



# PRINCE ALBERT GRAND COUNCIL



CELEBRATING OUR CULTURE AND TRADITIONS

ANNUAL  
REPORT

20  
23



# 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**

P.O. Box 2350  
Prince Albert, SK S6V 6Z1  
Ph: 953-7405 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 7G3  
Tel: 953-7210 Fax: 763-1270

## **Education**

Chief Joseph Custer Reserve #201  
2300 - 10th Ave West, Cottage 11  
P.O. Box 2770  
Prince Albert, SK S6V 6K1  
Tel: 953-7290 Fax: 922-3270

## **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

## **Forestry & Saskatchewan First Nations Emergency Services**

Chief Joseph Custer Reserve #201  
2300 - 10th Ave West, Cottage 11  
P.O. Box 2350  
Prince Albert, SK S6V 6Z1  
Tel: 953-7290 Fax: 922-3270

## **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  
P.O. Box 2350  
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

## **Justice Unit**

77B-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  
P.O. Box 2350  
Prince Albert, SK S6V 6Z1  
Tel: 765-5308 Fax: 763-0838

## **Personnel & Finance**

2300-10th Avenue West, 2nd Floor  
P.O. Box 2350  
Prince Albert, SK S6V 6Z1  
Tel: 953-7200 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**

150 34 Street West  
P.O. Box 2350  
Prince Albert, SK S6V 8E9  
Tel: 953-1590 Fax: 922-2502

## **Urban Services**

1211 1st Ave West  
P.O. Box 2350  
Prince Albert, SK S6V 4Y8  
Tel: 765-5300 Fax: 922-5544

## **Sports, Culture & Recreation**

1211 1st Ave West  
P.O. Box 2350  
Prince Albert, SK S6V 4Y8  
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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# TRIBUTES

## MAY YOU REST IN PEACE



**BENJAMIN "EARL" WADITIKA**

JUNE 2, 1969 - SEPTEMBER 1, 2023

Valued board member for interviews with PAGC. Lovingly remembered by his wife Rose, mother Helen, children, friends and family.



**MICHAEL CHARLES**

SEPTEMBER 26, 1964 - MAY 25, 2022

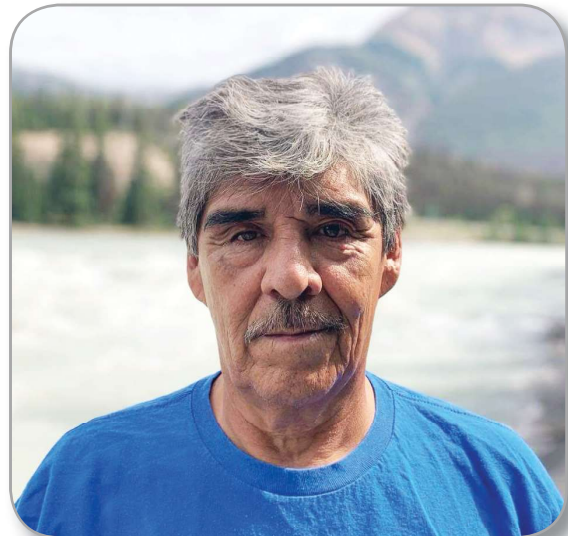
Longtime employee with PAGC Housing & Technical Services. Lovingly remembered by all his family and friends.



**CALVIN BIRD**

MARCH 10, 1963 - MARCH 14, 2023

Former employee with Housing & tech services. Fondly remembered by his companion Cindy and all his friends & family.



**DONALD PERRY BURNS**

FEBRUARY 1, 1962 - JUNE 19, 2023

Former employee with Men's healing Lodge. Lovingly missed by wife Kavia and Kids. As well as his large loving family and friends.



## SHIRLEY BIGHEAD

SEPTEMBER 6, 1956 - JULY 19, 2023

Shirley Bighead was a Cree First Nation woman from the Sturgeon Lake First Nation. She was and is still very respected throughout the country. She held the position of Director of health for the Sturgeon Lake health center for 32 years. It was her honor to be the only director that Sturgeon Lake had ever had. Her work involved not only health, but child and family services as well. She had been very involved in developing a national pro forma health agreement to guide the distribution of health funds to First Nations during this time. While involved with the Board of directors for NASC child and family services she was part of developing a national agreement that was known as the Sturgeon Lake Wahpeton model.

Shirley has held a number of positions in the Health and social fields. She chaired the PAGC health directors working group for many years. She was also a member of the Parkland Regional Health Authority board of directors for three and a half years, as well as the chair for the white buffalo youth inhalant solvent abuse treatment center board of directors for 10 years. She was considered instrumental in the development of that agency. She also served as chair for the Sturgeon Lake Child and family services board of directors for 10 years. Shirley assisted in the negotiation of a process called Birth Alert. This process called a birth alert if a baby was born to a mother struggling with different challenges, Sturgeon Lake Child and family services was notified. They would get involved and work proactively with mother and baby to ensure they stayed together as a family. Shirley had been married to Craig Bighead for 50 years. Together they raised daughter Stacey and son David who blessed them with 5 grandchildren and 3 great grandchildren. Proud daughter of David and Grace Ahenakew.

Missed by many across the country, she would say "work is important but family is everything."



# PAGC FIRST NATION CHIEFS



LAC LA RONGE INDIAN BAND



CHIEF  
TAMMY COOK-SEARSON



CHIEF  
JOYCE NAYTOWHOW-MCLEOD



CHIEF  
KAREN BIRD



CHIEF  
RENE CHABOYER



CHIEF  
FABIAN HEAD



CHIEF  
MARCEL HEAD



**JAMES SMITH CREE NATION**  
HOME  
OF  
INDIAN GOVERNMENT



WAHPETON DAKOTA NATION



CHIEF  
WALLY BURNS



CHIEF  
CHRISTINE LONGJOHN



CHIEF  
JOHN WADITAKA



CHIEF  
COREEN SAYAZIE



CHIEF  
KEVIN MERCREDI



CHIEF  
BARTHOLOMEW J. TSANNIE



BLACK LAKE DENESULINE  
FIRST NATION



FOND DU LAC DENESULINE  
FIRST NATION



HATCHET LAKE DENESULINE  
FIRST NATION



# GRAND CHIEF BRIAN HARDLLOTTE

Tansi, Edlanate, Washte and Hello:

I'm blessed to have been in this position. I want to thank the Prince Albert Grand Council (PAGC) communities for having the faith in me to lead this great organization.

It is a challenging position and I thank the Creator for the strength and ability to carry all the responsibilities given to me. It is a pleasure to work with you and it is a pleasure to so clearly hear a women's perspective at our Council Chamber. We have five women Chiefs!

We faced many challenges this last term, but we stood firm and moved forward despite having to recover from the consequences of covid-19. We are still feeling the effects.

We are a people who love to celebrate, honor and respect our accomplishments and events. Yet at times we need to mourn and grieve. The events that cause us to mourn, grieve and be sad are at times totally unexpected and can be horrific. The First Nations of James Smith, Chakastaypasin and Peter Chapman found themselves

in such a situation. The other eleven First Nations of PAGC, indeed all of Canada were shocked by the incident. Everyone prayed for the many people affected by the traumatic incident. All the members affected, there were so many, were strong, resilient and fearless!

At PAGC continue to work on many issues on behalf of our communities. Community safety has always been paramount and certain incidents have made that very clear. One of the greatest wishes of our communities is to administer a "stand alone" police force and associated justice system. We will provide as much support and development for our First Nations to make this a reality.

Climate change is here, and we must be ready for it. We must be prepared to respond to its effects. Our people still live on the land and see and experience the changes in the climate every day of their lives. Climate change not only affects the environment but our way of life as well.

The Treaty Rights to Shelter and Health are connected. The wellness of our people depend on proper, available







housing along with proper health care. We have clearly pointed this out to the government but still we face the consequences of inadequate housing and poor health care.

Our homes, our businesses, our communities and lives depend upon power. We don't want continuous black and brown outs and sure do not want to pay the incredibly high price that Sask Power feels we should pay. We will continue to work towards solutions. Our First Nations along with PAGC are looking to develop our own sources of power generation.

We've been building the same house with the same design for the last fifty years. We need to embrace new technologies to improve our houses and use designs and material that will make them affordable and be heat efficient.

These are only a few of the challenges our people face. We have ensured first and foremost that the First Nations we serve are supported. If we are asked to lead, then we will alongside with you.

We have so many opportunities. Together we can take hold of these opportunities and grow our people and our communities.

Marsi Cho, Ninaskonim, Pidamaya and Take Care.





# VICE CHIEF JOSEPH TSANNIE

## EMPOWERING OUR COMMUNITIES THROUGH UNITY

As we reflect on the year 2022, I am honored to share with you some of the progress we have made in our journey toward stronger, more resilient communities. The core principle that guided our efforts throughout this year was the power of unity among our First Nations.

Throughout my terms at PAGC, I have witnessed firsthand the incredible achievements that become possible when communities join forces. Our strength lies in coming together, pooling our resources, knowledge, and expertise to achieve common goals.

In addressing the pressing issue of the TB outbreak in the Far North, for example, we secured an estimated \$1.7 million in funding for additional housing for the 3 Athabasca Communities over the next three years. This underscores the critical importance of quality healthcare, affordable food, proper nutrition, and access to quality housing for the well-being of our communities.

Our commitment to community safety remains high as we continue our preparation for community engagement with all stakeholders in the feasibility study that will outline options to help navigate a path forward on policing. Planning has been exemplified through the tireless efforts of the Public Safety Implementation Team (PSIT). The recent Braiding Knowledge for Safe Communities Gathering was an unprecedented collaboration among professionals from across Canada where we strategized towards safer communities. Finalizing guiding documents and introducing strategic implementation to our communities are the next steps in this ongoing journey.

The Gunnar Project, a cleanup initiative led by the Saskatchewan Research Council in the Far North, has nearly reached completion after several years. PAGC remains committed to our role in ensuring the continued success of this project, which brings economic and environmental benefits to our local First Nations communities.





Providing policy and administrative guidance to the board, particularly regarding reconciliation and the use of Traditional Knowledge (TK); and improving communication and awareness through the creation of a regular “Bulletin” to share progress with Indigenous communities and local newspapers across the basin. The TKSP Committee anticipates a productive year ahead and aims to better communicate the MRBB’s important work across the basin.

In conclusion, I want to express my profound gratitude for the support and dedication of our communities, partners, and staff throughout the year. These projects demonstrate our ongoing commitment to our communities, but they are by no means the limits of the impactful work we have accomplished throughout the year. Together, we have made significant strides in empowering our members, fostering collaboration, and building a brighter future for all. As we look ahead, let us continue to work together, for it is in unity that our strength truly shines.

The Mackenzie River Basin Board Traditional Knowledge and Strengthening Partnerships (TKSP) Committee had a focused and productive year. Significant accomplishments were made in developing a work plan; contributing significantly to the State of the Aquatic Ecosystem Report (SOAER); participating in an advisory process related to the Transboundary Watershed Agreement’s Traditional Knowledge Framework; and identifying key areas of focus for the coming year, including:





# VICE CHIEF CHRIS JOBB

Another year has ended and the work Carry's on. I strongly believe that all the work we do and all we've achieved must be the legacy for the next generation to carry on, in sort, we are aiming at making sure this work is carried over.

This job is a leadership position and as leaders we are constantly demanded to support the PAGC communities and make community development a priority.

Funding for projects continues to be a priority for PAGC many of the projects, by majority are in the areas of climate change. We continue to apply for project-based funding from federal departments for our 28 communities and 12 First Nations.

## MENTAL HEALTH

Mental health is alive withing our communities. The solutions are within us and our communities need to play a role in getting our people healthy and getting back our health. The land has always been our healer in the not-too-distant past. We need to go back to the land and find land-based solutions.

## EDUCATION

We have in us the knowledge that has been passed down to us by our ancestors to ensure our survival in an ever-changing world. Modern education with a blend of indigenious knowledge is the way to go for our youth. The two knowledge systems are equally important in today's world as we transfer into a new generation. Education is no longer about the western knowledge system our ancient knowledge system is now braided into a new world of educational opportunities.





## ECONOMIC SELF-SUFFICIENCY

Our economic self-sufficiency has been derailed since the birth of the Indian Act. This Act has given us poverty and prosperity has been made to be out of reach for many of our nations. This has been a challenge since that day of the enactment of the Indian Act. It purposely kept us from pursuing wealth and prosperity. We are now faced with a new challenged and that's to break the chains that bind us and get into the global economy and be a player in local, regional, provincial, and national economies.

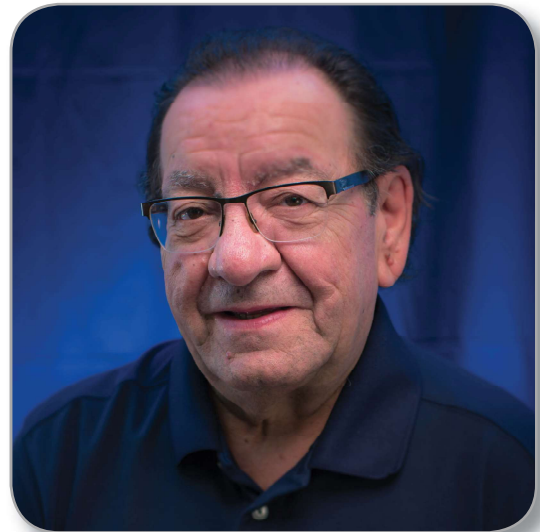
If Canada wants the world to invest on our ancestral lands, then we must be included, not sidelined while other nations prosper from our land. Certainty to invest in Canada by foreign must accompany treaty recognition. Canada has illegally played house with our natural resources and turn a blind eye on the original title holders of the lands and resources, lets take over this space that the creator made us stewards of and begin building our nation to be great once again.

Together as Nations, we can take back our lands and resources and built true wealth for our people.





# EXECUTIVE DIRECTOR



It's wonderful to reflect on the past year and the spirit of celebration and resilience within the Prince Albert Grand Council and the twelve First Nations we serve. It's clear that despite the challenges brought about by the covid 19 pandemic, we found ways to adapt and thrive.

The emphasis on finding new ways of operating and thinking is a testament to PAGC's commitment to growth and improvement. Our dedication to delivering services efficiently and respectfully, while actively seeking your feedback and areas for improvement, is appreciated.

The resurgence of community celebrations, sports, culture, and recreation activities is a positive sign of healing and reconnection after a challenging period. We are grateful for the opportunity to serve the membership and leadership of the Nations.

We pray for the work we do to make a meaningful difference and bring benefit and friendship to all those we serve. PAGC is deeply committed to the well-being and prosperity of the community. May the coming year continue to bring opportunities for growth, healing, and joy to the Prince Albert Grand Council and the twelve First Nations it represents.



# PROGRAM DIRECTORS



## BACK ROW

PENNY CONSTANT, HEALTH & SOCIAL DEVELOPMENT  
LOUISE NADEAU, CHILD CARE & EDUCATION CENTRE  
GEOFF DESPINS, URBAN SERVICES  
EDWARD MIRASTY, EDUCATION  
CLIFF BUETTNER, FORESTRY & EMERGENCY PROTECTIVE SERVICES  
AL DUCHARME, EXECUTIVE DIRECTOR  
FRANK BIGHEAD, HOUSING AND TECHNICAL SERVICES  
RUTH JOBB, HUMAN RESOURCES  
JOAN BRELAND, HOLISTIC WELLNESS  
CORRINE FIDDLER, SPRUCE LODGE  
MIKE WELLS, IT SERVICES

## MIDDLE ROW

CAROL CONNOLLY, SPIRITUAL HEALING LODGE  
LEONA SORENSON, CHILD CARE & EDUCATION CENTRE  
KAREN TIMMERMAN, HUMAN RESOURCES

## FRONT ROW

MICHELLE VANDEVORD, EMERGENCY PROTECTIVE SERVICES  
SHIRLEY WOODS, HEALTH & SOCIAL DEVELOPMENT  
ROSIE CHARLES, HOUSING AND TECHNICAL SERVICES  
BLAKE CHARLES, NLDC  
WILLIAM GRAY, IT SERVICES

## MISSING

RICK SANDERSON, JUSTICE UNIT  
BETTY MARLEAU, AGRICULTURE  
GENE DER, FINANCE



# HUMAN RESOURCES

The PAGC Human Resource Team consists of Karen Timmerman (Human Resource Director), Ruth Jobb (Associate Director), Cristy Leavey (Human Resource Clerk), and Melanie Constant (Executive Administrative Assistant).

This team of four (4) work to support our employees, who in turn provide service excellence to our twelve (12) First nations. Human Resource Services are provided through several systems including:

- Recruitment and Retention
- Compensation and Benefits
- Training and Development
- Employee Relations
- Performance and Management

PAGC has over 300 employees and that number continues to grow each year by developing and establishing more programs and partnerships. Our team has continued to ensure policies and procedures were adhered to ensure best practice within our organization and to remain compliant with legislation.

The PAGC Human Resource Team has remained diligent in recruiting and retaining employees while giving preference to PAGC first nations members.

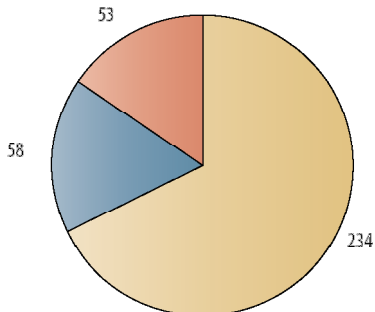
Our team continues to work on standardizing and updating HR Processes and policies to ensure we are in line with current labour standards and best workplace practices.

We are continually meeting with various program to ensure that we remain competitive in the workforce by conducting regular reviews of our salary grids to maintain our staff and remain competitive in the workforce.



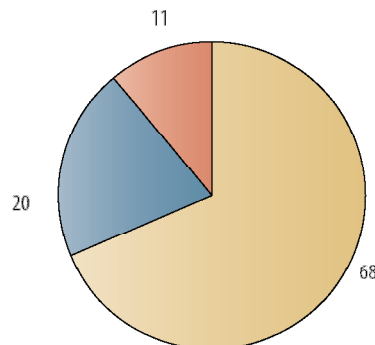
## PAGC STAFF

- In District
- Out of District
- Non Status

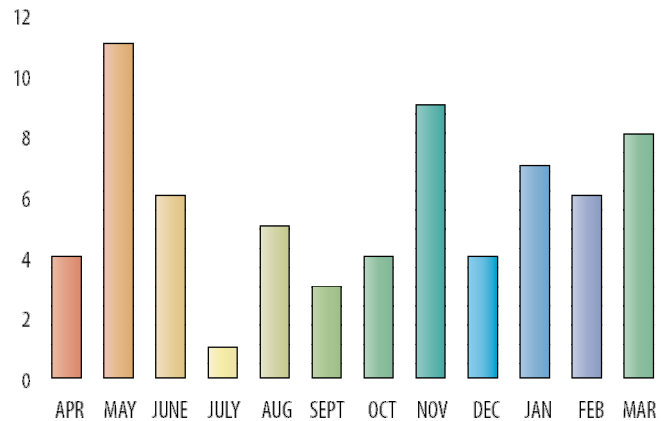


## PAGC NEW HIRES

- In District
- Out of District
- Non Status



## 2022-2023 COMPETITIONS





# POPULATION STATISTICS

FIRST NATION	2023
Black Lake Denesuline Nation	2,297
Cumberland House Cree Nation	2,045
* Fond du Lac Denesuline Nation	2,168
Hatchet Lake Denesuline Nation	1,950
James Smith Cree Nation	1,746
Lac La Ronge Indian Band	11,902
Montreal Lake Cree Nation	4,326
Peter Ballantyne Cree Nation	12,187
Red Earth Cree Nation	2,089
Shoal Lake Cree Nation	1,231
Sturgeon Lake First Nation	3,100
Wahpeton Dakota Nation	576

**TOTAL 45,676**

\* Population statistics as of October 2022





# AGRICULTURE

## HISTORY

Prince Albert Grand Council operates an agriculture development program in the district. There is an agrologist on staff to help plan and implement agricultural projects. This agriculture program has been servicing the needs of First Nations for close to 40 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 \$100,000 toward agricultural development this year: Wahpeton, Sturgeon Lake, Red Earth and Cumberland House. Over 75 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. Over the past couple of years, we have been receiving food trucks from Ontario with fruits, vegetables and canned goods. We distribute that food to our communities. In addition, we also work with our partners to provide food hampers at Christmas, Easter, Thanksgiving, etc.

## 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 up to 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.

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.

Outfitting is common at Cumberland House and there are a few who have operations there. 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.

Please start working on your Workplan, as they are due at the end of October. I will schedule us some time to review it during our October crossover on October 19th.

## LAC LA RONGE INDIAN BAND

We assist the community of Stanley Mission with a garden workshop in the spring. In addition, we've helped out the area of commercial fishing, hunting and trapping.

Fresh produce and dry goods are shipped up to some of the northern communities.





# CHILD CARE AND EDUCATION CENTRE

## MISSION STATEMENT

*The Child Care & Education Centre will foster the development of each child, addressing their physical, mental, emotional and spiritual Well-being.*

## 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 five 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.

## COTTAGE RESIDENTIAL SERVICES

We have the capacity to accommodate forty (40) children.

There are five (5) cottages for the children's accommodation/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 five (5) Cottage Case Managers, 38 Child Care Workers, 4 Shift Supervisors and 6 Security Personnel on the premises as scheduled.

## 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
- Consultation

The children receive counselling services as required from the following resources/agencies:

- Catholic Family Services
- Mental Health
- Mobile Crisis
- School Counsellors
- Elders

## ADMINISTRATION

The CCEC Administrative staff offices are located at Cottage 5 with Leona Sorenson, Director and Louise Nadeau, Assistant Director. The CCEC has capacity for forty (40) placements. Cottages 5, 6, 7, 8 and 10 are used for Child Care purposes.

## LONG TERM CARE ADMISSIONS

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
  - iii. Age Group – Current Openings

## EMERGENCY PLACEMENTS

The Prince Albert Grand Council has contracted with the Ministry of Social Services for Emergency Placements

- February 2016 – Ten (10) Emergency Placements for children/youth ages six to twelve years old.
- February 2016 – Three (3) Long-Term Placements
- February 2017 – Additional Five (5) Emergency Placements for children/youth ages six to twelve years old.
- January 2019 – Additional Six (6) Emergency Placements for children/youth ages six to twelve years old.

- March 2020 – Additional Five (5) Placements for babies/children 18 months to five years old
- June 1, 2021 – Additional Five (5) Placements for the long-term youth ages twelve to fifteen years old.

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.

## EDUCATIONAL SERVICES

Each child is enrolled in the Public or Catholic School systems thru out the Prince Albert area.

## 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 / AED Certificates
- Suicide Intervention
- Behavior Management Training
- Child and Adolescent Development
- Universal Body Fluids Precautions
- Administration of Medication
- Life Space Crisis Intervention
- 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.

## 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.

## HIGHLIGHTS

- MSS contracted five (5) additional spaces in Cottage 10 for youth ages 12 – 15 years old. Renovations were completed.
- After June 2021, the Child Care and Education Centre will have the capacity for forty (40) placements.
- To date CCEC continues to operate at full capacity of 40 placements
- Year End Trip – Calgary & Edmonton, AB on July 3 – 6, 2022
- The children/youth continue to enjoy the summer Cultural Camps





# EDUCATION

Another year has passed with the prospect of developing new programs and initiatives for its member First Nations in terms of community safety, languages, and employment and training opportunities. These array of third-level type services our communities have received have been the focal point of intense discussions over the past year with various partners including Saskpolytech, U of S, and First Nations University of Canada.

## COMMUNITY SAFETY PLAN SYMPOSIUM

First Nations from the PAGC, including the tribal council will lead a feasibility study in response to human-induced trauma within our communities. PAGC Education have worked with various partners, such as the Public Safety Implementation Team (PSIT) on the co-construction of a Self-Administered Policing Symposium. There was a three-day symposium called “Braiding Knowledge for Safer Communities,” that took place in Calgary, Alberta from December 13-15th.

PAGC PSIT invited over thirty-six participants to Calgary, Alberta on December 13-15th, 2022.

There were meaningful discussions that explored diverse knowledge and expertise that created a foundation for developing Community Safety Plans. The workshop theme was called “Braiding Knowledge for Safe Communities.”

Through collective input and building on existing safety plans, the PAGC Public Safety Implementation Team (PSIT) helped orchestrate a comprehensive community safety planning framework, which included planning templates, training, resources, and supports necessary to help communities implement locally-developed Community Safety Plans.

