT RIVER 29A	***
		RED EARTH 29	***
357	SHOAL LAKE	SHOAL LAKE 28A	***
		CARROT RIVER 27A	***
360	STURGEON LAKE	STURGEON LAKE 101A	***
358	WAHPETON	WAHPETON 94A	***
		WAHPETON 94B	***





Black lake
Denesuline First Nation



Cumberland House
Cree Nation



Fond Du Lac
Denesuline Nation



Hatchet Lake
Denesuline Nation



James Smith
Cree Nation



Lac La Ronge
Indian Band



Montreal Lake
Cree Nation



Peter Ballantyne
Cree Nation



Red Earth
Cree Nation



Shoal Lake
Cree Nation



Sturgeon Lake
First Nation



Wahpeton
Dakota Nation



Prince Albert Grand Council

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