## FIRST NATION INDIGENOUS LANGUAGES ACT

PAGC Education helped support Indigenous communities in their efforts to reclaim, revitalize, maintain, and strengthen Indigenous languages through the promotion of public awareness of Indigenous languages, while undertaking research on the provision of funding and on the use of Indigenous languages in Canada;

The Indigenous Languages Act funding project also supported innovation and the use of new technologies; through Funding the 30th Annual Fine Arts Festival. Sask PolyTech & PAGC are working on another proposal where Innovation and Technology along with the Indigenous Languages Act will co-construct Indigenous knowledge on indigenous plants and medicines found at Hannin Creek, Candle Lake, SK. This partnership will provide opportunities to develop VR presentations for future use as well as share through the Cree language.

Finally, PAGC Education hosted a Cree/Dene/Dakota Language Symposium in Saskatoon on March 29th and 30th. There were approximately twenty-six participants at the PAGC Indigenous Languages Act Conference, representing all twelve First Nations of the PAGC. There was a strong response to joining and Indigenous Languages Act Committee from teachers who participated at the symposium. Therefore, reps will be recruited to sit on the committee who will assist in ‘fine-tuning’ a strategic plan for future implementation of language programming.



## FIRST NATIONS YOUTH EMPLOYMENT STRATEGY

Back in early March, Indigenous Services Canada, Saskatchewan Regional Office, informed the PAGC Third-Level Services office that our First Nations & Inuit Youth Employment Strategy (FNIYES) proposal had been approved for funding in the amount of \$200,000.00. The breakdown of how the Fixed funds was placed in a comprehensive agreement as follows:

Skills Link Program \$138,000.00. (for training carpentry skills to 18-30 year old men/women.

Summer Work Experience Program \$62,000.00. (James Smith hired 1 PSE Student, Wahpeton hired three PSE students, and Reindeer Lake hired 5 PSE student).

In closing, PAGC Third Level Services have been working with Canada Safety about the possibility of Self-administered Policing. As communities strive for safer communities, there is a requirement from Canada Safety to implement a feasibility study to determine the state of readiness for communities of the PAGC. Thus, the third-level services will be working closely with experts involved in policing to work in community consultations.





# HOUSING AND TECHNICAL SERVICES

## PROGRAM SUMMARY

The 2022/23 year has been and a very busy for all the twenty-one PAGC Housing & Technical Services staff members. This office has five 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-year rotational basis. Annual updates for the capital plans are to be conducted with each community. In the 2022/23 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 2023 with ISC to prioritize the next FY capital projects. Community Plan Update recommendations are currently be re-evaluated due to delays related to the pandemic.

### ASSET CONDITION REPORTS

Asset condition reports are updated on a 3-year rotational schedule for each community. The E-ACRS process will be initiated this year (2023). The reporting backlog resulting from the Covid 19 pandemic will be brought back to regular scheduled rotational activities once the RFP's are forwarded to selected engineering firms.

### ADVISORY SERVICES

Advisory services are provided for each Band community for major capital projects PAGC Band projects. Services provided in 2022/23 include:

## WATER AND SEWER, INFRASTRUCTURE PROJECTS FOR 2022/2023

- Fond du Lac - Water Treatment Plant Expansion and upgrade in progress.
- Fond du Lac – SPS 1A, 3, 5 & 6 in Design stage.
- Fond du Lac – 34 Lot Subdivision Expansion nearing completion.
- Fond du Lac – 20 Lot Subdivision approved to proceed.
- Black Lake – Subdivision Stage 2 in progress. 20 lots serviced to date.
- Black Lake - SPS 1, 2, & 3 Upgrades nearing completion.
- James Smith – Peonan Creek Crossing in design stage.
- James Smith – Subdivision Expansion Phase 4 in design stage.
- James Smith – Lagoon Expansion and SPS completed.
- James Smith – Road Flood Recovery Project, project overlap.
- Cumberland House – Pemmican Portage WTP and Wells in progress.
- Southend – Subdivision Expansion in progress.
- Southend – Drainage & Lot Improvements in progress.
- Southend – Wastewater Upgrades in Assessment stage.
- Hatchet Lake – Lagoon Upgrade & Expansion under Assessment.
- Montreal Lake – East Lagoon Expansion nearing completion.
- Montreal Lake – Sewage Pumping Station in progress.
- Montreal Lake – Bittern Lake Subdivision Phase 2 under Assessment.



- Montreal Lake – 106B Water Plant Upgrades in Design stage.
- Montreal Lake – 106B Lagoon Upgrades under Assessment.
- Montreal Lake – 106B Bridge Assessment & Repairs under Assessment.
- PBCN Joseph Custer – Water & Wastewater Upgrades completed.
- PBCN Deschambault Lake – SPS Upgrades in pre-design stage.
- PBCN Deschambault Lake – Lagoon Expansion in Feasibility stage.
- PBCN Pelican Narrows – Roads and Drainage tendered and in progress.
- PBCN Pelican Narrows – SPS 4 & 5 remains under Design review.
- PBCN Pelican Narrows – Stage 7, 63 Lot Subdivision under Feasibility Study.
- PBCN Pelican Narrows – Lagoon Assessment & Expansion in Feasibility study.
- PBCN Sandy Bay – Lagoon Upgrade in progress.
- PBCN Southend – Drainage and lot improvements, one bid received, under review.
- PBCN Southend – Subdivision Stage 5, in progress.
- PBCN Southend – Wastewater Upgrades, Feasibility study.
- PBCN Sturgeon Wier – WTP & WWTP Assessment & Upgrades in Design Stage.
- PBCN Sturgeon Wier – Subdivision Capital Application submitted.
- Red Earth – Community Drainage project under investigative review by PMT.
- Red Earth – Road Assessments under Assessment.
- Red Earth – Lagoon Upgrades under assessment.
- Red Earth – SPS 1,4,5,6 Upgrades in progress.
- Red Earth – Water Supply & Treatment Study remains under review by ISC.

- Red Earth – Capital Application for an Arena submitted by C&C.
- Shoal Lake – SPS 1 Upgrade, in progress.
- Shoal Lake – WTP Upgrades completed.
- Shoal Lake – Lagoon Upgrade & Expansion under Feasibility study.
- Shoal Lake – Community Drainage Study Feasibility study.
- Sturgeon Lake – 52 Lot Subdivision Stage 2 under design.
- Sturgeon Lake – East Lagoon Upgrade Under design.
- Wahpeton – Lagoon Assessment under design.
- Wahpeton – Subdivision Stage 3 under design.

## SCHOOLS & TEACHERAGE PROJECTS 2022/2023

- Fond du Lac – School Renovations in design stage.
- Fond du Lac – Teacherage Renovations under Assessment.
- Black Lake – School Renovations near completion.
- James Smith – School Renovations in design stage.
- Cumberland House – Teacherage Renovations under Assessment.
- Cumberland House – School Roof Replacement in design stage.
- Cumberland House – School Boiler System replacement under review.
- Hatchet Lake – Father Megret High School Renovations under Assessment.
- Hatchet Lake – Teacherage Assessment & Renovations in progress.
- Hatchet Lake – Elementary School Renovations under Assessment.

- Montreal Lake – School Renovations tendered out (in progress).
- PBCN Deschambault Lake – Teacherage Renovations under Assessment.
- PBCN Deschambault Lake – Teacherage Portables Renovations under Assessment.
- PBCN Deschambault Lake – High School Assessment application submission stage.
- PBCN Pelican Narrows – Elementary School Roof in Design stage.
- Red Earth – High School Assessment & Gymnasium under Feasibility study.
- Red Earth – Teacherage Renovations approved and in progress.
- Red Earth – Teacherage Triplex Replacement, project design under review.
- Shoal Lake – School Renovations under Feasibility study.
- Shoal Lake – Teacherage C3 under Assessment.
- Sturgeon Lake – School Assessment & Repairs under Assessment.
- Wahpeton – New School under Feasibility study.
- Fond du Lac – Nursing Station Minor Capital Works under Assessment.
- Hatchet Lake – Nursing Residence Mechanical Repairs under review.
- Montreal Lake – Nursing Station Replacement in progress & nearing completion.
- PBCN Deschambault Lake – Nursing Station Replacement in progress.
- PBCN Pelican Narrows – Nursing Residence Capital Works in progress.
- PBCN Pelican Narrows – Nursing Station Capital Works in progress.
- PBCN Southend – Nursing Station Capital Works in progress.
- Red Earth – Health Centre Drainage, Swale & Landscaping in progress.
- Red Earth – Cemetery Road improvements under review.
- Shoal Lake – School Grounds Drainage Study Capital Application submitted.
- Shoal Lake – School Grounds Drainage in progress.
- Southend – Nursing Station Minor Capital Works in progress
- Sturgeon Lake – Traditional Birthing Centre under design.
- Wahpeton – Garbage Truck purchase in progress.
- Wahpeton – Sakwatamo Lodge in progress.

## FIRE PROTECTION PROJECTS 2022/2023

- James Smith – Fire Truck and Equipment under Assessment.
- Cumberland House – Fire Hall & Equipment in design stage.
- Montreal Lake – 106B Fire Hall, Truck & Equipment under Assessment.
- PBCN Pelican Narrows – Fire Hall Renovations under Feasibility study.
- Sturgeon Lake – Fire Hall Proposal Capital Application submitted.

## OTHER PROJECTS 2022/2023

- Black Lake – Nursing Station Accessibility/Drainage in progress.
- Black Lake – Nursing Station Replacement under Assessment.
- Fond du Lac – Environmental Remediation project progressing.

## LANDFILLS 2022/2023

- Black Lake – Landfill Upgrades nearing completion.
- James Smith – Solid Waste Transfer Station and Decommissioning in design stage.
- Montreal Lake – 106B Solid Waste Transfer Station in progress. Bids received.
- PBCN Pelican Narrows – NE Regional Solid Waste Landfill under Assessment.
- PBCN Southend – Solid Waste in progress nearing completion.
- PBCN Sturgeon Wier – Solid Waste Transfer Station in Design Stage.
- Southend – Solid Waste nearing completion. Operator training underway.
- Shoal Lake – Solid Waste Transfer Station in progress.

## 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 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

## 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.

Community Infrastructure & Housing Annual Report has replaced the Capital Management Database (CMDB), and the Saskatchewan Asset Inventory Funding Report has replaced the Capital Asset Inventory System (CAIS), annual reports. As in previous years, our department visits each community to update each report and submit our results by mid-October to ISC. 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.

Housing and preliminary building design. Several communities have been requesting architectural blueprints for new housing and building construction. This service is on a fee for service basis and is completed as time allows.

Asset Management Program (AMP), is a five-year, 3 phase-program, to assist with the implementation of Maintenance Management Systems (MMS) with those communities that would like to participate.

### HOUSING INSPECTION VOLUMES 2022 - 2023

FIRST NATION	SECTION 95 CC	RRAP	INV	BAND CAPITAL	OTHER DAY CARES
Black Lake	4				1
Cumberland House	2			2	
Fond du Lac				5	1
Hatchet Lake	5	3		5	1
James Smith		1			
Lac La Ronge	20	11			
Montreal Lake				9	
Peter Ballantyne	15	6			
Red Earth				3	
Shoal Lake					
Sturgeon Lake	2			2	
Wahpeton		1			
Out of Region	6	3			
Northern Spruce					
<b>TOTAL</b>	<b>54</b>	<b>25</b>	<b>**0</b>	<b>***100</b>	<b>3</b>

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

\*\*No Housing Inventory in 2020/2021 performed due to Covid-19

\*\*\*Band capital estimated for ongoing, regular capital & additional budget 2022-23 capital inspections.

## CIRCUIT RIDER TRAINING PROGRAM

### WATER & WASTEWATER TRAINERS

The Circuit Rider Training Program has continued with site visit training. Our trainers; Stan Merasty, Mervyn Keleman and we are saddened by the loss of our long time employee, Calvin Bird. We continue 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.

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.

The Circuit Rider Trainers continue to schedule 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 level one of the water plant at every community.

**Water and Wastewater interns:** We were approved by ISC to have two interns be mentored by our CRTP operators for 18 months. They will job shadow the operators, get certified as operators and travel to communities and be familiar with types of plants and systems in the Water and Wastewater plants.

**Building Maintenance Trainers:** We have three CRTP Building Maintenance Trainers: Darren Charles, Scot McHarg and Gary Harris. They continue to visit the communities on a rotational basis or when the First Nation requires them to help out when they have an emergency with the Building.

### 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.

## 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 Wastewater operators and Building Maintenance personnel. Presently 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 schedule noted below

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.

Presently 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 wastewater personnel in completing repairs to their respective systems. Copies are also provided to the First Nation communities at the completion of the capital projects.



**CIRCUIT RIDER  
TRAINING  
PROGRAM**

**SITE VISIT  
WITH WATER &  
WASTEWATER  
INTERNS**





# FORESTRY & EMERGENCY PROTECTIVE SERVICES

## CURRENT ENVIRONMENT

The Director provides staff direction, personal development and financial administration for all staff and acts as an agent with all 12 First Nation communities for delivery of the Saskatchewan Public Safety Agency Long-Term Service Agreement and other community projects identified in this report. Additional responsibilities are delegated to Michelle Vandevord: Associate Director to include leadership for all staff under Saskatchewan First Nations Emergency Management and Search and Rescue.

## SASK. PUBLIC SAFETY AGENCY LONG TERM SERVICE AGREEMENT

The PAGC Forestry and Emergency Protective Services Program provides administrative and technical assistance for the former Saskatchewan First Nations Wildfire Protection Services Agreement. The renewed 5 year “Response Service” Agreement negotiated with Saskatchewan Public Safety Agency, formerly the Ministry of Environment, references an all-Emergency Response, not only to Wildfire.

“Response” means delivering emergency services to help mitigate, manage and contain wildfire, flooding, evacuations, public safety issues, other emergency incidents, provincial mutual aid, etc.

It is a cost sharing agreement with Indigenous Services Canada employing 36 – 5 person crews within PAGC totaling 180 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.

## 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 Public Safety Agency (SPSA).

When community fuel management plans are endorsed by the community leadership, the fuel hazard reduction work was coordinated and carried out in 3 First Nation communities.

The funding is specifically directed for on – reserve fuel hazard reduction projects. This provided employment for 35 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 16 hectares were treated adjacent to the participating communities.

In addition to the long - term funding agreements with the Saskatchewan Public Safety Agency (SPSA), PAGC Forestry through the ISC Community Infrastructure Program, accessed funding to deliver wildland firefighter training courses for First Nation Structural Volunteer Firefighters and Emergency Fire Personnel in coordination with Saskatchewan Emergency Protective Services. Aspects of this training are an OH & S requirement to conduct Community Fuel Hazard Reduction projects in their respective communities.

## MUSKRATS TO MOOSE – CULTURAL BURNING IN THE CUMBERLAND DELTA

PAGC Forestry has supported this project through EMAP funding for many years in the attempt to establish cultural burning for habitat restoration in the Saskatchewan River Delta. This concept is not new, and our involvement goes back to 2004 with participation in the development of the Cumberland Delta Moose Management Committee and supported by the Prince Albert Model Forest.

Through Field Camps we attempt to educate and involve other First Nation Communities that apply traditional ecological knowledge and the traditional practice of using fire on the landscape.

**Muskrats to Moose Project Team (2023). *We Are Fire: A Toolkit for Applying Indigenous-led Fire Practices and Western Fire Management in the Saskatchewan River Delta.* <http://www.wearefire.ca>.**

## DISASTER MITIGATION ADAPTATION FUND (DMAF)

The Disaster Mitigation Adaptation Fund (DMAF) is funding administered through the Saskatchewan Public Safety Agency for Fuel Hazard Reduction projects identified in Northern Saskatchewan Communities and or Recreational Subdivisions that are not on reserve. It is administered through a public tender process in which PAGC was awarded 16 individual contracts to complete 145 hectares of fuel hazard reduction work. Through these contracts 220 individuals were employed from 10 First Nation communities after November 1, 2022 to complete before March 15, 2023.



## WILDFIRE RESILIENCE INITIATIVE

Supported through Natural Resources Canada (NrCan), **The objective of this Project is to document First Nations wildland fire knowledge** of the Cree, Dene, and Dakota Cultural groups in Northern Saskatchewan.

In doing so, it will enhance community capacity of First Nations to engage in research; build networks of First Nations wildfire experts; mitigate wildfire incidents and risk in ways that reflect the concerns and knowledge of each First Nation; and generate Best Practices to inform provincial wildland fire management policies, operations and science, in addition to outside agencies.

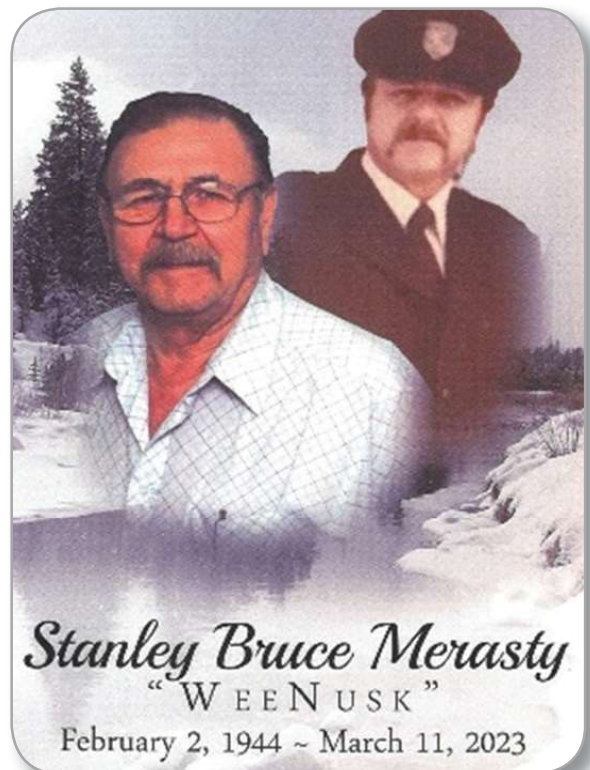
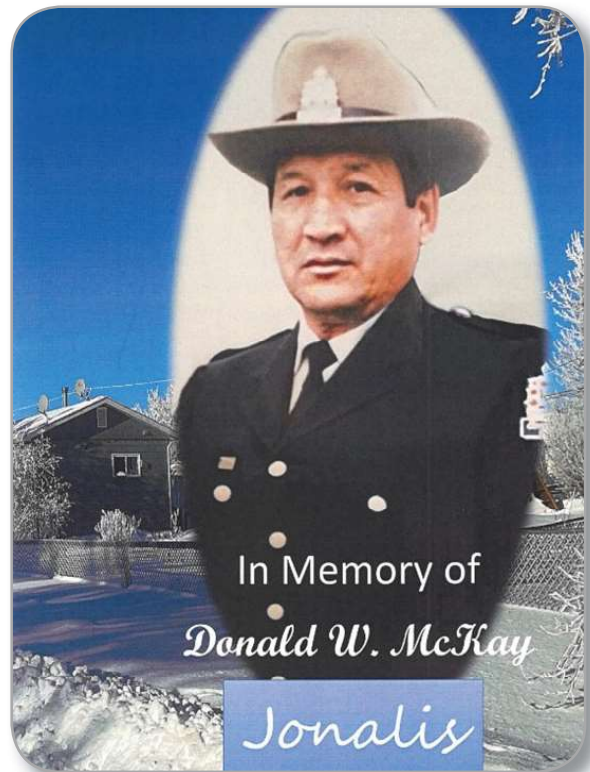
1. We conducted a total of 161 Indigenous Knowledge interviews with Elders, firefighters, and land-users about fire and wildfire response. These interviews are currently being compiled by our fire research group. We are creating a report of recommendations from these interviews that we hope to release this fall following review from the Executive.
2. We provided training for 13 youth from across the 12 PAGC First Nations on research skills. Youth Community Researchers conducted interviews, land-based training activities, and produced a variety of creative outputs (e.g. ribbon skirt making, masks, art) for the program. We will be hosting an art exhibit based on the creative outputs this August.
3. Our weekly meetings introduced the Community Researchers to over 30 First Nations wildfire professionals, including firefighters, academics, PAGC Senators, and more, to build their interest and community connections.

## PRINCE ALBERT MODEL FOREST

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 Aboriginal Funding for Species at Risk (AFSAR) program has support from PAGC for the Prince Albert Model Forest’s participation in the Saskatchewan Woodland Caribou Recovery Strategy.





## SASKATCHEWAN FIRST NATIONS EMERGENCY MANAGEMENT

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 Services Canada (ISC) has provided funding to cover the cost of training for Fire Fighters for the 2022-23 fiscal year. Saskatchewan First Nation Emergency Management now has a staff of five to provide this training.

The number of Emergencies that the First Nations and Communities continues to rise. Flooding, Forest Fires, Evacuations, 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. ISC 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 all First Nation communities for the 2022-23 fiscal year.

## PRINCE ALBERT GRAND COUNCIL 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. In different circumstances, should a request by one of the 12 Chiefs to assist in a search in their respective First Nation is required, the PAGC Executive will notify PAGC-SAR to help.

**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:

## PAGC SEARCH RESCUE AND RECOVERY TEAM DEPLOYMENTS

### FRANK YOUNG - RED EARTH SEARCH

April 2022

PAGC SARR team where dispatched by Leadership & SARSAV to a missing child on Red Earth Cree Nation. Early reports noted the child was last see playing near his home on Community. PAGC search deployed all branches of the team. Air support (Drone Operations), ground searchers, emergency operations support and incident command structure set up, PAGC also deployed the aquatic search teams with the use of its underwater sonars and drone systems. PAGC organized and worked hand in hand with multiple organizations such as RCMP, Red Earth Community members and volunteers, Lloydminster Rescue squad (Dog teams), Saskatchewan Search and Rescue Association, and various other specialist and volunteers making this deployment extremely high priority. Search efforts lasted weeks and battled burn out and fatigue. Ultimately the search came to a tragic end with community members locating young Frank. PAGC and all search members/volunteers want to give their deepest sympathy to the family of Frank Young, the community of Red Earth and everyone who was affected. We also thank everyone who put all the time and effort into hours of searching and thank you to the community and its members for allowing us to be able to help as best we could.



RED EARTH SEARCH FOR FRANK YOUNG

## DWIGHT WHITEHEAD - URBAN SEARCH

**January 2023**

Dwight went missing New Years Eve December 31st, 2022 after leaving Prince Albert hospital. Prince Albert Police has conducted searches in the city and followed up on some incoming "leads". Meanwhile the family of Dwight grew more concerned about his well being which led them to get in contact with PAGC Search teams. Family members met with PAGC Search members at our offices and formulated a plan of search. The search was carried out on January 14th, 2023 with both family members of Dwights and PAGC members. Early into the search Dwight was located near the hospital where he was last known, and sadly pronounced deceased. PAGC would like to send their deepest condolences to the family and friends of Dwight and would also want to honour their hard work and determination of not giving up.

## HENRY MCADAM - ON GOING SEARCH

PAGC ground search teams have been tasked with assisting Prince Albert Police with locating Henry Mcadam. Not much is known about the disappearance or where abouts. Team have searched multiple urban area of Prince Albert, deploying search dogs and drones for added support. The search is still considered ongoing and active. If you have any information on Henry, please contact the PAPP.

## JOANNE HIGHWAY - WAHPETON SEARCH

**February 2023**

PAGC Search team was toned out for a missing female on the Community of Wahpeton. Reports marked that Joanne Highways had not been seen for some time by family or friends. Joanne was known to be very self sufficient and like to live a more traditional lifestyle. She was building a cabin/home of her own in the forest near the community of Wahpeton. Last sightings of highway were her hauling some materials into a isolated location on the wood. Search teams including community members along with PAGC conducted multiple searches of the area that rendered no results. Conditions where difficulty due to snow fall and freezing temperatures. Untimely Joanne was located in March of 2023 by community members. PAGC would like to send their deepest condolences to the families on Joanne Highway.

## DAWN WALKER - SASKATOON SEARCH

**July 2022**

PAGC search teams where dispatched to Saskatoon, SK for reports on a missing woman and her child. Early indications lead to search area Chief Whitecap Park. Search teams in conjunction with Multiple agencies including RCMP, Saskatoon Police, SARSAV, Grandmothers Bay SRR, SFD and many volunteers conducted massive ground searches of the area. PAGC aquatic search team was also activated and conducted 9 days of underwater sonar operations that rendered no findings. New evidence was found that lead to the search being terminated. This search was beneficial to PAGC team members as it strengthened our working relationships with RCMP dive teams and allowed us to utilize our advance equipment in difference environments as well as working in a mass incident command system.

## WOLLASTON LAKE - ON GOING SEARCH

**October 2021-2022**

PAGC SARR team where dispatched by Chief-to-Chief activation procedures to rapidly respond to 3 missing community members boating on Wollaston Lake. In conjunction with Stanley Mission, GMB, Hutterian Emergency Aquatic Rescue team, Sask. Rangers, and RCMP, teams drastically searched a Vast area on Wollaston Lake. Teams deployed specialized equipment, and teams located a boat that was believed to be used by the missing community members as well as one missing persons and various debris from the missing persons. To this day the deployment is still ongoing and search efforts will continue until the 2 remaining missing persons are located.



WOLLASTON LAKE ONGOING SEARCH

In August of 2022 PAGC Search Rescue and Recovery returned to Wollaston Lake in search of 2 of 3 missing boaters that disappeared in October of 2021. The search was conducted over 4 days of underwater sonar imaging of the lake using gathered information from witnesses, weather reports and Community member knowledge. PAGC SR&R teams recovered a boat anchor along with debits. After consulting with RCMP and family members and reviewing photographs of the recovered boat, we believe that there is a good possibility that the items may have been from the incident. Location of items being an indicator. Unfortunately, PAGC SR&R did not locate the two missing community members at this time. PAGC SR&R are consulting with water recovery expertise around the country on buoyancy physiology, studying of weather maps and equipment operations. Members will be returning in the summer of 2023 to continue the search with the help of Hatchet Lake Community members.

The success and skill level of **PAGC SARR** continue to rise with thanks and support from our communities, its leadership, our Chief's, and all members. Teams will be present and prepared to response to all deployments at a safe and competent level.

*\*Integrity \*Compassion \*Respect \*Dedication \*Teamwork*

## SASKATCHEWAN FIRST NATIONS EMERGENCY MANAGEMENT

SFNEM 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

SFNEM provides courses to help First Nations and has worked hard and long hours to provide the communities during the pandemic supplies and continue to do.

- Makeshift hospital/Medical supplies and supply delivery.
- PPE Supplies were delivered on a regular basis.
- EOC Kits
- Staff were on stand-by to assist the communities on a moment's notice during the pandemic for any emergency that arise.

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

- Incident Command System 100, 200
- Basic Emergency Management and P25 Mobile Radio Orientation.
- Emergency Communications, it provides a practical, step-by-step guide on providing effective communication support to leadership during emergencies.
- Emergency Response Planning for communities and serves as a liaison to the Canadian Red Cross.

## FIRE FIGHTING TRAINING AND SERVICES

SFNEM is dedicated to helping communities to build capacity and respond to a huge array of emergencies in and around their homelands. 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
- Wildland Fire Suppression
- Personal Protective Equipment
- Pumps, Portable Fire Extinguishers
- Fire Hoses, and Ground Ladders

### 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.

The program has taken major leaps in the **2021 - 2023** year. Receiving and purchasing over 31 fire apparatuses from across the country and providing them to First Nation Communities across Saskatchewan. The program also rendered 3 full sea cans full of emergency service equipment, multiple ambulances, and various firefighting related materials. Working in conjunction with Firefighters Without Borders and ICS we can continue to expand as well as provide these services for our communities on a regular basis.

Communities across Saskatchewan that have received a fire truck and equipment this year alone are: Peepeekisis, Carry the Kettle, Onion Lake, Southend, Deschambault Lake, Moosomin, The Key, Star Blanket and Waterhen Lake.

### FIRE PREVENTION PRESENTATIONS

SFNEM 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.

## NATIONAL ABORIGINAL FIREFIGHTER COMPETITION (MAJOR PROJECTS)

### September 2022

Saskatchewan First Nation Emergency Management's (SFNEM) mandate of providing essential firefighting training to all First Nation Communities in Saskatchewan is designed to help build capacity and resilience at the Band level. Through our professional training courses provided to First Nation Fire Department's in the province there have been many successes and milestones accomplished. Every year SFNEM is host to the provincial firefighter's competition where our skilled fire departments push their training to the limits in a head on competition at which the winning team secures a spot in the National competition which is held on different locations across every year across Canada. In September 2022 Prince Albert was selected to host the National competition and SFNEM was the hosting party. We had 11 teams from across the country travel to Prince Albert to take part in. along with the competition we also hosted a conference/fire school. Along with the 150 firefighters from different First Nation departments across Canada we also hosted an additional 100 firefighters from in province. Firefighters participated in training event such as water rescue, wildland operations, live fire practices and even advanced vehicle extrication. We work in conjunction with many organizations to make this achievable including PAFD, ISC, Canadian Volunteer Firefighters Association, National indigenous Fire Safety Council and many more. The entire event was a huge success, and our home team of Black Lake came in 2nd place in the national firefighter competition!



## SASKATCHEWAN FIRST NATION EMERGENCY MANAGEMENT WILDLAND PROJECT (MAJOR PROJECT)

### January 2023

The wildland program was designed and implemented by SFNEM to provide First Nation communities across the province with not only the skills to action a wildfire but provide them with some equipment to safely do so. The program offers the ability for any First Nation community to gather volunteers together then which we will send an instructor to the community that will teach them the type 3 firefighter training. The week course is an in-depth instruction on how to safely attend to a wildfire on community. The course also offers a practical portion that allows students to put their visual training to practical use. Upon completion of the course this makes your community eligible for a "wildland cash" of equipment. There are 3 different packages your community can choose from.

1. Wildfire Attack Trailer
2. Wildfire Skid unit/Value Projection kit
3. Mark 3 fire cash / Value projection kit

Along with the wildfire equipment, each community will also receive wildfire personal protective equipment: Six each of FR coveralls, pairs of gloves, pairs of steel toe work boots, safety glasses and balaclavas.

The goal of the program is to have a competent and trained wildland crew on every First Nation Community across Saskatchewan. We will strive to get continued funding to keep community members trained as well as equipment maintenance and updates yearly.

## COMMUNITY EMERGENCIES AND DEPLOYMENTS 2022 - 2023

### STANLEY MISSION WILDFIRE & EVACUATION

#### June 2022

As extreme wildfires affected Stanley Mission many of our First Nation Community and its members were forced into evacuating their homes. All arms of our departments were being utilized. We had officers working directly alongside Red Cross and Community Leadership to ensure evacuation were being carried out swiftly & safely, as well as meeting the essentials for our members. We had officers working in conjunction with other agencies and Bands on boots on the ground efforts. SFNEM working alongside Stanley Mission Fire Department to act, battling

multiple fires that were directly affecting the community and the cultural camp. Crews fought all throughout the day and even during the night. Without the hard work and dedication of the Fire Department, homes, value projections and even life may have been lost. The Stanley Mission Emergency was a great example of how training for these types of emergencies can pay off.

### SHOAL LAKE & RED EARTH FIRST NATION WILDFIRE & EVACUATIONS

Late in the season SFNEM Officers responded to the calls of severe wildfires in the province directly affecting Red Earth & Shoal Lake. Due to the fire conditions and poor air quality, Communities were forced to evacuate to various locations across the province. PAGC, SFNEM, in a joint effort with ISC worked with Red Cross and the displacement of 800 Community members from Red Earth and 900 Community members from Shoal Lake First Nation. Through our efforts working in conjunction with ISC, PAGC was able to provide each household of Shoal Lake with two air purifiers and the Community of Red Earth with one air purifier per household. We also provided continued support to all evacuees during the displacements.

## CONCLUSION

Overall SFNEM will continue to grow and learn from each deployment to fulfill our mission statement of 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 the province.

## JAMES SMITH CREE NATION

### September 2022

The world was in shock as the horrific news that took place on one of our First Nation Communities. 11 fatalities, dozens of injuries and a forever gash of pain that will be a part of the communities and its members for the rest of time. SFNEM as a department was tasked by leadership to assist in the emergency operation center. We took care of task of assisting in community updates, food and housing accommodations, community member support, and lending assistance however we could. As first responders, family members and community members this is the worst nightmare we don't want to imagine. We hope that with the severity of this incident bring change and light to issues and can be a vehicle for safer change. We will continue and support our community members as they heal from these tragic events. JAMES SMITH STRONG.



# HEALTH & SOCIAL DEVELOPMENT

It has been another busy year. The passionate and dedicated staff at Health & Social Development resulted in a very successful year with growing programs and services. The following is a summary of these programs.

## ACCREDITATION

Accreditation measures an organization against health care standards relevant to another organization. The goal is to assist organizations to provide better health care and social services to clients.

In 2019, an Accreditation Primer Service Agreement was signed with Accreditation Canada. The process of gathering information required by Accreditation Canada began in January of 2019 with the hiring of Accreditation Support Personnel and continues today.

The staff at PAGC Health & Social Development are currently working on achieving the final stage of accreditation. The on-site survey by Accreditation Canada will be December 2023.

The standards that are required to achieve a four-year accreditation are as follows:

1. PAGC Health & Social Development Strategic Plan
2. PAGC Annual Report 2021-2022
3. Organizational Chart
4. Description of programs and services
5. Ethics framework
6. Operational Plan
7. Quality Improvement Plan
8. Disaster and emergency preparedness plan
9. Policy: Infections and prevention and control




## DAYCARE AND HEAD START

Early Learning and Child Care Programs for Prince Albert Grand Council are delivered to 11 communities. These programs help create a foundation for life-long learning, school readiness and promote health and well-being. Aboriginal Head Start has a parent component, along with the same six components guiding daycare: Culture and Language, Education, Health Promotion, Nutrition, Social support, and Parent Involvement. Daycare programming is provided in a multi-age group setting.

Last year a significant amount of time was spent implementing health & safety protocols. These protocols remain in place and will continue. The coordinators invested many hours setting up the environment, so children could continue to attend the programs throughout the covid 19 pandemic. To address immediate public health and safety measures, and enhance health and safety practices, additional equipment, and supplies such as plexiglass barriers for distancing/partitioning, PPE, signage to reinforce social distancing were put in place. Air purifiers and cleaning supplies were ordered and delivered to programs and HVAC systems were serviced in each of the early learning and childcare facilities.

An Early Learning and Child Care Curriculum was written and designed by the First Nations Early Childhood Circle (FNECC) and Saskatchewan Indigenous Cultural Centre





(SICC) working group members. The three components to the curriculum are based on Total Physical Response (TPR), Accelerated Second Language Acquisition (ASLA) and Land Based Learning. Training for Early Childhood Educators on the curriculum took place in July 2022.

## DENTAL THERAPY

The PAGC Dental Therapy program focuses on oral health and disease prevention, patient education, and overall health. Recognizing oral health and holistic health are linked, we strive to reach out and treat as many patients as possible. The program fills a vital role in the community as it can be the first line of defense in maintaining good health. The priority of the program continues to be focused on providing school aged children with optimal dental treatment and facilitating prevention programs for all community members. Dental Services for the adult population in PAGC communities remains a priority.

The PAGC Dental Therapy program also administers the Children's Oral Health Initiative (COHI) in our communities. COHI is a community-based service that focuses on preventing dental disease in children from an early age. The COHI program targets children aged 0-7, their parents and caregivers and pregnant women. COHI services include annual screening, fluoride varnish applications, silver diamine fluoride, sealants and temporary fillings and oral health education.

All Dental Therapy staff continue to meet licensing requirements by attending CPR refreshers annually, training for new products and equipment and participating in continuing education sessions. The dental team in Hatchet Lake have recently been trained to safely provide nitrous oxide sedation to patients who are apprehensive or fearful of dental treatment. We continue to strive to have a strong knowledge base to meet the new challenges faced in dentistry.

PAGC is currently under contract with the University of Saskatchewan to provide comprehensive oral health services in the eastern communities. PAGC has also contracted a private dentist to provide these services in the community of Hatchet Lake.

Our dental team is comprised of Dental Therapists, Dental Aides and visiting Dentists. The dental team works together to give all community members the highest standard in patient care. They continue to identify needs of their communities and will educate and promote and stress the importance of receiving dental care from the earliest age possible onto one's adult life, through well baby clinic, school promotion, prenatal and classroom presentations, and regular dental checkups.

Dental Therapists provide diagnostic, restorative, and preventative services to the children and to adult patients on an emergency basis. The visiting dentists travel to the communities to provide dental services to the adult population and provide dental treatment beyond the scope of the Dental Therapist. Dental Aides provide support services and ensure the continuation of the COHI program. With these combined efforts, all dental services within the PAGC communities will continue to progress.

## EMBRACE LIFE

2022-23 was a year filled with challenges which in turn has gifted opportunities for growth and change.

COVID provided an opportunity to provide a practicum virtually to five Shoal Lake Cree Nation adults who needed this last class to graduate with diplomas as Youth Workers. It is possible to be creative, think outside the box and empower youth and their workers to create meaningful relationships which resulted in success for all.

The Embrace Life Coordinator helped develop a business plan which needed some "heart" work. Heart work also helped get a two-year continuation of the Youth Empowerment Strategy (YES) and Land Based Healing funding as well as additional funding for the Embracing Life Northern Initiative, which is co-chaired by this position. The Embrace Life Coordinator contributed to the development of a suicide prevention app called Embracing Life which

has two components: Helping Yourself and Helping Others. It has been well received worldwide since its launch on March 3, 2022. Time was spent connecting youth, young adults, youth workers, teachers, parents, and staff with the app and how to use it.

Contact was made with Saskatchewan Rivers School Division #119 to introduce the YES program, land-based counselling, and mentorship. Over 80 boys have been referred for this service. Goal is to empower them to learn what they need to know to be successful in the classroom and at home in creating good relationships. Lots of healing work involved. There is also a non-graded classroom at Parkland as another way to keep youth in school long enough to graduate.

Grief counselling was done with 30 youth and young adults and 7 adults. Healing circles and sessions held with 5 families which involved over 150 participants.

Crisis Response work included:

Red Earth Cree Nation after missing person's body was discovered. Debriefed 50 and did grief counselling with 5.

Montreal Lake Cree Nation after an act of violence in the school. Counselling the victim, parent, and school staff.

James Smith Cree Nations September incident. Worked as part of team supporting needs for 5 weeks. Debriefed 175; grief work with 6 students; high school support for one full week. Arranged for equine therapy, journaling, and teaching everyone how to access and use the Embracing Life App.

Red Earth Cree Nation: Debriefed 150 school staff after the death of a colleague and the death of a student on 2 separate occasions.

SLCN: Grief Counselling with seven individuals and three families

Staff Development:

- Three Lateral Violence to Lateral Kindness workshops with 100 staff from SLCN Administration, Health and Education.
- Work plans; daily planning
- Kids These Days: Engagement; self regulation; empowerment
- Communications skills
- Team building Skills
- EL App

- Life Promotion, Life Protection
- Mentorship
- Grief
- Acknowledge staff for the gifts they have and use.
- Reviews every 6 months; growth plan
- Mentored YES and Land Based staff for 8 months.
- Mentored Shane Bird for 6 weeks before he was hired and 3 months after.
- Mentored Floyd Cook for 3 months after he was hired.
- Brought in James Anderson as Trainer:
- Leadership From the Heart for 40 staff
- Recipe for Success with 70 youth from the city and from the communities

Training was taken to become a Life is Sacred facilitator by YSAC. I have facilitated one workshop. Plan to do at least one a month over the coming year.

This position moved from Holistic Wellness Center to PAGC Health & Social Development offices in January. This provided more opportunities to collaborate have been the result. I continue to do heart work.

*"It is only with the heart one can see rightly.*

*What is essential is invisible to the eye"*

*The Little Prince*

## HEALTH FACILITIES COORDINATOR

The Health Facility Coordinator assists 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

In the fiscal year of 2021/2022 for the re-opening of various health centres, a CSAZ317.13 assessment was completed to determine all plumbing and HVAC system deficiencies, with the assessment ISC/FNIHB provided minor capital funding for the 2022/2023 fiscal year to complete all repairs



and the replacement of HVAC systems.

Approved minor capital projects for various communities for the 2022/23 fiscal year including:

### CUMBERLAND HOUSE CREE NATION

Health Centre:

- Repaired plumbing.
- Replaced AC units.
- Replacement of backup generator. (Installation scheduled for September 2023).

Nursing Residence:

- Replaced furnace, AC coil and venting system.

### HATCHET LAKE DENESULINE FIRST NATION

- Supply and installed four new furnaces in the nursing station.
- Repaired 5 HRV units.
- Supply and installed four back up generators for all nursing residences.
- Remove existing carport at the nursing station emergency entrance.
- Supply and build new garage for the transport vehicle at the nursing station emergency entrance.

### RED EARTH CREE NATION

- Minor plumbing to meet CSA Z317.17 code.

### SHOAL LAKE

- Minor plumbing to meet CSA Z317.17 code.

### WAHPETON DAKOTA NATION

- Supply and installed three new furnaces.
- Supply and installed three new AC units.
- Minor plumbing to meet CSA Z317.17 code.

### JAMES SMITH SAKWATAMO LODGE

- Replaced roof and soffits.

All work was completed in accordance with all applicable codes and regulations and inclusive of all testing, commissioning and required permits by licensed contractors.

## MAJOR CAPITAL PROJECTS

Approved major capital projects for various communities for the 2022/23 fiscal year included:

### CUMBERLAND HOUSE CREE NATION

- Replace homecare nursing residence with 2 baths/3-bedroom modular home.

### HATCHET LAKE DENESULINE FIRST NATION

- Pre-planning for new nursing station.
  - ◇ Secured funding for the Pre-planning of the new nursing station.
  - ◇ Selected a PMT committee consisting of members from the Hatchet Lake Denesuline First Nation and Prince Albert Grand Council.
  - ◇ Selected Project Manager – Ryan Johnston – Johnston Projects.
  - ◇ Developed an RFP to send out to potential Architect/Designer
- Pre-planning for new nursing residences

Work was completed in accordance with all applicable codes and regulations and inclusive of all testing, commissioning and required permits by licensed contractors.

## HEALTH PROMOTION

Best practices in health promotion continued to be implemented in the 2022-2023 reporting period. The team have continued to provide innovative initiatives that support the elderly, the youth, perinatal women, and adults within Prince Albert Grand Council communities. This year's initiatives mostly focused on prenatal education, reducing smoking and vaping initiation, alcohol intoxication, healthy and unhealthy relationships and the promotion of physical activity and overall good health. The work undertaken this year aimed to provide education, refusal skills, increase awareness, reduce initiation, and implement best health practices. The summary of this year's activities follows:

### MATERNAL PROGRAMMING

Maternal smoking and substance abuse during pregnancy is a health concern within PAGC communities. Using substances such as alcohol, cannabis and other hard drugs during pregnancy increases a women's risk of having a baby with birth defects and other developmental disabilities. To increase awareness and the adoption of healthy habits, health promotion strategies included educational programs

designed to improve health outcomes and reduce the rates of initiation during pregnancy.

Educational workshops focused on the effects of cigarettes, drugs, and cannabis on infants and the unborn fetus. Emphasis was also placed on effects of secondhand and third hand smoke and Fetal Alcohol Spectrum Disorder (FASD) a condition caused by pregnant women who consume alcoholic beverages during pregnancy which results in birth defects.

It is estimated that over forty (40) prenatal and postnatal mothers benefited from this health initiative. Constant efforts will be made to promote healthy lifestyles and provide supportive environments for the women in our communities.

### PHYSICAL ACTIVITY PROGRAMMING

Physical inactivity is a major health concern and the benefits of being active can aid in the prevention of non-communicable diseases such as diabetes and cardiovascular diseases. Physical activity promotion strategies included low impact aerobic fitness classes and general education about the long-term benefits of exercising.

### ALCOHOL AND SUBSTANCE EDUCATION PROGRAMMING

The primary goal of this programming was to prevent underage drinking or delay use of alcohol and substance abuse among the youth. Strategies focused on health education that provided information about the dangers of alcohol and other drugs while enabling good decision skills. It is estimated that over 40 students/youth received this programming during the 2022-2023 reporting period.

### VAPING AWARENESS PROGRAMMING

The use of vaping devices is becoming increasingly popular among the youth within PAGC communities. Many of these vaping products are increasingly containing high levels of nicotine which a major cause of concern. Vaping is often viewed as better, less harmful and a safer alternative to smoking cigarettes, but it is not. Preventing the initiation of vaping among youth and young adults became this year's goal. Prevention strategies included ongoing education about the risk of vaping as well as the holding of several Vaping Awareness Days within the high schools in PAGC communities. This campaign was designed to raise awareness about the health risk of vaping and smoking.

During *Vaping Awareness Days* students got the opportunity to participate in door decorating competitions that showcased their creativity and insight regarding the potential dangers of using vaping products. Six (6) high schools within PAGC communities and over 300 students benefitted from this health promotion initiative.



### HEALTHY AND UNHEALTHY RELATIONSHIPS PROGRAMMING

Healthy and unhealthy relationships have been identified as a topic of foremost importance by our front-line workers (Public Health Nurses). To address these concerns, providing education on the signs of a healthy and unhealthy relationship has been a major focus during the 2022-2023 campaign period. Targeted audiences to date have been the youth in our communities. Approximately twenty (20) students benefited from this awareness campaign.

In summary, 2002-2003 saw challenges as well as successes. Despite this year's highs and lows, continuous efforts are still being taken to empower individuals to take ownership of their health, improve overall community health, increase awareness, promote healthy behavior change and create healthy supportive environments for all target groups within PAGC communities.

### JORDAN'S PRINCIPLE

The Jordan's Principle program has continued to grow with 138 families with 299 children being supported. Initially the focus this year was placed on the educational aspect and by September the focus was more on the social aspect for urban clients.

The approved funding has been used for respite, technical devices, child development, life necessities, emergency food and accommodations and in some cases daycare fees. PAGC wellness program, Holistic and urban office have also received funding for several different projects, these departments provide their own reports.

This program supports primarily urban members living in Prince Albert area by providing the various services and supports requested. However, support is still available to the communities to help with questions and guidance. Six of the communities have their own Jordan's Principle coordinator and are in the process of acquiring coordinators for Wahpeton, Black Lake and Shoal Lake. It is beneficial for communities to have their own coordinator as they are better able to recognize needs and finances can be allocated directly to the health department in their community.

The challenges the communities are continuing to experience, are receiving the recommendations and estimates from doctors and therapists for their services. The extreme waiting time and the ability to travel to the destinations where occupational therapy, speech language pathology, dentists and other professionals reside continues to be a challenge. Travel can be a challenging due to unforeseen weather and road conditions.

Jordan's Principle coordinators meet through teleconferences twice a month. These meetings have grown and have now been divided into southern and northern meetings. Scheduled meetings with all the service coordinators in Saskatchewan occur via teleconferencing on the last Tuesday of the month.

The program aims to be available to assist urban residents as well as those in the communities. This position continues to work with the health coordinators and education authorities to acquire Jordan's Principle service coordinators in each community.

## MATERNAL CHILD HEALTH

The Maternal Child Health and Fetal Alcohol Spectrum Disorder programs are designed to deliver culturally safe programs that acknowledge and respect diversity in each community. All aspects of the Maternal Child Health program are voluntary, strength-based, and culturally safe.

Programming is provided to enhance parenting skills; to educate parents in early childhood development; to promote healthy pregnancies; to prevent Fetal Alcohol Spectrum Disorder; to implement cultural teachings for

parents and the community; to engage fathers, as they are important for their children's over all development; to support a referral process by utilizing the Nipissing District Developmental Screen; and to collaborate with other programs in the community such as the Public Health Nurses, CPNP.

It is important as parents to learn traditional teachings; to learn childrearing practices of long ago; to learn ceremonies for our children relevant to each community; to retain and implement First Nation languages which contributes to our children's sense of identity as Indigenous people. The home visitors invite Elders and Knowledge Keepers to share their wisdom and knowledge with families.

The home visitors resumed indoor visits with families; the home visitors spend a percentage of their time researching topics related to early childhood development; early brain development and providing home visiting services. In addition, they plan and prepare for their home visits based on the supports identified by the parents. The home visitors offer cultural teachings in collaboration with the Elders and Knowledge Keepers.

The home visitors provided parents with family packages, which includes materials and books. These activities promote parent and child interaction, early literacy, bonding and attachment and family wellness. The home visitors encourage families to implement culture and traditions and encourage parents to teach their children their traditional language.

The parents receive booklets such as Parent's Are the First Teachers, Family Connections, Fatherhood is Forever, and Growing Up Healthy, which are published by N.C.C.A.H.

## BREASTFEEDING

The Maternal Child Health home visitors took part in the Peer Breast Feeding Support Program in the winter of 2023, with Georgina Quinney R.N. Red Earth Cree Nation along with the Prince Albert Grand Council, Dietitians.

In addition, the home visitors provided booklets 10 Reasons to Breastfeed Your Baby, 10 Valuable Tips for Successful Breastfeeding to the parents and prenatal women. The MCH home visitors also shared Traditional teachings for breast feeding such as, the secure attachment and bonding, positive child rearing practices of long ago, in collaboration with the Elders and Knowledge Keepers in the communities.

## INDIGENOUS AND TRADITIONAL MOSS BAGS TEACHINGS

The Maternal Child Health partnered with the Public Health Nurses, CHR and a Cultural Support Worker to host and deliver the Moss Bag teachings; in addition, we also taught the parents how to make a moss bag and bonnets for their parents, with the knowledge of Phyllis Flett, Elder, Marla Whitecap and Veronia Daniels, Culture Coordinators.

## FATHER INVOLVEMENT ACTIVITIES

The MCH program invited fathers to attend a medallion beading sessions where they could bead items such as hockey team logos. For some of the fathers, this was their first-time beading. Beading teaches patience and encourages creativity. Beading eases the mind and increases concentration.

## TRADITIONAL TEACHINGS WITH SHIRLEY SANDERSON

In partnership with I.C.F.S. Nachapanuk, and their prevention team.

An elder shared knowledge of the Creation Story; child rearing practices of long ago, the swing, wawapsin; the moss bag, medicines teachings of Sweetgrass and Sage.

First Nations Inuit Health provided Healthy Childhood Development training; Healthy Family Assessment Tool; and Maternal Child Health Orientation for the new home visitors. These trainings were facilitated by zoom.

Virtual regional F.A.S.D and Maternal Child Health meetings occurred with First Nations Inuit Health, various Tribal Councils, and Independent Bands. In person meetings will resume in September 2023.

December – February the Maternal Child Health program along with Georgina Quinney, PHN, and the CHR implemented the following early childhood education for the parents of Red Earth Cree Nation. Our plan is to continue with implementation to the other communities.

Emotions: Helping your Child Identify Feelings; Your Child's Brain, showing you care is smart; Your Child's Brain, building a strong structure; Breastfeeding, Young Children and Technology, finding the right balance; Parent - Child Attachment, a bond of trust. Executive Functions help your child think before acting. Epigenetics, how experience "gets inside" our biology. By Center of Excellence, Healthy Early Childhood Health and Wellness

## MEDICAL REPROCESSING

The medical processing services increased in 2022 - 2023 after a decline during the pandemic. Communities outside PAGC have started to utilize the services and a billing system is being developed to offset costs.

This position has also expanded to provide infection control services to PAGC communities.

## PAGC NURSING SERVICES

Primary Care, Public Health and Home Care Services:

PAGC Nursing Services provides first level nursing to six First Nations communities. Shoal Lake, Red Earth, Hatchet Lake, Little Red, Wahpeton and Cumberland House. Hatchet Lake receives Primary Care services.

Secondary level support is also provided to two additional PAGC First Nations: Montreal Lake and Sturgeon Lake.

PAGC Nursing Services are responsible for the following functions:

- Nursing administration including management/ supervision of nursing and HIV programs, obtaining supplies and equipment and capital resources.
- Ensure mandatory programs are provided. Immunization and Communicable Disease (Public Health), Home and Community Care, and Primary Care (Nursing Station)
- Recruitment and retention of Registered Nurses and Licensed Practical Nurses for PAGC first level First Nation 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

The community of Hatchet Lake provides primary care nursing services. This facility is open 24/7 providing daily clinical services and emergency care. Services are provided by licensed Registered Nurses with Additional Authorized Practice, Nurse Practitioners, Physicians and Advanced Care Paramedics. There are currently 2 Permanent Nurse Practitioners, offering services for a total of 3 weeks each month. Nurse Practitioners have a broader scope than the RN (AAP). Staffing has been optimal for this past reporting year although, PAGC has been offering Advanced Care Paramedics regularly in which funding is not secured currently. Proposals will be sent for the goal of securing funding for the Advanced Paramedics to be considered paramount for funding.

## PANDEMIC-COVID 19

Since the declaration of the COVID-19 pandemic by the World Health Organization (WHO) on March 11, 2020, PAGC management increased Public Health nursing services in all communities. Expanded roles included swabbing, contact tracing, vaccinating, and communicating public health orders with leadership. The COVID-19 mobile team was constructed in October 2020 and continued supporting the communities offering follow up and daily monitoring 365 days a year throughout the Pandemic. The team was dissolved in July 2022 due to discontinuing the need for contract tracing throughout the province.

## URBAN COVID 19/INFLUENZA VACCINE CLINIC

Throughout the reporting year PAGC offered weekly COVID 19 vaccine clinics in Prince Albert. Clinics were offered both at the PAGC Health/Social office, as well as mobile clinics in the downtown core area targeting the vulnerable population. A total of 1882 COVID 19 vaccines and 810 influenza vaccines were administered. February 24th was the last date PAGC offered vaccine clinics in Prince Albert.

## PUBLIC HEALTH PROGRAM

### Overview and Essential functions:

- Public health
- Health promotion
- Disease and injury prevention

- Health protection
- Health surveillance
- Population health assessment
- Emergency preparedness and response

The Canadian Public Health Association defines Public Health as the “organized effort to keep people healthy and prevent injury, illness, and premature death. It is the combination of programs, services and policies that protect and promote the health of all Canadians.” ([www.cpha.ca/what-public-health](http://www.cpha.ca/what-public-health)). Public Health is a preventative combined effort from multiple disciplines of health to prevent, manage, and offer services to all ages of individuals in the community in which the people live. Immunization programs, prenatal/postnatal care, and communicable disease follow-up are just a few of the programs and services public health nurses provide in PAGC communities.

Towards the latter part of this reporting year Public Health programming returned to regular programming. Programming has focused on identifying and eradicating sexually transmitted blood borne infections. Testing, treatment, and follow up lab work is a priority. Public Health Nurses work regularly with the PAGC Communicable Disease Outreach Nurse offering mobile testing days in communities upon request. Decreasing the stigma involved with sexually transmitted infections has been successful as more individuals access regular testing.

Harm Reduction programming is being offered in select PAGC communities. Harm reduction programming identifies that many individuals coping with addiction and substance use may not be able to remain abstinent from their substance of choice. Harm reduction provides an option for users to engage with peers, medical and social services in a non-judgmental way that will ‘meet them where they are’ (<https://ontario.cmha.ca/harm-reduction>). The primary distribution in the select PAGC communities included clean needle exchange and methamphetamine pipes.

## IMMUNIZATION

Immunization is a mandated program with focus of preventing vaccine preventable disease. With herd immunity of 95% of the population, a community develops enough protection to provide for the other 5% of those unable to be vaccinated. All PAGC communities continue to be below this 95% rate of protection.

Overall, our immunization rates have been relatively stable with a substantial decline noted in the 2020 year.

Varying factors since the pandemic was declared affected regular immunization programming. Some barriers to immunization programming over the past year have been identified by the nurses include: heavy workload, health center closures, school closures, illness/isolation due to COVID 19, and uneasiness of caregivers accessing public services due to fear of illness.

## COMMUNICABLE DISEASE

The following is a report of communicable disease rates in PAGC communities in 2022. The graphs represent data for Chlamydia, Gonorrhea, HIV, Hep C and Syphilis over the last 5 years. The chart illustrates a general increase of sexually transmitted and blood borne infections (STBBI's). There has been a pronounced increase of Syphilis and Chlamydia and a decrease in cases of HIV, Hep C and Gonorrhea compared to last year.

As seen below the numbers for PAGC communities have been higher each additional year for STBBI's since 2018 regarding Syphilis and Chlamydia.

- Syphilis increased by 58% with 186 cases in 2022 compared to 118 cases in 2021
- HIV decreased in by 23% with 10 cases in 2022 compared to 12 cases in 2022
- Hepatitis C decreased by 8% with 11 cases 2022 compared to 12 in 2021

- Chlamydia increased by 18% with 422 cases in 2022 compared to 358 in 2021
- Gonorrhea decreased by 18% with 222 cases in 2022 compared to 271 in 2022

COVID-19 impacted the ability for testing and treatment of STBBI's in all communities resulting in an increase in all PAGC communities.

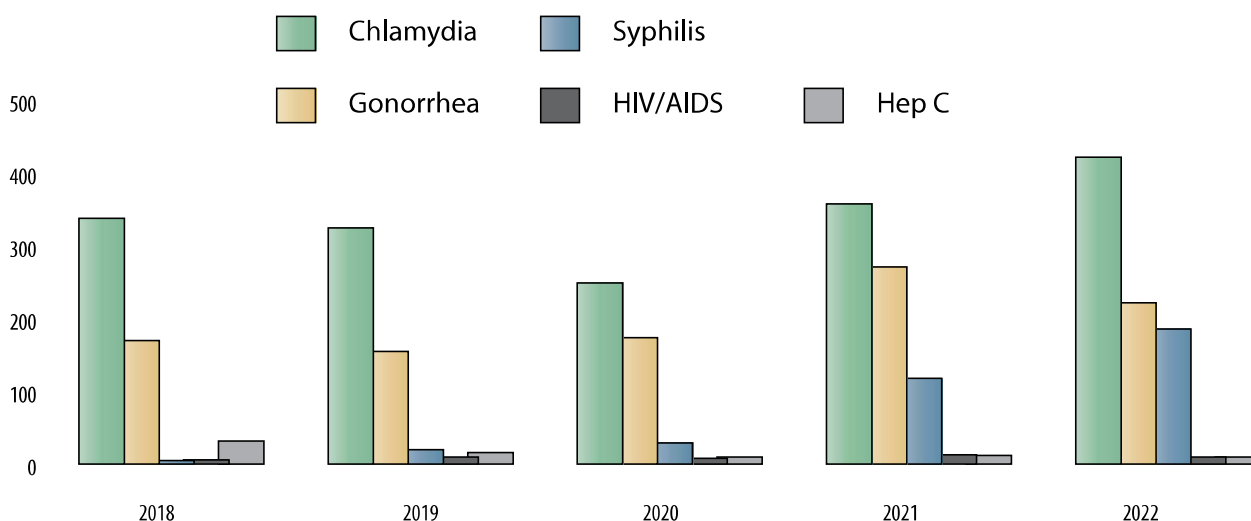
Syphilis has been a major concern, with increased focus in testing as well as treatment and follow up. Testing for Syphilis, HIV, Hep C via Dry Blood Spot (DBS) testing has dramatically increased testing in our communities. This testing only requires a finger prick.

Since the completion of the mobile health van, our ability to increase testing in communities has been beneficial. With the mobile health van, we have been able to visit our communities regularly and work with the health clinic on site to offer and improve our STBBI program.

Going forward into 2023, regular trips are anticipated to all communities under PAGC to offer support to the public health nurses in STBBI testing, treatment and follow up. The plan is to add a phlebotomy lab which is now in effect for some of our communities and training to be complete by end of May 2023. In addition to the DBS in our health van, providing phlebotomy will also decrease wait times for blood work to manage communicable diseases and have a faster turnaround time for treatment and eradication and/or management of STBBI's in clients.

Reported animal bites for 2022 through all PAGC communities are at 104 which is up from 2021 when a total of 86 were reported.

### STBBI CASES BY YEAR, ALL PAGC COMMUNITIES



Enteric, Food and Waterborne diseases made up a total of three cases for the 2022 year, a 200% increase from 2021 with only one reported case. There were two cases of Giardiasis and one case of Campylobacteriosis.

Tuberculosis remains present in PAGC communities with a total of 34 cases in 2022 compared to 31 cases in 2021.

## SEXUAL WELLNESS & HIV

The PAGC communities in the 2022-2023 fiscal year recorded some decreases in Sexually Transmitted and Blood Borne Infections-(STBBI's) compared to the previous year. HIV infections saw a decrease of 23%, Gonorrhea by 18% while Hepatitis C dropped slightly by 8%. However, there was a substantial increase in chlamydia and syphilis including cases of congenital syphilis-(CS) which occurs when a mother with syphilis passed the infection onto her baby during pregnancy.

## STBBI AWARENESS CAMPAIGN AND EDUCATION

Public awareness and education on Chlamydia, Gonorrhea, Syphilis, and HIV among the youth were primarily conducted through the community schools. The social media platforms also played a significant role in reaching youth as well as the adult population of the communities. The community's social media platforms have become a substantial part of the new frontier for health promotion and with the support from the front-line workers, the common platforms have become effective tools for STBBI education. Having observed the growth and active participation of members in health issues on social media, all health educational events currently and in the future will incorporate it for a greater impact. Furthermore, the fiscal year also saw a strong partnership with the SHA, NITHA's HIV working group, Prince Albert Métis Women's Association and Nipawin Harm Reduction working group in joint educational events in Prince Albert and some PAGC communities.

## HARM REDUCTION PROGRAM AND SUPPLIES

The harm reduction (HR) programs in general are getting a positive recognition in the communities. For instance, more communities are learning about Take Home Naloxone in response to opioid overdose death prevention. Communities with Needle Exchange programs are seeing clients switching to meth pipes that have less impact to spreading disease than the needles for drug use. Again, peer-led initiatives in distributing and retrieving used needles were effective in the HR programs. Basic HR supplies like condoms and dental dams were distributed in all community to reduce the spread of STBBI's.

## 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, orientation, 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, client advocacy. 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 receives a small amount of funding for Palliative Care. This 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.

New to the Home and Community Care Program is a Diabetes Nurse Educator, who works closely with the Aboriginal Diabetes Initiative (ADI) Team.

## NURSE NAVIGATORS

The Nurse Navigator position is a joint venture between PAGC and Saskatchewan Health Authority. The positions are filled by Registered Nurses employed by PAGC. The office is situated at the Victoria hospital with the role being managed by both respective agencies. The initial Nurse Navigator's main role is to connect with patients and families in the Obstetrics and Pediatric unit at the Victoria hospital. However, the Nurse Navigator is also utilized in other areas of the tower at the Victoria hospital. These additional interactions are only available when requested and resources permit.

The Nurse Navigator role in the Victoria Hospital has made an impact that benefits both staff and the patients they serve. Listed below are a few examples and indicators which demonstrate the success of this invaluable role:

- December 2022, a second Nurse Navigator was hired for the Victoria Hospital thru funds from the Federal Government on anti-racism. The new Nurse Navigator has completed orientation and has created a schedule to meet with patients/families from Monday to Friday at the Victoria Hospital. The schedule is as follows, Monday and Thursday the Nurse Navigator is on level 4/Surgery, Tuesday-Level 5/Medicine, Wednesday-Level 6/Medical/Palliative, and Friday-Emergency/ICU.
- The Nurse Navigator is able to participate in bedside rounds on each ward at 1000hrs (Side 1) and 1100hrs (Side 2) with all the disciplines that work closely with the patient during their admission {Patient, patients' family if in attendance, doctors, Nurse in Charge, Pharmacy, Physiotherapy, Patient Care Coordinators (PCC) and Cultural Support}. These rounds are called SiBR (Structured Interdisciplinary Bedside Rounds), where each discipline has a chance to discuss the patient's care in hospital, their goals of care for that day and plans for discharge, if there are any barriers or safety concerns at discharge.
- Patient and families are encouraged to ask questions or voice any concerns during the bedside rounds. After rounds are complete, clients are identified who will be discharged that day or the next day and make the connection to the home community as needed. Clinics are contacted and reports as needed to nurses in communities on patient's admission, treatment in hospital and the patients discharge care plan to the nursing confidential fax.
- In level 4 (surgery) there has been 363 patients seen by Nurse Navigator from January to March 2023.
- In level 5 (medicine), there has been 153 patients seen by Nurse Navigator from January to March 2023.
- In level 6, there has been 154 patients seen by Nurse Navigator from January to March 2023.
- In the emergency and intensive care unit, there has been 40 patients seen by Nurse Navigator from January to March 2023.
- In the obstetrics/ neonatal intensive care unit, there has been 1652 patients seen by Nurse Navigator for the reporting year of 2022/23
- In the pediatrics unit, there has been 1228 patients/families seen by the Nurse Navigator for the reporting year of 2022/23
- In the obstetrics/ neonatal intensive care unit there has been 1179 referrals (# includes 32 community referrals and 1147 referrals for healthcare staff from the Victoria Hospital to NN) for the reporting year of 2022/23.
- Nurse Navigators have connected patients and families to the elders for prayers or dry smudge. Smudge room is available in the family treatment room if patients wish to smudge.
- After connecting with some patients and families in the hospital, some have reached out to the Nurse Navigator after discharge. Phone calls or texts or referrals have been received and clients may have questions to community supports or advocate for them with Non-Insured Health Benefits.
- Our assistance has been requested where a patient may be refusing care, supporting nurses/doctors with communicating and explaining procedures, and treatment plans. Providing the required education to the patient and their families has assisted in a safe care and understanding. The Nurse Navigator also



explains the procedure to the clients in ways they understand and provides the support while care is being done. This emotional support and building trust assist with bridging that gap between the patient and healthcare professionals.

- Prior to patient discharges there have been times that the patient requests outside support services that would assist them. With patient consent, the Nurse Navigator has assisted by calling community support organizations to connect them with patients requesting further support in addictions, mental health, family focus and maternal child health to name a few.

The Nurse Navigator's role promotes culture appropriate and safe care for Indigenous people who are seeking service at the Victoria hospital. Supporting a patient's journey that promotes cultural sensitivity during their hospital stay is essential and assists in an all-around good experience. The patient's transition to hospital care can be stressful and sometimes difficult, but with the assistance of the Nurse Navigator it can hopefully be put to ease.

The Nurse Navigator is in place to support and enhance existing services in the Victoria Hospital by educating, advocating and being a liaison for patients, families, and staff. The patients benefit through teachings, referrals, and emotional support during their stay at the hospital. For example, medical instructions are explained, as well as the translation of medical terminology, explanation of tests or procedures, informed consent and to ensure care plans are understood. The result is the patient having a positive experience and a greater knowledge/understanding while in hospital, which would continue in the transition back to their home communities.

Another role for the Nurse Navigator is finding Indigenous resources for hospital personnel (i.e. finding an elder or developing a protocol for elder consultations), as well as community programming. Having this bridge of information between patient, care givers and hospital generates the holistic patient care. This promotes reconciliation and understanding of our patients in healthcare, which will lead to treating all with kindness and respect.

## CHALLENGES

- Live birth registration form fees - you need a VISA or MasterCard to order the long form birth certificates. One cannot use a debit VISA. Fee is \$40 and some patients don't have a VISA or MasterCard to order Birth certificates. Parents are provided with the birth certificate and treaty status applications to complete in

their community. Patients are encouraged to see their outreach worker or someone at the band office who assists with registering children for treaty status.

- Children who are admitted onto the Pediatric unit over 18 months and their parent/guardian has not applied for their child's status number. This sets up some barriers for assisting the child or family with coverages.
- Increase THC use during pregnancy. We need more resources regarding effects of THC use during pregnancy and risks of THC use when breastfeeding.
- Increase in poor prenatal care or no prenatal care during pregnancy.
- Iron deficiency anemia during pregnancy. Patients coming in for iron infusions prior to delivery or staying longer in hospital for iron infusions post-partum.

## STRENGTHS

- Receiving more referrals from different communities
- Patients and families are accessing nurse navigator services on their own. They reach out by calling or texting work cellphone. Sometimes they will ask their nurse to contact the nurse navigator if they do not have a phone. They are aware of their concerns or supports needed. Nurse navigators can provide them emotional support, reassurance, connect patient to resources and advocate for the patients.
- Nurses, doctors, PCC's and other health professionals are aware of the Nurse Navigator Role and accessing our services as well with connecting with patients/families and their communities.
- Positives comments from patients and families, that this support from Nurse Navigator is available to them.
- Connecting patients and families to the cultural support worker.

## RESOLUTION HEALTH SUPPORT SERVICES

The Resolution Health Support Services provides information and services to former Indian Residential School (IRS) students/Sixties Scoop/Indigenous Day School (IDA), Missing and Murdered Indigenous Women and Girls (MMIWG) survivors and their families which is part of the Indian Residential School Settlement Agreement (2008). The RHSW program recognizes Intergenerational

effects and impacts which will continue to serve clients, individuals who are directly and indirectly affected and impacted by Indian Residential Schools, Sixties Scoop and the Federal Indian Day School Agreements and process.

The RHWs continue to provide emotional/mental/spiritual support when requested and during Cultural/Elder gatherings, training or information sessions by Health Canada or communities. We work with the Gowlings Law firm before, during, and after their information sessions regarding Day School. We also provide interpreting services in Cree and Dene to the survivors so there is a better understanding of the day school class action process. We also assist when requested to be in care homes, hospitals, home or in the penal institutions.

The Elder continues to assist claimants by providing prayers and smudging. The Elder's role is vital as many claimants feel safe when an elder is present. The Elder is also available to survivors to make an appointment for one-to-one traditional counseling and also if they request to participate in a traditional event or ceremony.

Since the deadlines of the Common Experience Payment and the Individual Assessment Process has come and gone, the RHW's roles have shifted into an educational and healing component. The RHWs can now facilitate the Kairos Blanket, Grief/Loss, medicine wheel teachings, cultural gathering, land-based teachings, sacred ceremonies, and all training for RHW's in the province or out of province. The RHWs go into schools and communities to speak on the history of the Indian Residential Schools, truth & reconciliation, medicine wheel teachings, grief/loss, cultural gatherings, and traditional ceremonies or land-based teachings. and work towards healing together as a whole. All the training the RHW's facilitate are interactive learning opportunities to support all survivors in their individual healing journeys.

For each training is introduced by IRS history and the shaping of the Settlers and Indigenous Peoples relationship. The mandate is to focus on the truth of the past, learn about the present relationship with the government of Canada and Indigenous people as well as to learn the significant aspects of the healing modalities of traditional spiritual ceremonies, methodologies and epistemologies as directed by traditional knowledge keepers.

In addition, cultural gatherings, land-based gatherings, sacred ceremonies, Round Dances, training, information sessions, and support at other gatherings, such as land based, cultural events, and Treaties Days has occurred.

## NATIONAL INQUIRY INTO 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. 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. We held our MMIWG Awareness walk on May 5th/ 2022 in Prince Albert Saskatchewan and supported all individuals who are walking across Canada to bring awareness for MMIWG.

It is important all gatherings are supported by Elders through prayers, singing, and pipe ceremony as Elders are also available to speak with individuals if they needed traditional counselling throughout the days and evenings.

## SIXTIES SCOOP

On August 9, 2018, the Ontario Superior Court and the Federal Court approved the Sixties Scoop settlement. On Friday, October 6, 2017, a settlement in principle was reached to resolve the sixties scoop class actions across Canada. The class action is for the loss of culture, language, and identity and being placed outside the community either through adoption or permanent ward. The claim does not cover physical or sexual abuse if suffered while in care.

The settlement is for individuals who: are 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 finally who were adopted or made permanent wards and placed in non-Indigenous homes.

## INDIAN DAY SCHOOL

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.

The mandate for RHW's is to provide on-going mental, emotional, and spiritual support with the main focus to

provide the healing journey to class members as everyone is healing as their own pace. The deadline for filing claims is now closed; however, the survivors continue to seek support and attend the cultural gatherings.

## COMMUNITY VISITS

There were no community visits as all Cultural activities were organized in Prince Albert and Day School claimants scheduled to do their day school applications at the PAGC health and social office. There were many claimants scheduling appointments as the deadline of IDS application was on July 13th/2022. Community visits were limited due to Covid 19.

## CONTINUED TRAINING AND SELF-CARE

**April to July 14/2022** - Supporting Day School Application (DSA) Claimants with the Day School Application and supporting them with where to go to find supporting documents for the DSA for their application. This process is confidential, and the DSA claimants may recover additional support as in counselling while they are filling out the application. At time this may be several hours and several appointments.

**April to June and continuing** - Life Skills Coach training from Monday to Friday 9:00 am to 1:30 pm on-line.

**April 30th/2022** - Community event in James Smith with Archbishop of Canterbury on Indian Residential Schools.

**May 5th/2022** - Missing and Murdered Indigenous Women and Girls walk on May 5th/2022 starting at MMIWG monument to Parkland Hall for closing ceremonies.

**June to July 13th/2022** - Supporting Day School Application (DSA) Claimants with the Day School Application and supporting claimants with the DSA and where to find supporting documents for the DSA for application. This process is confidential, and the DSA claimants may require additional support as in counselling while they are filling out the application. At times this may be several hours and several appointments.

**June 21/22/23/ 2022** - National Indigenous People Day Gathering Celebrating National Indigenous People Day Gathering. The 3-day event consisted of keynote speakers for the following topics (Dene, Dakota, & Cree Knowledge Keeper, LGBTQ2S, Traditional Stories, Indian Residential School, Traditional Hand games, Gospel Jamboree, Talent Show and several other topics).



MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS WALK



NATIONAL INDIGENOUS PEOPLE DAY GATHERING



ALBERTA PAPAL VISIT

**July 19-21/2022** - Attended the restoring our spirit, through Health & Wellness Convention in Regina, SK and was hosted by George Gordon First Nation.

**July 23 to 28th/2022** - Alberta Papal Visit: Cultural and Health Supports in Edmonton Alberta. Supporting Residential School survivors.

**August 9th to 12th/2022** - 2022 MLTC Residential School & Family Gathering (Beauval Gathering)

“Reuniting Community, Renewing Our Spirit & Honoring Our Children”

This project was connecting with the community while making mini birch bark baskets that were released near the Beauval Indian Residential School (Lac La Plonge). Within the 3 days 215 birch bark canoes were made to symbolise the 215 remains that were found at Kamloops. The day event consisted of prayer, story telling, history landmarks at Lac La Plonge, SK. On the final day of the gathering, before releasing the birch bark canoes, a ceremony was preformed by Elders and the birch bark canoes were released on the river.

**Monday, August 15th to Friday, August 19th/2022**

Pondarosa – Youth Cultural Camp 50 youth from the communities

**Monday, August 22, 2022 to Friday, August 26th, 2022**

Young Cultural Camp in La Ronge Lake, SK

Young Ambassadors from Cumberland House, Sturgeon Lake, Shoal Lake, Red Earth, Wahpeton,

**Monday, August 29th to September 2nd /2022**

All Nations Gathering Prince Albert Grand Council

**September 6th to September 28th /2022**

James Smith Cree Nation – Community Support Services

**September 12th, 13th & 14th/2022**

SIIT – RHSW gathering at Wanuskewin in Saskatoon, SK.

**September 30th / 2022**

Every Child Matters Walk in Prince Albert, SK.

**October 12 & 13th/ 2022**

Group Crisis Intervention

**November 7th to 10th**

FSIN/Treaty Commissioner Conference

Healing Together Through Kindness: Understanding the Effects of Intergenerational Trauma

**January 13th/2023** - Lateral Violence Workshop with PAGC Health & Social staff

**January 23rd, 24th, 25th/2023** - Community Moccasin Making – Prince Albert



BEAUVAL GATHERING - MAKING MINI BIRCH BARK BASKETS



BEAUVAL GATHERING - RELEASING THE BASKETS NEAR THE BEAUVAL INDIAN RESIDENTIAL SCHOOL

**January 30th - Feb 2nd/2023** - Wa Say Elders Gathering Conference Winnipeg Manitoba – George Mirasty

**January 31st & February 1st** - Mental Health First Aid training

**February 2nd & 3rd/2023** - Grief & Resiliency Training

**February 7th, 8th, & 9th / 2023** - RHSW Conference – SIIT Saskatoon

**February 28th, March 1st & 2nd/ 2023** - Asset Mapping Saskatoon

**March 8th/2023** - Montreal Lake International Women's Awareness Day

**March 8th, 9th & 10th/ 2023** - Friendship Centre Truth & Reconciliation Conference Prince Albert, Sask.

**Monday Afternoons (March 6th, 13th, 20th, & 29th/2023** - Men's Healing

**March 14th/ 2023** - RHSW Queen Elizabeth II Platinum Jubilee Medal Ceremony

**March 21st, 22nd, & 23rd** - Community Wellness Conference – Empowering Communities for a Healthier Tomorrow – FSIN Saskatoon, Sk.

**March 28th, 29th, 30th** - PAGC Youth Wellness Conference – Prince Albert, Sk.



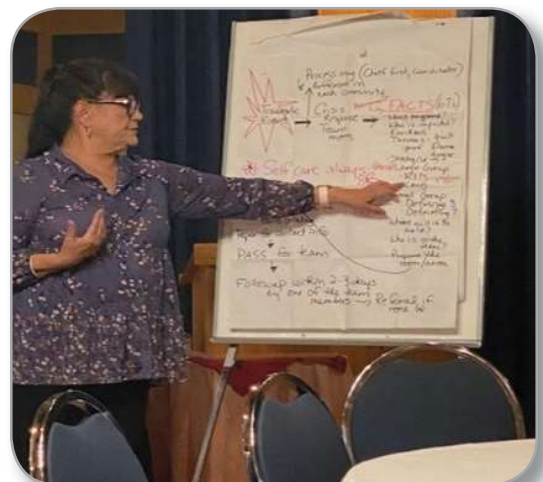
ALL NATIONS GATHERING - PRINCE ALBERT GRAND COUNCIL



EVERY CHILD MATTERS WALK - PRINCE ALBERT



PONDAROSA - YOUTH CULTURAL CAMP



GROUP CRISIS INTERVENTION

## TELEHEALTH

Telehealth is live interactive video conferencing that remotely connects a healthcare provider with a patient. Video conferencing can include desktops, laptops, and mobile devices.

Video conferencing connections are made possible with Community Net (CNET), a private network, that is accessed by authorized users only.

To date, Telehealth Saskatchewan operates from more than 440 sites in 147 communities across the province (<https://www.ehealthsask.ca/services/telehealth>).

Prince Albert Grand Council Health & Social Development (PAGC H&SD) Telehealth Program has 11 telehealth sites. Nine sites each have one telehealth system. Red Earth and James Smith each have two telehealth systems. A total of 13 telehealth systems.

1. PAGC Health & Social Development
2. PAGC Holistic Wellness
3. Cumberland House Victoria Laliberte Health Centre
4. Hatchet Lake Health Centre
5. James Smith Health Centre
6. James Smith HC Portable
7. Sakwatamo Lodge
8. Montreal Lake William Charles Memorial Health Centre
9. Red Earth Health Centre
10. Red Earth Portable
11. Shoal Lake Health Centre
12. Sturgeon Lake Health Centre, and
13. Wahpeton Health Centre

Nine of the telehealth sites are operational and have trained health staff to operate the telehealth systems. Sakwatamo Lodge telehealth system is offline due to their move to Wahpeton. Cumberland House is temporarily offline for equipment maintenance.

Little Red telehealth site clinical, administrative, and education sessions are scheduled by Roderick Sanderson, Lac La Ronge Telehealth Coordinator.

Video conferencing training will differ for each health staff. Those that are the main and backup telehealth supports are trained with Train the Trainer model. Train the Trainer model is also for any health staff that would like the

complete telehealth system training. Introductory training is also provided which involves readying the system for audio/visual, remote-control functions, and how to reset the codec and UPS.

### VIDEO CONFERENCING TRAINING:

**On-site:** Little Red, 2 participants - Jul 21. Montreal Lake, 1 participant - Jan 17. Includes MS Teams and Pexip Software

**Virtual:** PAGC Health Portable to Hatchet Lake Portable 7 participants - Nov 17. PAGC Health Portable to Little Red Portable, Refresher, 1 participant - Dec 7.

### TELEHEALTH STATISTICS

# of Sessions (April 2022 to March 2023)

- 24 Clinical
- 1 Educational (ADI Prenatal)

Clinical Sessions (2022 - 2023)

- 2 Anesthesiology
- 5 Nephrology
- 1 Neurology
- 7 Neurosurgery
- 1 Oncology
- 8 Psychiatry

### PAGC HEALTH COVID VACCINATION CLINICS: 34

Setup of laptop(s) for nurse(s), data entry of vaccinations as required, contacting PAGC IT and/or eHealth Saskatchewan helpdesk when required

### IT SUPPORT

Support health staff with the basics of IT – MS Software, Adobe, MS Teams, audio and visual, laptops, and accessories

### EQUIPMENT UPGRADES

Installed portable carts in four communities:

- Sturgeon Lake (Portable), Sep 27
- Red Earth (Portable) Oct 5
- Cumberland House (Portable), Oct 5
- Hatchet Lake (Portable), Oct 26

## SPRUCELODGE BOARDING HOME

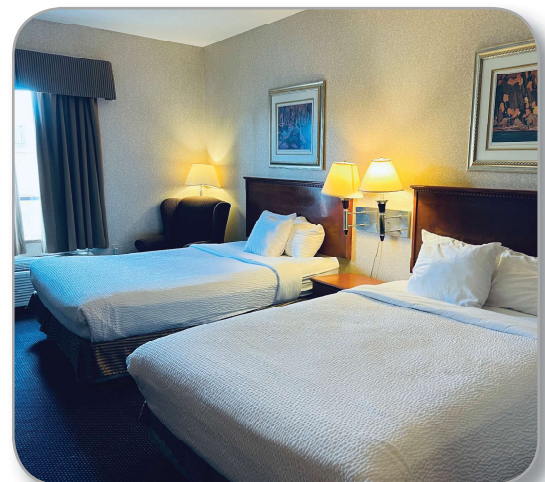
Sprucelodge Boarding Home is a medically approved home that provides meals, accommodations and transportation to registered First Nations clients who come to Prince Albert to access medical services that are not available in their home community. The program is funded by Health Canada and as such, follows the Non-Insured Health Benefits Policy Framework. Sprucelodge currently employs 8 full time and 5 casual staff delivering four distinct programs.

There are four separate programs being delivered by Sprucelodge:

1. In City Transportation assist clients that “reside in” Prince Albert and have been referred to a specialist not available in the city.
2. Medical Transportation assists clients arriving from “outside” of Prince Albert who have appointments in the city.
3. After hours Call Centre assist registered Treaty clients who require assistance outside of regular working hours. This scope is across all of Saskatchewan.
4. Mental Health Benefit assists registered treaty individuals and communities with assistance to access and/or approve mental health support services where needed.

Sprucelodge has undergone a great deal of changes in the recent years, but none as significant as our move to our new permanent location at 150-34th Street West. Our new facility is a joint venture between the PAGC and the Hatchet Lake Band who collaborated to purchase the former Days Inn building and turn it into our new Sprucelodge Medical Boarding Home.

Our facility is currently undergoing renovations that will provide a brand-new commercial kitchen and a large gathering lounge for our guests to comfortably visit or simply await their transportation back to their communities. So much to look forward to in the year ahead. We will have a “Grand Opening” to showcase our beautiful facility once all renos are complete. When this is done, we will be sure to extend an invite to all our leadership and community members.



## ENVIRONMENTAL PUBLIC HEALTH

Environmental Public Health Services encompassing the nine program areas were provided to all communities and urban facilities during this reporting period. A team of four Environmental Public Health Officers, a Supervisor and an Administrative Assistant were directly responsible for maintaining the program and service delivery in accordance with Indigenous Services Canada (ISC) 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.

### COVID-19 PANDEMIC

EPH program services have been affected by COVID-19 pandemic during this reporting period. EPH program staff continue to provide environmental public health advice, support and guidance to all First Nations communities within the Prince Albert Grand Council in coordination with NITHA and Indigenous Services Canada. This year the EPH Program continued to provide education and information about COVID-19 in addition to routine environmental public health services to the communities. EPHOs not only inspected the public facilities but also made unscheduled visits to ensure the facilities follow COVID-19 guidelines. EPHOs assisted nurses with running mass immunization clinics at PAGC Health and Social Development Office.

### WATER QUALITY PROGRAM

Safe Drinking Water continues to be a major focus. This program demands maximum attention because of its importance of the possibility of the spread of water borne illnesses. It accounts for 40% of the workload. Concentration on maintaining safe drinking water in keeping with Health Canada's Guidelines for Drinking Water Quality and ISC protocols resulted in the upgrade and frequency of bacterial 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:

- 3147 bacteriological samples were field tested
- 359 samples were laboratory analyzed for routine water chemistry
- 136 samples were laboratory analyzed for Total Trihalomethanes (TTHMS) and 136 samples were analyzed for Halo Acetic Acids (HAAs)

In addition, 25 Precautionary Drinking Water Advisories (PDWAs) were issued or maintained in communities that experienced power outages and loss of pressure within the distribution system, operational problems, water main breaks or other water quality concerns to ensure public health and safety. A Do Not Consume Water Advisory (DNC) was issued for Little Red River on March 21, 2022 due to manganese levels exceeding the Maximum Acceptable Concentration (MAC) in drinking water. The DNC Advisory was rescinded on January 30, 2023. Many communities have already witnessed water treatment plant upgrades and the Drinking Water Quality in each community continues to meet Health Canada's Guidelines for Drinking Water Quality. A Precautionary Drinking Water Advisory (PDWA) is applicable to homes on Trucked Water System (TWA) in Pelican Narrows since August 2015 due to limited availability and/or access to a routine cleaning program for cisterns. A Boil Water Order (BWO) applies to well water source which supplies the community store located at Cumberland House-half way point subdivision since January 1, 2003 due to unavailability of treatment/disinfection. However, the well water supply is used for washing and cleaning purposes while bottled water supply is used for drinking water and food preparation.

### 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 154 housing complaints during this reporting period. They included the following:

- 56 for Moulds
- 65 for Pest Control – Insects and rodents
- 20 for sewage back up, diesel spill and other indoor air quality concerns
- 13 general detailed inspections

### FOOD SAFETY

Surveillance of safe food handling and hygiene practices were maintained at all food preparation and food service facilities including restaurants, convenience stores, full-scale band-owned grocery stores, as well as those in urban areas. A total of 47 food preparation facility inspections and 41 food service facility inspections were completed during this reporting period to ensure safe food handling



practices and protection of public health. Environmental Public Health services were provided to cultural camps in La Ronge and Sucker River during this reporting period.

## 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. Three Splash parks were constructed in the communities of Cumberland House, Shoal Lake and Red Earth. However, these parks have not been used due to concerns around water consumption and inadequate wastewater disposal.

Inspections of Public Facilities for 2022-2023:

- 7 Health Facilities including health centres, nursing stations, and hospital
- 36 Child care centres including day cares and head starts.
- 26 Community care facilities including schools, group homes, long term care, and treatment centres
- 19 General Facilities including offices and public bldgs.
- 6 Recreational Facilities i.e. arenas

## 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 the air quality. Eleven (11) 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. Six (6) 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 whether reported from lift stations, manholes or lagoons from the various communities and provides assistance and recommendations on corrective measures when required. 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. Two sewage spills incidents reports were received from Pelican Narrows and Black Lake during this reporting period.

## CLIMATE CHANGE PROJECTS

Climate change projects were initiated in the communities of Hatchet Lake Denesuline Nation, Red Earth Cree Nation and Shoal Lake Cree Nation back in 2019. All interviews were completed and a graduate student at the University of Saskatchewan was hired to analyse the data and complete the reports in coordination with University of Saskatchewan Professor and PAGC EPH program Supervisor. Interviews from all three communities were compiled and submitted to the graduate student for review and analysis in March 2020. Graduate student worked on compiling and summarising interviews from all three communities for his master's thesis. A summary report addressing climate change affects in the three First Nations communities was submitted to PAGC Environmental Public Health program in October 2022. A customized report was prepared and submitted for Hatchet Lake First Nation in November 2022. The reports were shared with the health directors of the three First Nations communities.

## ENVIRONMENTAL CONTAMINANTS

An environmental Contaminants project dealing with assessment of indoor exposure to radon gas among Red Earth Cree Nation community members was initiated in October 2019. Radon dosimeters were deployed in all private residences and public buildings in Red Earth Cree Nation in October 2019. These dosimeters were collected for analysis in October 2020. Radon test results showed that 11 houses had radon levels that exceeded the Health Canada guideline of 200 Bq/m<sup>3</sup>. All identified homes have undergone radon mitigation. A redeployment of radon dosimeters in homes where dosimeters were lost or misplaced was completed in April 2022. Radon dosimeters were collected and sent to Accustar lab for analysis in April

2023. Radon test results from the second deployment showed that six houses in addition to the family centre had radon levels that exceeded the Health Canada guideline of 200 Bq/m<sup>3</sup>. Radon exposure levels could not be obtained for 41 housing units during this reporting period. A household radon survey was completed with all residents of Red Earth Cree Nation in June 2022. Analysis of survey results is underway to assess radon exposure and health related impacts among Red Earth Cree Nation community members.

## TRAINING & EDUCATION

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

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

23 safe food handling training sessions were provided to 220 participants.

21 WQM training sessions were provided to 27 Water Quality monitors during this period.

11 WHMIS training sessions were provided to 162 Workers†

The PAGC Environmental Public Health program hosted the Water Quality Monitors training Workshop from March 21, 2023 to March 23, 2023. The workshop was held at the Ramada by Wyndham Saskatoon. 39 participants from PAGC, MLTC, STC, BT6 and independent communities attended the workshop.

The PAGC Environmental Public Health program also hosted the Environmental Cleaning workshop on February 28th and March 1st, 2023. 42 participants from PAGC, MLTC, STC, BT6 and independent communities attended the workshop at the ramada Inn in Saskatoon. Funding from ISC was secured to organize both workshops.

## CONTINUING PROFESSIONAL DEVELOPMENT

PAGC Environmental Health Officers attended relevant educational workshops and conferences to keep up with the latest developments in the environmental public health field.

## CONCLUSION

In general, Environmental Public Health program and services were routinely and regularly provided in all areas of the program with minimal interruption of services.

This was largely due to the commitment of the staff to ensure efficient and effective delivery of services despite COVID-19 Pandemic and various other challenges and difficult circumstances. All in all, the Environmental Health team functioned without much disruption and was able to provide coverage in all areas to all the communities and continue to take proactive approach to ensure efficient and effective delivery of services to all First Nations within the Prince Albert Grand Council.

## HOLISTIC WELLNESS

### 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 relocation of Sakwatamo Lodge to Wahpeton B where we will reopen as a Family Treatment Centre in the winter of 2023. Recruitment of new staff in the summer/fall of 2023. We look forward to our next new adventure of helping and healing our families. This will allow greater opportunity to meet the needs of the client and expand program capabilities.

Due to Covid-19 we were taking less than 50% of our clientele. We were having 36-day Blocked Inpatient Individual and Couples treatment program. We had 25 male and 18 female totalling 43 clients.

**Accreditation:** Sakwatamo Lodge staff continues working to maintain current accreditation status of Accreditation with Exemplary Standing. The next accreditation survey will be in 2025.

### MARIE ADELE WELLNESS CENTRE (HATCHET LAKE)

Respecting health restrictions, the services we provide to our community continued to be available as much as possible to those in need.

The Addictions Counsellor assisting Mental Health Therapies with Tragic deaths or suicide in the Community.

The Wellness Centre continued to collaborate with varies local agencies, such as Athabasca Child & Family Services, RCMP, Health, Provincial Government programs, Justice, Education administrators and the Hatchet Lake Band Office. 2021 Fiscal Year group and community efforts included;

- Community Cook Out
- Suicide Prevention & Life Promotion Community Gathering
- Hope and Healing with Special Guest Theo Fleury
- Interagency Meetings
- Anti-bully walk
- Healing Conference
- Annual A.A. Round-up
- National Addiction Awareness Week
- Women's Healthy Relationship Culture Camp
- Men's Healthy Relationship Culture Camp
- Sharing Circle Group Session
- Winter carnival activities
- Christmas festival activities
- Women's harvesting Blue berries Culture camp
- Women's Harvesting Cranberries Culture camp
- Youth Addictions Awareness Workshop
- Breakfast Bunch for the Community

The Mental Health and Addictions Counsellors work together to support the needs of the community members.

- Walk in and scheduled Counselling
- Initial Referrals and follow-up for inpatient treatment
- Coordination of Detox
- Referrals and follow up for Family Addictions Treatment
- Referrals and follow up for intensive Family Treatment Programming
- Woman Shelter referrals
- Youth Addiction referrals and follow up
- Honour Service for Residential School Children Memorial Walk
- Hope, Healing and Recovery Program
- Home Visits

## MENTAL HEALTH AND ADDICTIONS PROGRAM

The Mental Health Care Provider's role is responsible for the coordination and participation of the Crisis Response Team in training, skill development, team debriefing, follow-up and liaison between program and community. The Mental Health Care Provider likewise takes on the lead role in the Mental Wellness Teams and the implementation of

that program. Moreover, the Mental Health Care Provider is tasked with proposal writing to enhance existing services and to acquire the necessary funding to further expand those services in the communities. Lastly, this position also works to enhance mental wellness services to meet our communities' needs.

Highlights of this past year have been working with PAGC and with the communities of James Smith, Wahpeton, Sturgeon Lake, Red Earth, Cumberland House, and James Smith in the development of Mental Wellness Teams and Crisis Response Teams. Moreover, after the submission of some proposals, we have been successful in receiving funding in the area of family violence as well as awaiting to receive confirmation for additional funding.

In September 2022, Mental Health support was requested and provided to the community of James Smith. In January and April 2023, Mental Health support was also provided to the community of Red Earth. In March 2023, Mental Health support was provided to the participants of the Blanket Exercise facilitated by PAGC Education Services.

The role as the Mental Health Coordinator is to also organize and coordinate training for the Mental Wellness Teams. The Mental Wellness Teams in each of the communities have participated in a number of trainings including: Community Suicide Prevention, Compassionate Inquiry Training, and Crisis and Stabilization Training. The three training dates were October 12 & 13th, 2023, April 17 & 19th, 2023 and just recently, May 22nd to May 26th, 2023.

As the Mental Health Care Provider, I also deliver one-on-one counselling to not only our urban members, but to all First Nations service users. In conclusion, the Mental Health Care Provider receives the training necessary to better support the communities that we serve.

## HOLISTIC WELLNESS CONTINUITY OF CARE PROVIDER

### Provides community services to:

- Youth, families, and adults, affected by, alcohol and drug addictions, family/domestic violence, suicide awareness, responsible gambling or life-giving approaches.
- Mental Health supports by arranging office or community visits and or programming that educates participants.
- Emphasis on the prevention and early identification of domestic violence, problematic use /abuse that

contribute to domestic violence, will assess clients, determines referral needs, liaises with community sources for further and/or specialized services.

- Counsels' clients, formulates and implements treatment plans and provides case consultation and follow-up support on treatment decisions.

### **Domestic Violence Awareness**

- Educating the community workers and the community members about prevention, and intervention to those who are suffering from violence in any way by either their spouse and/or family or community members.
- To incorporate and demonstrate what healthy behavior looks and feels like.
- To incorporate what healthy behavior looks and feels like.
- Family enhancement.
- Individual, couple, family, and group counselling

### **Programming**

- Cooking Classes.
- Men's Group.
- Women's Group.
- Youth Group.
- Traditional Parenting Classes.
- Sharing and Healing Circles for families.
- Educational Workshops on Intimate Partner and Family Violence.
- Weekly Domestic Violence Intervention Class.
- Gender Based Violence.
- National Domestic Violence Month Activities and Walks to raise awareness.

### **Cultural Teachings**

- The importance of healthy behaviors by using the Medicine Wheel Teaching
- The 7 sacred teachings: Love, Respect, Courage, Honesty, Wisdom, Humility, and Truth. Daily smudging, praying, and ceremonial sweats.
- Traditional teachings about the roles of a man and woman, in the different stages in life.

### **Problem Gambling**

- Empowering those who choose to gamble to make informed choices.

- Programs about prevention and how to stop problem gambling behaviors from developing.
- Building awareness and understanding the risks associated with gambling.
- Incorporate strategies to reduce the risk.

### **Responsible Gambling Action Plan**

- Outpatient one-on-one counselling.
- 5-day In-patient treatment.
- Telephone Counselling.
- Individual, couple, family and group counselling on:
  - ◇ Suicide Awareness
  - ◇ Life Promotion

## **YES PROGRAM**

Y.E.S. Program has 9 Staff, a Mental Health Support Worker and 2 Elders, we have come along way since Covid-19. We do still practice some protocol to maintain our health for both Youth and Staff.

The Y.E.S. Program is centered around building individual youth through their beliefs, values and attitudes, which improves their quality of life. Youth Workers assist youth to grow positive friendships, once they've learned they have a voice, Youth make a connection and begin to develop physically, mentally, emotionally and spiritually.

We have a Monday evening Talking Circle that provides support to our youth.

Regular programming which services on average 150-180 youth weekly (11-17 years of age) and is from Tuesday to Saturday with ongoing intake and orientations. Our Summer program is all day programming and will go from July to end of August and then resume back to normal program when school starts again in September.

We recently have begun our own grocery shopping as inflation and cost of food rising, it gives us a chance to be able to shop wisely and Staff each take turns in preparing the supper meal.

We target Culture and Tradition along with Land base, Life Skills, Physical Activity and Self – Regulation.

Land Base Healing Camps are also a part of our program that enables our youth to be able to recognize their grief and loss and have the tools and support in place to deal with those loss(es), manage them and release them.

“Every day is a new day, with new goals, new light and new beginnings.”

### YES Land Based Counsellor

Indigenous youth are often at a greater risk of facing barriers to education, employment and health services, and are overrepresented in the youth justice and child safety systems. Therefore, cultural competency must be embedded in the traditional culture of youth services and in all aspects of service delivery. Working with community elders, Indigenous-managed services and extended family is important when responding to the needs of indigenous youth to ensure responses are informed and supported by the key people and services in their lives. Where appropriate, services should employ knowledge keepers to provide services to indigenous youth.

Engaging one on one or small group with urban youth provides opportunity for the development of a therapeutic alliance.

Some activities provided to Urban Youth

- Healing on the land
- Using land as the first teacher
- Emotional regulation
- Self-Esteem
- Centering Relationships
- Social skill development
- Healthy coping strategies
- Youth Empowerment
- Complex Trauma Recovery
- Building engagement through healthy and safe relationships
- Helping to build healthy/ positive engagement in school/ building capacity in schools
- Wellness (mental/ emotional/ physical/ spiritual) through land-based activity
- Resiliency rooted in relationship with land

### Responded to

- Youth suicide + mental health needs
- Grief and Loss
- Loss of language and culture
- Loss of Indigenous ways of knowing and being
- Loss of connection to land
- Reconnection to home communities and families

- Isolation and loss of connection in an urbanized setting
- Decolonizing practices
- Cultural resurgence through place, name, language, storytelling
- Truth and Reconciliation Calls to Action
  - ◇ Direct engagement with 220 urban youth
  - ◇ 18 Public/ Catholic/ Independent Schools in Prince Albert
  - ◇ Group Crisis Response Intervention groups
  - ◇ Volunteer work with PAGC Food hampers, at cultural events, at sports events
  - ◇ Equine therapy





# INFORMATION TECHNOLOGY SERVICES

The 2022 Fiscal year was a busy year for the Prince Albert Grand Council Information Technology Department (PAGC IT). The department started the fiscal year with six staff members and has now added two additional staff. These staff were integral to operations for the year, without them our year would not have been nearly as successful.

New staff bring different experiences, skillsets, and viewpoints that have helped us to become a more well-rounded department. Co-Directors Mike Wells and William Gray quickly realized that the addition of staff added operational complexity we had not yet experienced in our combined 27 years of service for PAGC. New staff roles, operations documents, processes, and procedures all had to be recreated.

During the Spring and Summer of 2022, PAGC IT implemented many upgrades in the Hatchet Lake, Red Earth, Shoal Lake, and Cumberland House health facilities. New networking equipment, power backup systems and servers were installed. This project was phase 1 of a larger plan to modernize and secure community health facilities. Phase 2, which will enhance communication & reporting between community health workers and PAGC Staff is set for the 2024 Fiscal year.

Fall of 2022, PAGC took possession of the former Days Inn building in Prince Albert. Over the next few months PAGC IT worked to ensure that Spruce Lodge Boarding Home had the required infrastructure to relocate from their temporary location in the Ramada. Networking equipment

and cabling had to be installed to accommodate office spaces required. Spruce lodge was also moved to Microsoft Teams Voice for phones during the relocation.

Also in the fall of 2022, PAGC Acquired the former Margo Fournier Center downtown Prince Albert. New renovations, including new offices on the 2nd floor, required all new networking equipment and cabling to be installed prior to Urban Services Department moving in. Working closely with PA Alarms, PAGC IT assisted with the planning and configuration of new security system in the building. Like Spruce Lodge, Urban Services, was moved to Microsoft Teams Voice phone system.

Microsoft 365 cloud migration was also started in 2022. While relocating Spruce lodge and Urban services it made sense to also move their data to Microsoft 365.

PAGC IT now represents Saskatchewan First Nations on the steering committee for the National Indigenous Information Technology Alliance (NIITA). NIITA consists of two parts. The first, A National symposium for Indigenous IT representatives from around Country to gather, share knowledge and network. The second part of NIITA is the development of a NITTA organization. The goal of which is to be a trusted source of IT knowledge for all Indigenous communities and organizations.

Application development continues to be in demand from our various departments. Along with continuing support and adding functionality to existing solutions, this year we built many new applications including:

- Client intake database for Spruce Lodge.
- Housing Inventory System for Technical Services,
- Activity Reporting System for the Holistic Wellness Center's Land Based program.
- Health Insurance and Pension Tool for Personnel.
- Financial Reporting System available to all departments that provide a live view of transactions.

We continue to provide onsite and remote support services for PAGC Staff, 5 health facilities and two band offices. We aim to provide friendly, efficient, and proactive support for all.



# WOMEN'S COMMISSION

The Prince Albert Grand Council Women's Commission consists of 14 members from each of their respective communities. PBCN and La Ronge have two members due to their size.

The current members are:

- Shirley Henderson - Montreal Lake Cree Nation
- Anita Parenteau - Sturgeon Lake First Nation
- Annie Joseyounen - Hatchet Lake Denesuline First Nation
- Denise McDonald - Fond du Lac Denesuline First Nation
- Stephanie Bird - Wahpeton Dakota Nation
- Geena McKay - Red Earth Cree Nation
- Beryl Whitecap - Shoal Lake Cree Nation
- Sharlene Disain - Black Lake Denesuline First Nation
- Pearl Doris Morin - Lac La Ronge Indian Band
- Karen Charles - Stanley Mission
- Bella Dumais - Southend
- Margaret Rose Dorion - Pelican Narrows
- Debra McClean - James Smith Cree Nation
- Caroline Stewart - Cumberland House Cree Nation

The women's commission oversees the daycare, and costs associated with that are high. They do fundraisers throughout year and their annual walk to bring awareness to missing and murdered aboriginal men and women.

Last year they awarded 7 scholarships at their annual banquet. With the amount of applications, it is always hard for the adjudicators to choose. Once again, they were able to do the coats, mitts, toques for those less fortunate. They also did a clothing drive and that was much appreciated with over 400 showing up.

Their efforts continue throughout the year, and the women try to help out where they can!



SCHOLARSHIP AWARDS AT ANNUAL BANQUET



ANNUAL WALK - PRINCE ALBERT



# 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.

## RURAL COMMUNITY JUSTICE PROGRAM

The Rural Justice Program continues to provide services to the communities such as, but not limited to:

- Crime Prevention Programming
- Aboriginal Shield Program (Alcohol & Drug Prevention)
- Anger Management Facilitation Training and classes
- Sentencing Circles/Healing Circles
- Gang Prevention and presentations in conjunction with the RCMP

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-Charge and Post-charge referrals from RCMP, Crown Prosecutors schools and continues to see an increase of referrals from presiding Judges.

This year, we have seen an increase in pre-charge referrals. This is where police, schools, band administration can elect to have matters referred to Alternative Measures

in lieu of going through the courts. If the post charge route is not successful, then the regular process can still be used.

Community Forums were held in various communities to deal with criminal matters committed by a group of youths. This forum consisted of bringing community members, the accused's, the police and representatives of the band together to deal with this matter in an open discussion and solution. These forums were found to be very beneficial and will be used more in the future.

## FIRST NATIONS CADET CORPS

PAGC Urban Cadet Corps Program and Sturgeon Lake Cadets is now back up to full strength at the Margo Fournier Center along with Red Earth joining us this year.

- Structure & Discipline
- A Sense of Belonging
- Motivation
- Recreation
- An Opportunity to Lead
- Hope and Self Worth

Cadets from PA Urban, Sturgeon Lake and Red Earth were involved in Indigenous Day March and Grand entry as well as the Sturgeon Lake Pow Wow.

## 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.

This year, we have seen a few pre-charge referrals as well as mediation in office conflicts between workers.



## 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.

PAGC Court Workers Program has been able to continue service to clients through phone, social media and meetings held and adhering to preventative protocol.

The court worker program continues to improve and expand which has resulted in our funding for services doubling allowing the training of more court workers and workers at more points.

## OVERALL

We continue to see an increase of files being diverted from the Courts to our program, and we maintain constant contact with the Crown and the Police to encourage more files to be directed to the program to be dealt with.

It is encouraging to see more jurisdictions going the Pre-Charge route with Alternative Measures instead of tying up our already stressed court system.

When called upon the Justice Unit mediators can 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 First Nations Cadet Corps is not only designed to keep youth out of trouble and out of our court system, but to encourage and prepare for the future in which we may need future officers for Self Administered policing which is presently sought by PAGC and some First Nations.

*Rick Sanderson – PAGC Director of Justice*



PRINCE ALBERT AND STURGEON LAKE DIVISION

FIRST NATIONS CADET CORPS



# URBAN SERVICES

## BELIEFS AND VALUES

PAGC Urban Services staff strives to enhance and create an atmosphere of acceptance and knowledge of Urban First Nations residents in Prince Albert by:

We dedicate our professionalism and compassion to provide positive support to each of our people that come into the office

- Recognition of Treaty Rights
- Participating on Boards and Commissions within the city of Prince Albert so First Nation voices may be heard
- Cooperation with agencies and organizations to maximize services and programs

Hours of Operation: Monday Friday 8:30am-12:00pm & 1:00-5:00pm

(Summer Hours 8:00am-12:00pm & 1:00-4:30pm)

## PROGRAMS AND SERVICES

### LABOUR FORCE DEVELOPMENT - TRAINING AND EMPLOYMENT PA URBAN SERVICES

- Employment and Training Readiness Programming for adults and youth (Technical and Vocational Training)
- Online Program Delivery to enhance employability skills
- Established and maintain partnerships with our local economy
- Program delivery to enhance employability skills within our First Nations communities
- Tuition and Living allowance paid for 45 students for the 2022 academic year
- Youth Summer Programming
- Odd Job Cleaning Crew – for vulnerable people
- RRAC (residential renovations and carpentry) Program

- Outdoor power equipment
- Indigenous Prince Albert Police Mentorship Program

### ATHABASCA LABOUR FORCE DEVELOPMENT - EMPLOYMENT AND TRAINING

- Employment and Training
- Wage Subsidies – creating employment opportunities in the Mining Industries
- Program delivery to enhance employability skills within our First Nations communities
- Tuition and living allowance for 2022 Academic Year
- Security Training
- Radio Media Program
- Work Experience programs in partnership with the Mining industry

### SPORT, CULTURE & RECREATION

Providing sports, cultural and recreational programs – Sask Lotteries Funding

To continue to support our communities and engage our youth. Sports and Rec introduced virtual programming through this they were able to ensure participation of all of our communities.

- 2022 tony cote Summer Games
- 2023 tony cote winter games
- 2022 PAGC/NLC Golf Tournament
- 2023 Sens Cup
- Coaching Clinics
- Open Gym Nights

### SGI - SAFETY

- Safety programs (atv, snow mobile, child seats) – sgi funding community visits, safety clinics
- Community visits for car seat clinics
- Atv safety training
- Boat safety

## SGI - TRAINING

- Certified Driver training - SGI Funding
- Certified First Aide CPR Training

## REINTEGRATION

Federal inmates programming once released into society  
– Corrections and Public Safety Funding

Providing supports to assist clients to succeed when they're taking the steps to rehabilitate into society. Supports vary based on individual cases.

## COMMUNITY ACTION PROGRAM FOR CHILDREN

(traditional parenting program) - CAPC Provincial Funding  
To provide community-based services and supports to families living in at-risk conditions. Provincial Funding

Emergency hampers, from food to pampers/formula/hygiene items

Cultural and Traditional Teachings

Classes such as Ribbon skirts, to provide our vulnerable with traditional attire when attending events held in public venues, to provide our vulnerable with a sense of belonging

Elders have been attending and praying with families to provide traditional guidance on their journey to unite their families

## HOMELESS DAYTIME SHELTER

Providing Meals: Homeless, House Bound, Isolated individuals, Families

Monday - Friday, 8:30am - 5:00pm

### WARMING SHELTER DURING COLD DAYS

- Providing daily Meals for the Vulnerable
- Clothing boutique
- Space to keep cool on hot days open daily
- Water available between meals

## MOOSE CABOOSE OUTREACH VAN

*NIGHTLY*, 6:00 pm to 2:00 am

The Moose Caboose Outreach Van was an urgent response to serve our Community Members requiring support during these ever changing winter weather conditions. The Outreach Van will operate 7 days a week from 6 pm to 2 am, providing patrol to frequently populated areas where our street dwelling City of Prince Albert Residents gather. Secondly, to address the needs of those individuals that may be stranded in the City, needing direction to support services available.

Urban Services has a reputation for giving back to the community with events such as;

- Back to School BBQ's and haircuts
- Hampers for low income families
- Community Suppers
- Community BBQ's
- Information sessions
- Recruiting events

Having the opportunity to work in downtown Prince Albert. We have been able to see first hand the devastation that addictions, mental health issues, etc. have on our indigenous community. We have had the opportunity to get to know our vulnerable, to hear their stories and learn a more compassionate side than most people ever hear. Not only our vulnerable but our transient clients, whom are finding themselves in unique situations.

One of our coffee discussions lead to how we could develop a program similar to a temp agency, and run with the compassion, patience and understanding that our people are willing to work but may be dealing with issues that prevent from holding down a steady job.

This program was developed to work with those who have the desire to work but are dealing with personal issues and may struggle with maintaining steady work.

The idea behind the program is to create those opportunities to work without the obligation of a schedule. Working with our vulnerable who are able, willing and ready for the day.

Ultimate goal would be to slowly transition our clients to be in a position where they are work ready, assisting them in breaking down the barriers preventing them from obtaining employment, such as bank accounts, ID's, certification, experience.

The vision for the of the new PAGC – Urban Services is to create a Center of Excellence that will house a variety of programming that will provide the necessary supports and foundations for our clientele to be successful in all areas. Some future programming, we are bringing to the Center include;



- Social Supports
- Boutique for low income
- Cultural Room
- Open Gym Nights/ Social nights for specific groups (Elders, Single parents, females, youth)
- On going evening programs for youth in the downtown and midtown areas for evening basketball, volleyball, and floor hockey. Opportunities to participate promotes healthy lifestyles. This evening program for youth recreation will also lend itself to evening academic upgrading programs for not only youth but adults. and helps to create healthy relationships.
- Budgeting Classes
- Financial literacy would be pivotal especially prior to the child welfare distribution that will take place beginning September 2023. Furthermore, there will also be an opportunity to provide Life skills such as résumé writing, job interviews, cooking, culinary skills, and other basic skills.
- Beginner Fitness Class
- Odd Job Squad for vulnerable people
- Spiritual room
- Elders from the communities surrounding Prince Albert, can lend themselves to counselling and encouraging young men and women as well as youth who are struggling with addictions or other ailments that plague their success.

## ACADEMICS

The academic discourse of the PAGC – Urban Services centre is pivotal in answering the city of Prince Albert's downtown issue, and ageing out youth (18–25-year-olds).

Through providing skills and education, the PAGC will be able to provide youth and adults an opportunity to become self-sufficient, and independent citizens.

Through the Urban Services centre we would be able to provide adult basic education to help further our ageing out population by partnering with SIIT and universities whom will provide mentorship, and guidance coaching to help them succeed in society.

Offering these 18 to 25-year-olds certificates PAGC Urban Services centre can lend it self for certification for on the job training and this would lend it self to building capacity within the grand council

Through partnerships with City the Urban Services Centre will deliver on the job training and skills for this demographic group. Through all of the programming that is being offered through this facility these individuals would come off income assistance

Through an inter-governmental approach, industry, business and first nations can work together to facilitate certification and academic programming specific to the needs of not only the first Nations communities, but for industry.

## SUMMARY

2022/2023 was another successful year for Prince Albert Grand Council Urban Services. We are pleased to announce that we moved into our new office formerly known as the City of Prince Albert Margo Fournier center and now is owned and operated by the Prince Albert Grand Council – Urban Services. We opened the doors in September 2022 welcoming all our clients, youth and slowly to bring back in person training and programming.

Prince Albert Grand Council – Urban Services focus and goals has been to create long term, relevant, stable long-term programming. After investing time and researching ways to create and bring new programming we are excited to speak of our progress. Through working together, and the relationships we have established; these two key factors have been pivotal to us achieve these goals.

In closing, on behalf of our staff I would like to this opportunity to thank you our First Nations membership and leaders, for the support and respect they have given us. Which in turn has given us the opportunity to grow together and accept new challenges and create new opportunities.

As a department that prides itself on our Unique, innovative programming, we look forward to our next phase as we develop our newly acquired building. We look forward to reporting on a successful 2022/2023

Thank you,

Geoff Despins – Director

Prince Albert Grand Council Urban Services





# SPIRITUAL HEALING LODGE

The Men's Spiritual Healing Lodge and Corrections Services of Canada (CSC) have entered into an Agreement for Section #81 & Section #84 Federal Offenders to provide accommodation while completing their sentence.

## SECTION #81 IS:

- 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) IS:

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".

## SECTION 81 APPLICATION PROCESS

- Serving federal inmates can apply under section 81 agreement with CSC
- Healing Plan must be in place
- Minimum and low Medium security must be in process
- Must be committed to a spiritual way of life
- In most cases be medically fit
- Must be drug free ( prescription medication is approved).
- Must apply and have support from their parole officer
- Must be interviewed by Healing Lodge staff and be presented to the Healing Lodge Committee

## SECTION 84 APPLICATION PROCESS

- Have a healing plan in place
- Must be committed to a spiritual way of life
- Must have full support of their parole officer
- Consultation for a Section 84 bed is conducted by the community parole office to the Healing Lodge.

## PROGRAMS

Elders from the four sectors of PAGC assist in providing our relatives a solid grounding in their culture, values and customs to balance their body mind and spiritual and emotional needs.

A Cultural room, specifically for the Elders to provide all-inclusive cultural and traditional programs. Some of the teachings offered to the relatives include:

- Pipe ceremonies
- Sweats (weekly)
- Life Skills

- Feasts
- Talking circles
- One on one counselling
- Healthy relationships; And,
- Medicine Picking (Sweat Grass, Rat Root, Muskeg Tea, Chaga and more).

Correctional and healing plans include, but not limited to:

- Group addiction treatment such as Alcoholic Anonymous (AA) and NA
- Individual addiction treatment (MACSI)
- Self-help programs
- Educational and training opportunities, etc.
- Parenting classes
- Anger Management
- Bereavement and coping with the loss of a loved one.

### ESCORTED TEMPORARY ABSENCE (ETA)

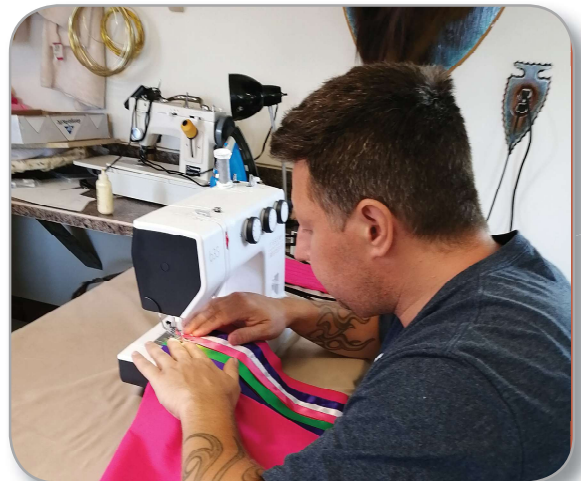
When a relative is granted an Earned Time Away, a staff member will escort them for the following.

- Shopping – hygiene and personal items
- Hockey Games
- Fishing Bonspiels
- Ceremonies in other communities

### UNESCORTED ABSENCE (UA)

Staff will drop off the relative an hour or so before a Program, so they can go for coffee without an escort before the program Unescorted Absences (UA's) most all UA's are for Programming in the community such as AA or NA.

During the summer months, the relatives are very busy while at the Healing Lodge. All relatives collect rocks (Grandfathers) and cut wood all summer to provide for the Healing Lodge Ceremonies. Also, the Elders take the relatives Medicine picking, passing on their knowledge of Sweat Grass, Rat Root, Muskeg Tea, Chaga and more.





# BOARDS AND COMMISSIONS

## PAGC EXECUTIVE BOARD FIRST NATIONS GOVT COMMISSION

**GC Brian Hardlotte**  
**VC Joseph Tsannie**  
**VC Chris Jobb**

Chief Coreen Sayazie  
Chief Marcel Head  
Chief Tammy Cook-Searson  
Chief Karen Bird  
Chief Christine Longjohn  
Shirley Henderson, WC  
Senator: James Burns

## PAGC TREASURY BOARD

**GC Brian Hardlotte**  
**VC Joseph Tsannie**  
**VC Chris Jobb**

Chief Bart Tsannie  
Chief Fabian Head  
Chief John Waditaka  
Chief Joyce Naytowhow-McLeod  
Chief Karen Bird  
Shirley Henderson, WC

## PAGC HEALTH & SOCIAL DEVELOPMENT COMMISSION

**GC Brian Hardlotte**  
**VC Chris Jobb**

Chief Bart Tsannie  
Chief Marcel Head  
Chief Christine Longjohn  
Chief Joyce Naytowhow-McLeod  
Shirley Henderson, WC

## PAGC EDUCATION COMMISSION

**GC Brian Hardlotte**  
**VC Chris Jobb**

Chief Fabian Head  
Chief John Waditaka  
Chief Joyce Naytowhow-McLeod  
Chief Christine Longjohn  
Bella Dumais, WC

## PAGC HOUSING & TECHNICAL SERVICES

**GC Brian Hardlotte**

Chief Kevin Mercredi  
Chief Rene Chaboyer  
Chief Christine Longjohn  
Chief Tammy Cook-Searson  
Chief Joyce Naytowhow-McLeod  
Rose Dorion, WC

## PAGC LANDS & RESOURCES

**VC Joseph Tsannie**

Chief Kevin Mercredi  
Chief Rene Chaboyer  
Chief Wally Burns  
Chief Joyce Naytowhow-McLeod  
Chief Karen Bird  
WC

## PAGC JUSTICE & POLICING

**GC Brian Hardlotte**  
**VC Chris Jobb**

Chief Coreen Sayazie  
Chief Rene Chaboyer  
Chief Wally Burns  
Chief Karen Bird  
Chief Tammy Cook-Searson  
Chief Christine Longjohn

## FSIN JOINT EXECUTIVE COUNCIL / INDIAN GOVT COMMISSION

**GC Brian Hardlotte**

Chief Fabian Head  
Chief John Waditaka  
Chief Tammy Cook-Searson  
Alt: Chief Coreen Sayazie

## FSIN TREASURY BOARD

**GC Brian Hardlotte**

Chief Bart Tsannie  
Chief Marcel Head  
Chief Tammy Cook-Searson  
Alt: Chief Christine Longjohn

## FSIN HEALTH & SOCIAL DEVELOPMENT COMMISSION

Chief Bart Tsannie  
Chief Christine Longjohn  
Chief Joyce Naytowhow-McLeod  
Alt: Chief Fabian Head



FSIN EDUCATION  
COMMISSION

Chief Coreen Sayazie  
Chief Fabian Head  
Chief John Waditaka  
Alt: Chief Karen Bird

FSIN LANDS & RESOURCES

Chief Rene Chaboyer  
Chief Wally Burns  
Chief Joyce Naytowhow-McLeod  
Alt: Chief Kevin Mercredi

FSIN ECONOMIC  
DEVELOPMENT  
COMMISSION

Chief Kevin Mercredi  
Chief Rene Chaboyer  
Chief Joyce Naytowhow-McLeod  
Alt: Chief Wally Burns

FSIN GAMING COMMISSION

Chief Rene Chaboyer  
Chief Wally Burns  
Chief Karen Bird  
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 Fabian Head

IGR

Chief John Waditaka  
Alt: Chief Marcel Head

SIGA

Chief Tammy Cook-Searson

SICC

Chief John Waditaka  
Chief Karen Bird  
Alt: GC Brian Hardlotte

SIIT

Chief Marcel Head  
Chief Christine Longjohn  
Chief Karen Bird  
Alt: Chief Bart Tsannie

SITAG

Chief Marcel Head  
Chief John Waditaka  
Chief Karen Bird  
Alt: Chief Kevin Mercredi

NITHA

**GC Brian Hardlotte**

Chief Tammy Cook-Searson  
Chief Karen Bird  
Alt: VC Chris Jobb

NLCDC

**GC Brian Hardlotte**  
**Vice Chief Joseph Tsannie**

Anne Robillard  
Chief Marcel Head  
Chief Joyce Naytowhow-McLeod  
Shirley Henderson, WC  
Chief Karen Bird: M-at-Large

PADC

Chief Bart Tsannie  
Chief Fabian Head  
Chief John Waditaka  
Chief Joyce Naytowhow-McLeod  
Shirley Henderson, WC  
Senator Harry Cook



# PAGC EVENTS



SENATORS CUP  
2022



PAGC ANNUAL  
ASSEMBLY



WOMEN'S COMMISSION BANQUET AND WALK



WOODLAND  
WELLNESS CENTRE  
OPENING





**VIGIL FOR  
FRANK YOUNG**



**FINE ARTS  
FESTIVAL**



**GATHERING OF  
NATIONS 2022**

**VIGIL FOR JAMES  
SMITH AND WELDON**



**PAGC HAMPER DONATIONS**



# PRINCE ALBERT GRAND COUNCIL



FINANCIAL  
REPORT

20  
23

# INTRODUCTION

During the past fiscal year the Grand Council had an increase in gross revenue to \$93.4 million compared to \$78.7 million in 2022. Expenditures during the year were \$94.6 million compared to \$76.0 million in the prior year. This increase in revenue was mostly due to yearend health flow-through funding and capital projects which were deferred to the new year, mostly due to funding for health projects. The total deferred funding increased to \$17.6 million from \$10.1 million for health capital projects and unspent SET program funding.

The operating deficit for the year was (\$1.2 million) compared to an operating surplus of \$2.7 million in 2022 when Covid-19 measures were still in place. The end of Covid-19 pandemic caused an increase in travel, community consultations, and assembly activities. As the accumulating surpluses increased over the past 4 years, PAGC has provided specific supports to the communities with contribution to the First Nations Summer/Winter Games (500,000), Culture and Recreation Funding (300,000).

As PAGC's financial position has improved over the past eight years we are in a better position to prioritize activities and investments that will improve the delivery of services for our First Nations. A little over a year ago, our Chiefs approved an investment, in partnership with Hatchet Lake, in the former Days Inn to be used a lodging and food facility for Sprucelodge. When the renovations are completed for the commercial kitchen and guess lounge, this facility should generate a large surpluses for PAGC. The reconciliation of over-expenditures after the audit is completed for Sprucelodge will also result in recovery of its deficits over the past four years.

Again I must apologize for presenting our preliminary financial statements and not having the audit completed on time for the Annual Assembly. Our auditors at MNP lead by our auditor Keith Fonstad have been in our offices for the past month working on audits for some of our smaller incorporated entities. Confirming and collecting funding receivables and properly recording deferred revenues has become significant activity during the Covid-19 period. After these small audits are completed, the work on several

years of the consolidated audits should progress more smoothly and we look forward to completing most of our audits before the end of the calendar year.

I want to thank our First Nations Chiefs, Councilors, Elders and their Administrations for their leadership and continued support for our financial administration. As our financial condition has improved we can look forward to more activities and opportunities that benefit all the PAGC communities.

Tiniki, Marsi Cho, Wasti,

Gene Der,

Director of Finance

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23-24	Financial Charts
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PADC Management Company Ltd.  
Consolidated Statement of Financial Position  
As at March 31, 2023

	2023	2022
<b>Financial assets</b>		
Cash resources (Note 3)	4,089,853	11,060,394
Accounts receivable (Note 4)	17,587,829	10,111,593
Due from member First Nations (Note 5)	3,771,871	3,229,485
Note receivable (Note 6)	111,057	46,191
<b>Total financial assets</b>	<b>25,560,609</b>	<b>24,447,663</b>
<b>Financial investment in business assets</b>	5,764,900	-
<b>Liabilities</b>		
<b>Current</b>		
Bank indebtedness (Note 7)	-	-
Accounts payable and accrued liabilities (Note 8)	2,892,228	1,374,812
Deferred revenue (Note 9)	14,623,508	11,145,187
Due to member First Nations (Note 10)	5,638,181	1,293,306
Current portion of long-term debt (Note 11)	33,929	135,714
<b>Total current liabilities</b>	<b>23,187,846</b>	<b>13,949,019</b>
<b>Long-term debt (Note 11)</b>	-	33,929
<b>Total liabilities</b>	<b>23,187,846</b>	<b>13,982,948</b>
<b>Net assets (debt)</b>	<b>8,137,663</b>	<b>10,464,715</b>
<b>Non-financial assets</b>		
Prepaid expenses	60,709	(27,953)
Tangible capital assets (Note 12)	4,352,554	3,311,392
<b>Total non-financial assets</b>	<b>4,413,263</b>	<b>3,283,439</b>
<b>Accumulated surplus (deficit) (Note 19)</b>	<b>12,550,926</b>	<b>13,748,154</b>
<b>Contractual obligations (Note 13)</b>		
<b>Contingent liabilities (Note 14)</b>		

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

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

**PADC Management Company Ltd.**  
**Consolidated Statement of Operations**

For the year ended March 31, 2023

		2023		
	Schedule	Budget	2023	2022
		(Note 20)		
<b>Revenue</b>				
Federal Government: (Note 15)				
Indigenous Services Canada		9,888,572	11,640,031	3,803,219
Health Canada - First Nations and Inuit Branch		39,854,084	44,634,281	36,232,889
Public Health Agency Canada		80,946	80,946	80,946
Justice Canada		558,716	509,727	509,716
Correctional Services Canada		1,547,146	1,512,579	1,542,005
Canada Mortgage and Housing Corporation		130,000	130,943	131,230
Women and Gender Equality		-	-	52,672
Service Canada		1,250,000	1,530,500	-
Crown Indigenous Relations		2,000,500	2,000,559	-
Public Safety Canada		-	180,750	-
Provincial Government:				
Sask Ministry of Justice		822,687	829,615	700,429
Sask Ministry of Education		260,000	478,761	365,320
Sask Ministry of Environment		3,350,000	3,671,178	3,455,770
Sask Ministry of Social Services		5,349,950	5,492,382	5,204,958
Saskatchewan Indian Institute of Technologies		2,580,000	3,651,761	4,511,678
First Nations Trust		-	-	2,263,652
Federation of Sovereign Indigenous Nations		504,000	507,343	60,592
Northern Lights Community Development Corporation		515,776	519,964	1,577,181
Administration Fees and Services (Note 17)		7,411,700	7,538,444	7,138,769
First Nations Funding		647,875	589,422	5,338,913
Other Sources		9,142,629	7,943,619	5,694,208
<b>Total Revenue</b>		<b>85,894,581</b>	<b>93,442,804</b>	<b>78,664,148</b>
<b>Program Expenses</b>				
First Nations Government and Administration	3	11,138,198	11,973,124	12,412,199
Community Services	4	7,239,593	7,562,324	6,415,444
Economic Development	5	1,221,912	1,258,272	1,279,160
Education	6	4,674,833	4,083,422	5,049,654
Health	7	48,256,010	53,752,702	36,067,781
Infrastructure Services	8	11,312,074	13,083,435	12,278,538
Justice	9	2,882,670	2,926,752	2,489,281
<b>Total Expenses</b>		<b>86,725,289</b>	<b>94,640,032</b>	<b>75,992,059</b>
<b>Annual surplus</b>		<b>(830,708)</b>	<b>(1,197,228)</b>	<b>2,672,089</b>
<b>Accumulated surplus, beginning of year</b>		<b>13,748,154</b>	<b>13,748,154</b>	<b>11,076,065</b>
<b>Accumulated surplus, end of year</b>		<b>12,917,446</b>	<b>12,550,926</b>	<b>13,748,154</b>

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, 2023

	<u>Budget</u> <i>(Note 20)</i>	<u>2023</u>	<u>2022</u>
<b>Annual surplus</b>	<b>(830,708)</b>	<b>(1,197,228)</b>	2,672,089
Acquisition of tangible capital assets	-	<b>(1,997,730)</b>	(929,308)
Amortization of tangible capital assets	<b>830,708</b>	<b>956,568</b>	819,872
	-	<b>(2,238,390)</b>	2,562,653
Prepaid expenses	-	<b>(88,662)</b>	33,705
<b>Decrease in net debt</b>	-	<b>(2,327,052)</b>	2,596,358
<b>Net assets, beginning of year</b>	<b>10,464,715</b>	<b>10,464,715</b>	7,868,357
<b>Net assets, end of year</b>	<b>10,464,715</b>	<b>8,137,663</b>	10,464,715



**PADC Management Company Ltd.**  
**Consolidated Statement of Cash Flows**

For the year ended March 31, 2023

	2023	2022
<b>Cash provided by (used for) the following activities:</b>		
<b>Operating</b>		
Annual surplus	(1,197,228)	2,672,089
Items not affecting cash		
Amortization of tangible capital assets	956,568	819,860
<b>Changes in working capital accounts</b>		
Accounts receivable	(7,446,247)	1,921,753
Due from member First Nations	(542,386)	94,105
Note receivable	(64,866)	12,873
Prepaid expenses	(88,662)	63,705
Accounts payable and accrued liabilities	1,487,428	(1,541,245)
Due to member First Nations	4,344,875	(313,279)
Deferred revenue	3,478,321	(460,161)
	927,803	3,269,700
<b>Capital activities</b>		
Investment in business assets	(5,764,900)	-
Purchase of tangible capital assets	(1,997,730)	(929,308)
	(7,762,630)	(929,308)
<b>Financing activities</b>		
Increase in long-term debt	-	-
Repayment of long-term debt	(135,714)	(135,714)
Increase (decrease) in bank indebtedness	-	-
	(135,714)	(135,714)
<b>Increase (decrease) in cash resources</b>	<b>(6,970,541)</b>	<b>2,204,678</b>
<b>Cash resources, beginning of year</b>	<b>11,060,394</b>	<b>8,855,716</b>
<b>Cash resources, end of year</b>	<b>4,089,853</b>	<b>11,060,394</b>
<b>Supplementary cash flow information:</b>		
Interest paid in the year	7,366	14,581

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>2023</u>	<u>2022</u>
Cash in bank	11,060,394	11,060,394

**4. Accounts receivable**

	<u>2023</u>	<u>2022</u>
Federation of Sovereign Indigenous Nations	1,007,478	499,386
Due from funding agencies		
Indigenous Services Canada	11,683,630	
Health Canada	-	
Justice Canada	103,728	
Canada Mortgage and Housing Corporation	-	
Correctional Services Canada	<u>34,112</u>	
Subtotal – Federal Government	11,821,470	8,642,349
Saskatchewan Ministry of Justice	149,345	
Saskatchewan Ministry of Education	576,346	
Saskatchewan Ministry of Public Safety	1,235,404	
Saskatchewan Ministry of Social Services	-	
Subtotal – Provincial Government	1,961,095	143,937
Saskatchewan Indian Institute of Technology	694,647	
Denesuline Ne Ne Land Corporation	175,191	
First Nations Child and Family Services	39,057	
First Nations Trust Fund	1,843,968	
Northern Lights Community Development Corp.	<u>89,849</u>	
Subtotal – Other agencies	2,842,712	586,012
Other receivables	383,448	150,057
Council and staff advances	161,935	142,649
Canada Revenue Agency	<u>417,169</u>	<u>348,704</u>
	<u>17,587,829</u>	<u>10,111,593</u>

**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>2023</u>	<u>2022</u>
Black Lake	21,268	-
Cumberland House	838,257	879,935
Fond du Lac	-	-
Hatchet Lake	-	-
James Smith	1,230,323	1,102,611
Lac La Ronge	-	-
Montreal Lake	-	-
Peter Ballantyne	1,077,361	848,562
Red Earth	-	-
Shoal Lake	139,390	220,485
Sturgeon Lake	-	-
Wahpeton	110,795	177,892
	<u>3,417,871</u>	<u>3,229,485</u>

**6. Note receivable**

An amount of **111,057** (2022 – 46,191) 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 **0** (2022 – 0) was drawn at end of the year.

**8. Accounts payable and accrued liabilities**

	<u>2023</u>	<u>2022</u>
Trade payables	852,735	852,735
Accrued salaries and benefits payable	522,077	522,077
	<u>1,374,812</u>	<u>1,374,812</u>

**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:

	<b>Balance</b>	<b>Contributions</b>		<b>Balance</b>
	<u>beginning of year</u>	<u>received</u>	<u>Recognized</u>	<u>end of year</u>
<u>Federal Government</u>				
ISC – First Nations Housing Initiative	684,236	-	144,779	<b>539,457</b>
ISC – Dental Therapy	-	1,010,123	1,040,011	<b>218,564</b>
ISC – Optometry	21,950	14,300	-	<b>36,250</b>
ISC – Physician Travel	2,536	-	-	<b>2,536</b>
ISC – Jordan’s Principle	1,174,415	5,178,665	5,255,363	<b>1,124,672</b>
ISC – Trauma Healing	-	1,006,352	-	<b>1,006,352</b>
ISC – Sakwatamo Lodge Capital	<u>3,907,001</u>	<u>5,205,620</u>	<u>-</u>	<u><b>9,112,621</b></u>
	5,790,138	12,415,060	6,440,153	<b>12,040,532</b>
<u>Other federal funding agencies</u>				
Justice Canada	<u>99,979</u>	<u>649,727</u>	<u>602,874</u>	<u><b>146,832</b></u>
	99,979	649,727	602,874	<b>146,832</b>
Totals	<u><u>5,890,117</u></u>	<u><u>13,064,787</u></u>	<u><u>7,043,027</u></u>	<u><u><b>12,187,364</b></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>2023</u>	<u>2022</u>
Black Lake	-	17,079
Cumberland House	-	-
Fond du Lac	<b>48,069</b>	140,654
Hatchet Lake	<b>1,253,529</b>	168,995
James Smith	<b>1,278,533</b>	-
Lac La Ronge	<b>1,857,927</b>	13,959
Montreal Lake	<b>550,238</b>	462,308
Peter Ballantyne	<b>162,968</b>	172,766
Red Earth	<b>31,208</b>	16,086
Shoal Lake	-	34,601
Sturgeon Lake	<b>101,232</b>	20,034
Wahpeton	<u>-</u>	<u>239,972</u>
	<u><b>5,283,704</b></u>	<u>1,293,306</u>

**11. Long-term debt**

	<u>2023</u>	<u>2022</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.	33,329	169,643
Less: Current portion	<u>(33,329)</u>	<u>(135,714)</u>
Totals	<u>          -</u>	<u>33,329</u>

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

<u>2024</u>
33,929

**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>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
<b><u>Office Leases:</u></b>					
<b>Peter Ballantyne Office Complex</b>					
Lessor: Peter Ballantyne Cree Nation	112,848	112,848	112,848	112,848	112,848
Terms: Triple Net					
Expiry: March 31, 2023					
<b>PBCN Reserve #201 Facilities</b>	582,000	582,000	582,000	582,000	582,000
Expiry: March 31, 2033					
<b>Sturgeon Lake Office Complex</b>					
Lessor: Sturgeon Lake Developments	50,295	-	-	-	-
Terms: Inclusive					
Expiry: March 31, 2020					
<b>Tony Yannacoulis</b>	-	-	-	-	-
Terms: Triple Net					
Expiry: March 31, 2022					
<b>Hanlon Building</b>					
Lessor: Birch Bay Holdings	25,920	-	-	-	-
Terms: Triple Net					
Expiry: March 31, 2023					
	<u>771,063</u>	<u>694,848</u>	<u>694,848</u>	<u>694,848</u>	<u>694,848</u>
<b><u>Land Use Fees:</u></b>					
<b>Reserve: Wahpeton Dakota Nation</b>	50,000	50,000	50,000	50,000	50,000
Expiry: Ongoing					
<b>Reserve: James Smith Cree Nation</b>	60,000	60,000	60,000	60,000	60,000
Expiry: Ongoing					
	<u>110,000</u>	<u>110,000</u>	<u>110,000</u>	<u>110,000</u>	<u>110,000</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>2023</u>	<u>2022</u>
<b>Indigenous and Northern Affairs Canada</b>		
INAC per confirmation	61,826,936	4,304,219
Add: Funds deferred from prior year	4,702,687	1,537,594
Add: Funds receivable for eligible activities	-	-
Add: Funds receivable for eligible activities in prior year	-	-
Less: Funds deferred to future years	(11,255,311)	(1,785,500)
Less: Funds not received	-	-
Less: Funds repayable to INAC	-	-
	56,274,312	3,803,219
FNIHB per confirmation	-	24,018,290
Add: Funds deferred from prior year	-	662,461
Add: Funds receivable for eligible activities	-	-
Less: Funds deferred to future years	-	(3,917,187)
	-	20,763,564
<b>Public Health Agency Canada</b>		
Urban Community Action Program for Children	80,946	80,946
Less: Funds deferred to future years	(23,968)	-
	56,978	80,946
<b>Justice Canada</b>		
Community Justice Initiatives	527,549	447,549
Urban Alternative Measures	66,628	36,628
Sandy Bay Justice Project	55,550	25,550
Less: Funds deferred to future years	(146,832)	-
	502,895	509,727
<b>Correctional Services Canada</b>		
Spiritual Healing Lodge	1,428,061	1,444,140
<b>Public Safety Canada</b>		
Community Policing	180,750	-

**PADC MANAGEMENT COMPANY LTD.**  
**Notes to the Consolidated Financial Statements**  
For the year ended March 31, 2023

**15. Federal government funding – continued**

	<u>2023</u>	<u>2022</u>
<b>CMHC</b>		
Housing Inspections and Training	<u>130,943</u>	<u>131,618</u>
	<b>130,943</b>	<b>131,618</b>
<b>Totals</b>	<u><b>58,573,939</b></u>	<u><b>42,352,677</b></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>2022</u>	<u>2022</u>
Valley Hill Youth Treatment Centre	<b>122,465</b>	118,364

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.

**PADC MANAGEMENT COMPANY LTD.**  
**Notes to the Consolidated Financial Statements**  
For the year ended March 31, 2023

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**19. Accumulated surplus (deficit)**

	<u>2023</u>	<u>2022</u>
Share capital – 12 Class A shares	12	12
Invested in tangible capital assets	4,352,554	3,311,392
Unrestricted deficit	8,076,942	10,436,750
Externally restricted reserves (MAR, CMHC)	-	-
Internally restricted reserves	-	-
	<u>13,748,154</u>	<u>13,748,154</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 May 6, 2022

**21. Significant event**

The Senator Allan Bird Memorial Centre on Chief Joseph Custer Reserve #201 was totally destroyed by fire on April 15, 2022. This facility was only partially insured. The Company is working with Peter Ballantyne Cree Nation to use the insurance proceeds and new funding to begin construction of the new Centre before the end of the year.

**PADC Management Company Ltd.**  
**First Nations Government and Administration**  
**Schedule 3 - Consolidated Schedule of Revenue and Expenses**  
For the year ended March 31, 2023

	<b>2023</b>		
	<b>Budget</b>	<b>2023</b>	<b>2022</b>
	<b>(Note 21)</b>		
<b>Revenue</b>			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	759,694	802,694	1,736,198
Women and Gender Equality	-	-	52,672
First Nations Trust	-	-	2,263,652
Northern Lights Community Development Corporation	515,776	519,964	448,787
Administration Fees and Services	7,291,700	7,447,786	7,046,088
First Nations Funding	15,000	15,235	6,335
Other Sources	2,300,000	2,377,367	2,294,811
<b>Total Revenue</b>	<b>10,882,170</b>	<b>11,163,047</b>	<b>13,848,544</b>
<b>Expenses</b>			
Salaries and benefits	3,443,994	3,345,303	3,262,013
First Nations Casino funds distribution	-	-	2,263,652
Travel and vehicle operations	511,100	571,889	355,896
Community consultations	996,384	1,045,651	782,768
Boards, commissions and coordinator meetings	997,832	1,016,009	1,064,075
Advertising, promotions and sponsorships	98,500	98,037	95,234
Sports and recreation activities	36,000	53,610	112,597
Stationary, materials, tools and supplies	133,769	449,062	134,493
Consulting fees	617,460	613,421	331,236
Amortization of tangible capital assets	302,000	294,285	315,472
Facilities, rent, utilities and land use (Note 18)	665,899	601,493	586,886
Annual Assembly/AFN/FSIN Assemblies	590,000	738,728	376,860
Professional fees	28,000	21,812	21,033
Bank charges and interest	72,000	134,103	56,208
Community development activities	843,000	934,618	596,884
Recruitment & Relocation	600	123	306
Other costs	1,333,200	1,559,396	1,380,859
Insurance	62,100	60,932	151,079
Repairs and maintenance	127,000	136,078	184,124
Elders and cultural activities	96,000	104,107	132,422
Staff development and functions	12,000	13,446	4,721
Telephone and internet service	72,000	71,388	103,445
Information technology services (Note 18)	27,360	30,240	24,960
Administration fees and services (Note 18)	72,000	79,393	74,976
<b>Total Expenses</b>	<b>11,138,198</b>	<b>11,973,124</b>	<b>12,412,199</b>
<b>Annual Surplus (Deficit)</b>	<b>(256,028)</b>	<b>(810,078)</b>	<b>1,436,345</b>

**PADC Management Company Ltd.**  
**Community Services**  
**Schedule 4 - Consolidated Schedule of Revenue and Expenses**  
For the year ended March 31, 2023

	2023 Budget (Note 21)	2023	2022
<b>Revenue</b>			
Provincial Government:			
Saskatchewan Ministry of Education	260,000	478,761	365,320
Saskatchewan Ministry of Social Services	5,349,950	5,492,382	5,204,958
Administration Fees and Services	120,000	90,658	92,680
First Nations Funding	632,875	574,187	549,215
Other Sources	769,900	729,781	683,833
<b>Total Revenue</b>	<b>7,132,725</b>	<b>7,365,769</b>	<b>6,896,006</b>
<b>Expenses</b>			
Salaries and benefits	5,200,416	5,403,513	4,873,169
Travel and vehicle operations	120,350	124,973	94,793
Student allowances, tuition and other expenses	72,994	110,783	64,270
Community consultations	18,000	6,000	2,328
Sports and recreation activities	691,200	746,179	70,244
Stationary, materials, tools and supplies	108,441	101,990	152,486
Amortization of tangible capital assets	102,854	106,872	129,850
Facilities, rent, utilities and land use (Note 14)	512,446	513,116	579,206
Laundry and Janitorial	12,611	17,383	11,944
Professional fees	29,849	33,409	44,768
Bank charges and interest	8,400	8,211	8,085
Information technology services (Note 14)	11,687	8,564	10,266
Recruitment and relocation	2,081	2,538	2,787
Other costs	10,000	3,000	18,661
Insurance	23,000	27,731	750
Repairs and Maintenance	61,622	90,874	100,474
Elders and cultural activities	4,685	10,009	9,292
Staff development and functions	11,553	5,660	9,903
Food and kitchen supplies	200,093	205,425	207,533
Telephone and internet service	7,200	8,713	8,572
Client activities and supplies	13,650	7,593	2,465
Administration (Note 18)	16,462	19,788	13,600
<b>Total Expenses</b>	<b>7,239,593</b>	<b>7,562,324</b>	<b>6,415,444</b>
<b>Annual Surplus (Deficit)</b>	<b>(106,868)</b>	<b>(196,555)</b>	<b>480,561</b>

Schedule 5 - Consolidated Schedule of Revenue and Expenses

For the year ended March 31, 2023

	<b>2023</b>	<b>2023</b>	<b>2022</b>
	<b>Budget</b>		
	<i>(Note 21)</i>		
<b>Revenue</b>			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	1,219,912	1,219,912	1,219,912
Northern Lights Community Development Corporation	-	-	-
Other sources	2,000	500	2,000
<b>Total Revenue</b>	<b>1,221,912</b>	<b>1,220,412</b>	<b>1,221,912</b>
<b>Expenses</b>			
Salaries and benefits	80,000	75,131	84,638
CEDO flow-through funds	993,376	991,478	984,076
Travel and vehicle operations	30,000	44,227	29,857
Community consultations	9,000	1,210	3,920
Boards, commissions and coordinator meetings	8,139	16,646	2,245
Stationary, materials, tools and supplies	3,798	2,852	4,569
Information technology services (Note ??)	1,200	1,280	960
Telephone	1,200	880	1,429
Saskatchewan Fisheries Co-operative	-	-	-
Agricultural development projects	83,000	113,107	133,901
Administration and program management costs (Note 18)	12,199	11,460	33,564
<b>Total Expenses</b>	<b>1,221,912</b>	<b>1,258,272</b>	<b>1,279,160</b>
<b>Annual Surplus (Deficit)</b>	<b>-</b>	<b>(37,860)</b>	<b>(57,248)</b>

PADC Management Company Ltd.

Education

Schedule 6 - Consolidated Schedule of Revenue and Expenses

For the year ended March 31, 2023

	2023 Budget (Note 21)	2023	2022
<b>Revenue</b>			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	26,240	200,000	847,109
Correctional Services Canada	97,146	84,518	97,865
Sask Indian Institute of Technology	2,580,000	3,651,761	3,179,732
Northern Lights Community Development Corporation	-	-	-
Other Sources	2,004,275	162,243	981,262
<b>Total Revenue</b>	<b>4,707,661</b>	<b>4,098,521</b>	<b>5,105,967</b>
<b>Expenses</b>			
Salaries and benefits	1,393,832	1,285,009	1,346,237
Other costs	49,000	200	7,676
Travel and vehicle operations	75,200	136,138	84,157
Student allowances, tuition and other expenses	1,876,000	1,927,493	1,784,192
Community consultations	2,400	-	-
Stationary, materials, tools and supplies	89,527	219,916	79,852
Facilities, rent, utilities and land use (Note 14)	93,724	93,656	62,819
Professional fees	10,500	-	795
Information technology services (Note ??)	17,160	5,520	6,720
Recruitment and relocation	1,100	500	336
Insurance	2,000	1,824	1,824
Repairs and Maintenance	16,200	-	-
Elders and cultural activities	600	-	695
Advertising, promotions and donations	1,200	-	1,150
Staff development and functions	11,061	-	340
Food and kitchen supplies	950,000	268,187	910,266
Telephone and internet service	26,400	14,379	637,387
Administration and program management costs (Note 18)	58,929	130,600	125,208
<b>Total Expenses</b>	<b>4,674,833</b>	<b>4,083,422</b>	<b>5,049,654</b>
<b>Annual Surplus (Deficit)</b>	<b>32,828</b>	<b>15,099</b>	<b>56,314</b>

**PADC Management Company Ltd.**  
**Health and Social Development Contributions**  
**Schedule 7 - Consolidated Schedule of Revenue and Expenses**  
For the year ended March 31, 2023

	<b>2023</b>	<b>2023</b>	<b>2022</b>
	<b>Budget</b>		
	<i>(Note 21)</i>		
<b>Revenue</b>			
Federal Government: (Note 17)			
Health Canada - First Nations and Inuit Health	39,854,084	44,634,281	35,732,889
Public Health Agency Canada	80,946	80,946	80,946
Service Canada	1,250,000	1,530,500	
Crown and Indigenous Relations	2,000,500	2,000,559	
Saskatchewan Indian Institute of Technologies	-	-	1,331,947
Federation of Sovereign Indigenous Nations	504,000	507,343	60,592
Other Sources	1,362,583	1,757,105	168,465
<b>Total Revenue</b>	<b>45,052,113</b>	<b>50,510,734</b>	<b>37,374,839</b>
<b>Expenses</b>			
Salaries and benefits	13,386,867	12,474,245	11,001,230
First Nations flow-through funding:			
Health transfer funds	3,175,229	3,255,342	3,455,770
Child care initiatives	2,170,000	2,258,306	1,128,394
Health Set contribution funds	8,510,684	8,588,673	4,783,363
Travel and vehicle operations	2,000,843	1,995,689	1,626,624
Community consultations	808,998	254,336	146,032
Boards, commissions and coordinator meetings	96,000	247,774	96,063
Stationary, materials, tools and supplies	1,821,658	1,594,253	1,775,838
Covid Nursing and Infrastructure	245,000	2,500	975,677
Consultant fees	774,551	753,284	748,243
Amortization of tangible capital assets	443,707	463,507	351,583
Facilities, rent, utilities and land use (Note 14)	837,334	569,523	853,339
Professional fees	674,541	696,207	725,794
Bank charges and interest	10,120	13,763	7,877
Information technology services (Note ??)	114,240	122,791	108,000
Recruitment and relocation	13,818	26,153	10,274
Other costs	1,062,366	2,030,724	94,652
Insurance	96,126	132,491	90,514
Repairs and Maintenance	1,300,000	1,280,097	1,307,982
Elders and cultural activities	151,000	112,828	146,957
Advertising, promotions and donations	10,500	2,039	19,791
Staff development and functions	216,029	86,724	126,245
Medical transportation, accommodations and supplies	4,368,828	4,225,139	3,316,092
Facility Construction	-	5,205,620	-
Program Equipment, Materials and Supplies	-	-	-
Food and kitchen supplies	156,000	117,484	150,070
Telephone and internet service	108,000	97,295	96,517
Administration and program management costs (Note 18)	2,816,172	2,958,516	2,924,858
<b>Total Expenses</b>	<b>45,368,610</b>	<b>49,565,302</b>	<b>36,067,781</b>
<b>Annual Surplus (Deficit)</b>	<b>(316,496)</b>	<b>945,432</b>	<b>1,307,058</b>



## Schedule 8 - Consolidated Schedule of Revenue and Expenses

For the year ended March 31, 2023

	2023 Budget (Note 21)	2023	2022
<b>Revenue</b>			
Federal Government: (Note 16)			
Indigenous and Northern Affairs Canada	7,882,726	9,417,425	7,238,524
Canada Mortgage and Housing Corporation	130,000	130,943	134,355
Provincial Government:			
Sask Ministry of Environment	3,350,000	3,671,178	4,824,730
First Nations Funding	-	-	56,499
Other Sources	30,000	247,350	39,794
<b>Total Revenue</b>	<b>11,392,726</b>	<b>13,466,895</b>	<b>12,293,902</b>
<b>Expenses</b>			
First Nations flow-through funding:			
Forest Fire Suppression	4,125,440	4,317,423	3,879,379
Fire Smart - Fuel Management	900,000	1,083,369	1,191,210
Maintenance Management Systems	-	244,201	2,094,133
First Nations housing initiative	150,000	144,779	-
Salaries and benefits	3,106,045	3,262,888	2,956,414
Travel and vehicle operations	940,151	983,939	585,969
Boards, commissions and coordinator meetings	-	54,196	82,615
Community consultations	-	-	-
Stationary, materials, tools and supplies	590,344	580,078	134,576
Community workshops and training	290,000	120,790	640,251
Consultant fees	82,500	9,713	33,253
Facilities, rent, utilities and land use (Note 14)	199,780	198,882	179,809
Equipment & Furniture purchase/lease	2,000	2,289	6,636
Wildfire/Search and Rescue	-	1,142,971	-
Information technology services (Note ??)	40,320	28,800	22,800
Environmental remediation projects	99,000	59,000	-
Insurance	7,800	8,768	-
Repairs and Maintenance	-	10,791	41,190
Advertising, promotions and donations	10,400	38,663	25,835
Recruitment and relocation	500	698	639
Staff development and functions	32,295	45,320	16,345
Telephone and internet service	28,071	33,279	32,523
Administration and program management costs (Note 18)	707,428	712,597	354,961
<b>Total Expenses</b>	<b>11,312,074</b>	<b>13,083,435</b>	<b>12,278,538</b>
<b>Annual Surplus (Deficit)</b>	<b>80,652</b>	<b>383,460</b>	<b>15,364</b>

PADC Management Company Ltd.

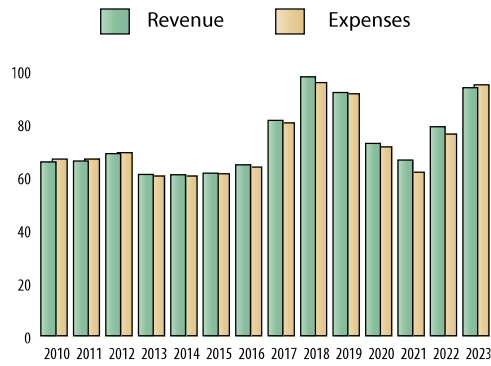
Justice

Schedule 9 - Consolidated Schedule of Revenue and Expenses

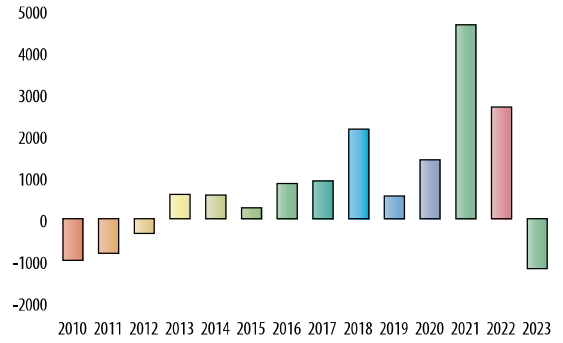
For the year ended March 31, 2023

	2023 Budget (Note 21)	2023	2022
<b>Revenue</b>			
Federal Government: (Note 16)			
Justice Canada	558,716	509,727	509,716
Corrections Services Canada	1,450,000	1,428,061	1,444,140
Public Safety Canada	-	180,750	-
Provincial Government:	-		
Sask Ministry of Justice	822,687	829,615	700,429
Other Sources	12,000	7,402	26,814
<b>Total Revenue</b>	<b>2,843,403</b>	<b>2,955,555</b>	<b>2,681,099</b>
<b>Expenses</b>			
Salaries and benefits	1,917,698	1,805,367	1,672,663
Travel and vehicle operations	216,000	219,285	97,290
Stationary, materials, tools and supplies	45,292	48,293	42,516
Community workshops and training	2,600	160,687	923
Amortization of tangible capital assets	39,267	34,295	34,318
Facilities, rent, utilities and land use (Note 14)	153,150	148,309	76,735
Professional fees	18,550	17,850	10,500
Bank charges and interest	3,750	6,966	574
Information technology services (Note 18)	36,840	41,040	24,240
Recruitment and relocation	1,200	833	928
Other costs	36,000	7,982	49,848
Insurance	7,500	7,970	-
Repairs and Maintenance	40,000	55,031	35,953
Elders and cultural activities	39,800	37,904	34,783
Staff development and functions	7,310	8,375	3,224
Food and kitchen supplies	44,000	35,701	40,527
Telephone and internet service	25,200	27,861	22,760
Client activities and supplies	97,000	113,018	134,205
Administration and program management costs (Note 18)	151,513	149,988	207,295
<b>Total Expenses</b>	<b>2,882,670</b>	<b>2,926,752</b>	<b>2,489,281</b>
<b>Annual Surplus (Deficit)</b>	<b>(39,267)</b>	<b>28,803</b>	<b>191,817</b>

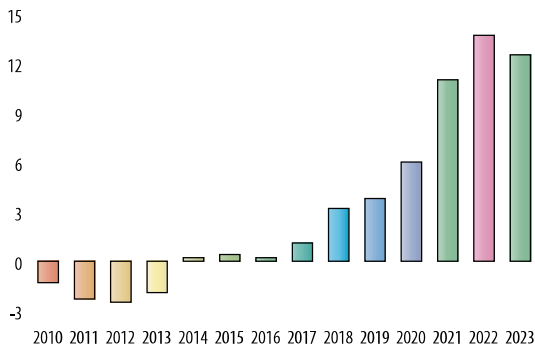
**REVENUES AND EXPENSES (\$ MILLIONS)**



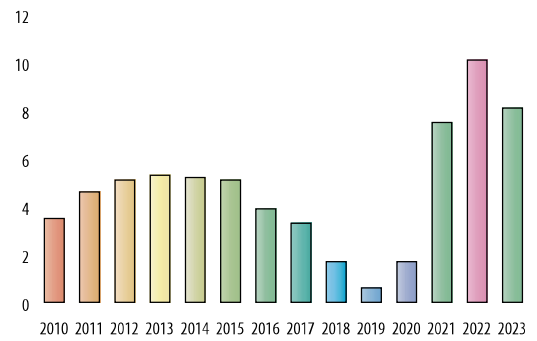
**ANNUAL SURPLUS (DEFICIT) (\$ THOUSANDS)**



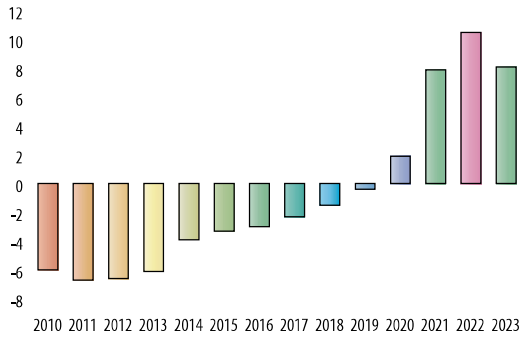
**ACCUMULATED SURPLUS (DEFICIT) (\$ MILLIONS)**



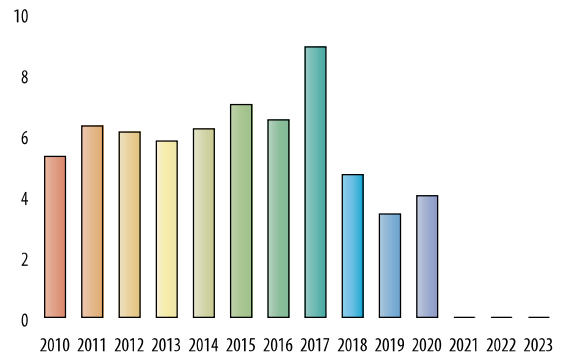
**UNRESTRICTED SURPLUS (\$ MILLIONS)**



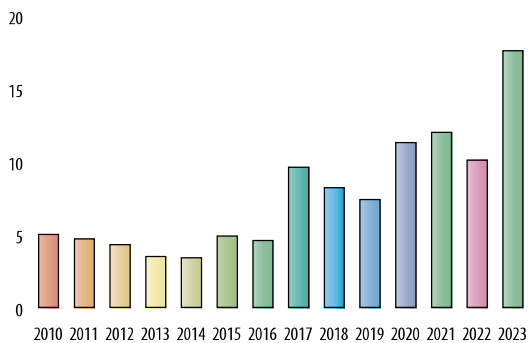
**NET ASSETS (DEBT) (\$ MILLIONS)**



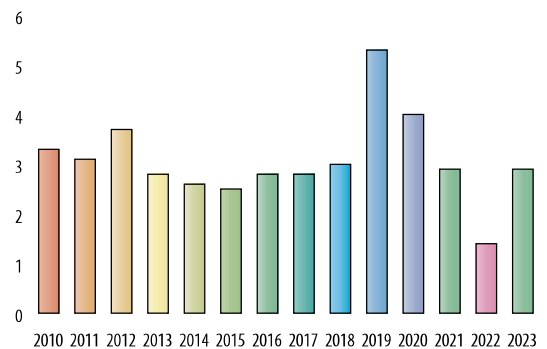
**BANK INDEBTEDNESS (\$ MILLIONS)**



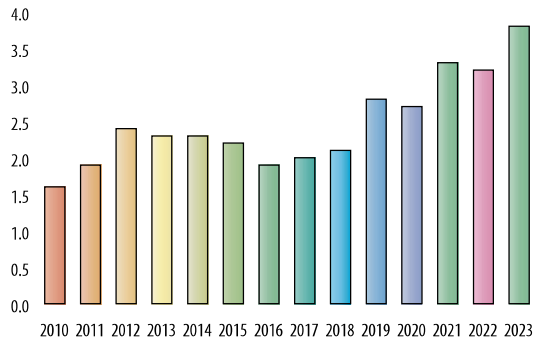
**ACCOUNTS RECEIVABLE (\$ MILLIONS)**



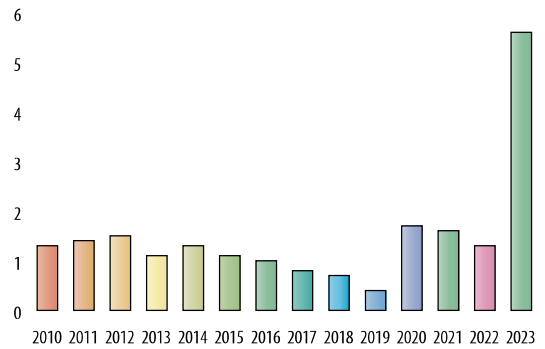
**ACCOUNTS PAYABLE AND ACCRUED LIABILITIES (\$ MILLIONS)**



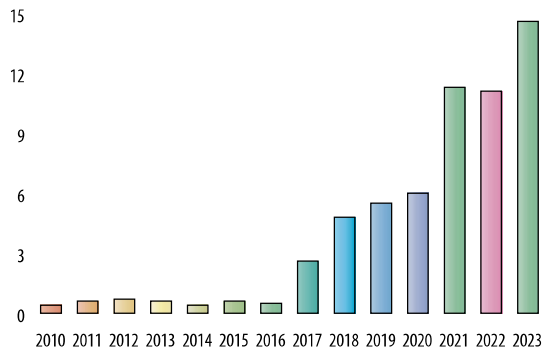
**DUE FROM MEMBER FIRST NATIONS (\$ MILLIONS)**



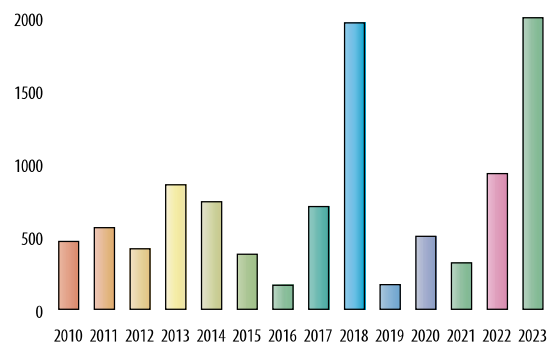
**DUE TO MEMBER FIRST NATIONS (\$ MILLIONS)**



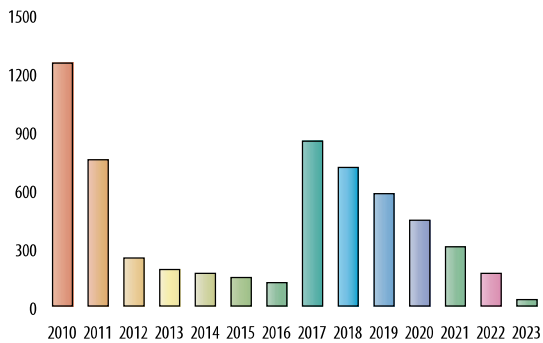
**DEFERRED REVENUE (\$ MILLIONS)**



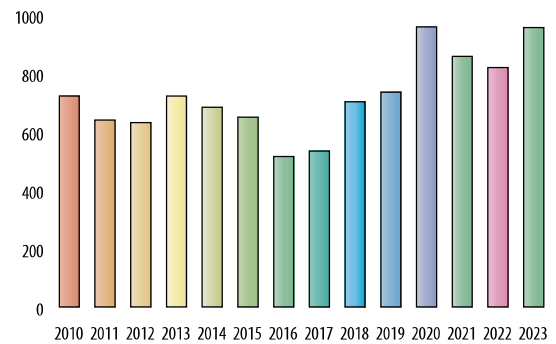
**PURCHASE OF TANGIBLE CAPITAL ASSETS (\$ THOUSANDS)**



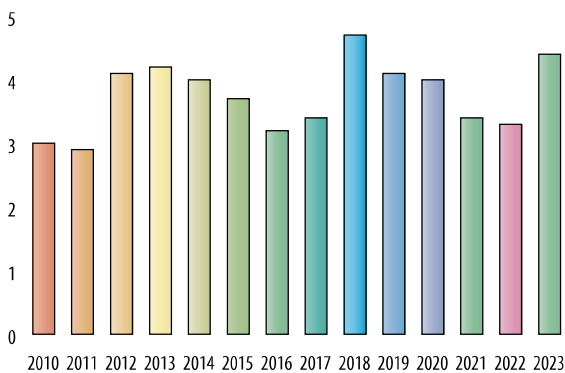
**LONG TERM DEBT (\$ THOUSANDS)**



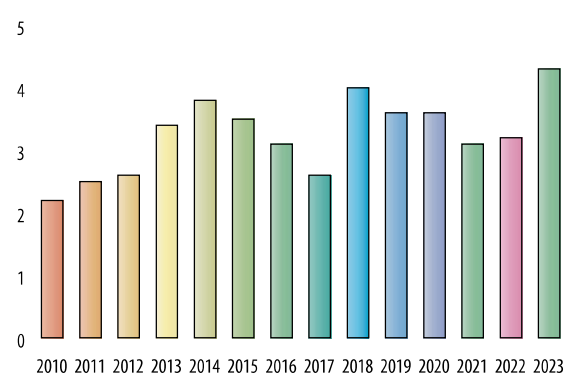
**AMORTIZATION OF TANGIBLE CAPITAL ASSETS (\$ THOUSANDS)**



**TANGIBLE CAPITAL ASSETS (\$ MILLIONS)**



**EQUITY IN TANGIBLE CAPITAL ASSETS (\$ MILLIONS)**



**PADC MANAGEMENT COMPANY LTD**  
**SUMMARY OF FINANCIAL ACTIVITIES AND CHANGE IN SURPLUS**  
For the year ended March 31, 2023

Schedule	Revenue	Expenses	Surplus (Deficit)
1 First Nations Government and Administration	7,145,369	7,356,102	(210,734)
1 Women's Commission	196,261	224,354	(28,094)
1 Tribal Council Funding	500,000	500,819	(819)
1 Treaty Defence	161,722	145,658	16,064
1 Information Technology Services	689,472	721,983	(32,511)
1 Northern Lights Community Development Corp.	467,377	466,622	755
2 Community Justice	826,665	826,665	-
2 Justice Alternative Measures	255,393	255,424	(31)
2 Justice Courtworkers	125,151	125,151	-
2 Justice Sandy Bay Alternative Measures	87,577	87,844	(267)
2 Justice Family Violence Coordinator	62,314	62,318	(4)
2 Spiritual Healing Lodge	1,445,782	1,357,731	88,051
3 Forestry	5,258,705	5,042,914	215,792
3 Fire Smart - Fuel Management	1,478,850	1,470,807	8,043
3 Women's Commission Daycare	591,468	662,738	(71,269)
3 Sports, Culture and Recreation	945,191	947,716	(2,525)
3 Youth Employment Strategy	338,000	340,053	(2,053)
3 Special Projects	332,579	330,818	1,761
4 Urban Services	2,672,383	2,661,694	10,689
4 Urban Community Action Program for Children	56,978	56,978	-
4 Gambling Addictions Research and Treatment	509,343	492,751	16,592
4 Athabasca Labour Force Training/Employment	1,343,184	1,338,773	4,410
4 Summer Student Employment	62,000	62,015	(15)
4 Economic Development	1,220,412	1,258,272	(37,860)
5 Child Care and Education Centre	5,954,273	5,970,162	(15,889)
5 Sprucelodge Boarding Home	4,481,124	5,940,336	(1,459,212)
5 Engineering and Technical Services	3,418,456	3,370,771	47,685
5 Emergency Management Assistance Plan	3,801,395	3,789,952	11,442
5 Pandemic Support	657,205	1,051,102	(393,897)
5 Band Employee Benefits	269,694	334,574	(64,880)
6 Health Transfer	18,571,669	17,248,253	1,323,416
6 Health and Social Development	28,801,191	28,715,668	85,524
6 Womens Shelter	40,000	39,375	625
6 Justice Projects	6,952	7,982	(1,030)
6 Treaty Nation Building	487,921	486,041	1,880
6 Community Policing	180,750	180,736	14
<b>MARCH 31, 2023 TOTALS</b>	<b>93,442,804</b>	<b>93,931,153</b>	<b>(488,348)</b>

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

Schedule 1

For the year ended March 31, 2023	First Nations Government	Women's Commission	Tribal Council Funding	Treaty Defence	IT Services	NL Community Dev Corp
<b>Revenue</b>						
Indigenous Services Canada			500,000			
Administration Fees	5,287,389					
Facility and Vehicle Rentals		51,213				467,377
Northern Lights CDC	26,250	31,052				
Other Sources	2,431,729	13,996		161,722	689,472	
Transfers To (From)	(600,000)	100,000				
<b>Total Revenue</b>	<b>7,145,369</b>	<b>196,261</b>	<b>500,000</b>	<b>161,722</b>	<b>689,472</b>	<b>467,377</b>
<b>Expenses</b>						
Chiefs, Boards and Commissions Meetings	277,979	130,259				
Contributions to Chiefs' Salary	585,000				5,908	
Community Consultations, Workshops and Training	1,852,383			145,658		
PAGC Tribune	60,687					
Stationary, Supplies, Printing, Postage and Rentals	406,181	4,065			5,944	436
Telephone	35,435	600			40,320	37,419
Office Rental, Utilities and Land Use	328,932	9,856				
Other Costs						
Audit, Legal and Consulting Fees	605,001	500				
Awards, Donations, Advertising, and Promotions	758,680	11,796				
Travel, Staff Development and Events	719,899	62,107			38,574	
Salaries and Benefits	1,384,331				585,287	377,709
Bank Charges and Interest	86,241					
Recruitment and Relocation						
Insurance	46,616	5,170			123	
Repairs and Maintenance	182,819				9,146	
Administration			500,819		54	46,738
IT Services	25,920				32,655	4,320
Administration					3,973	
<b>Total Expenses</b>	<b>7,356,102</b>	<b>224,354</b>	<b>500,819</b>	<b>145,658</b>	<b>721,983</b>	<b>466,622</b>
<b>Annual Surplus (Deficit)</b>	<b>(210,734)</b>	<b>(28,094)</b>	<b>(819)</b>	<b>16,064</b>	<b>(32,511)</b>	<b>755</b>

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS Schedule 2

For the year ended March 31, 2023	Community Justice	Urban Alt. Measures	Courtworkers	Sandy Bay Alternative Meas.	Family Violence Coordinator	Spiritual Healing Lodge
<b>Revenue</b>						
Saskatchewan Justice	353,969	188,765	125,151	32,027	62,314	
Justice Canada	530,549	66,628		55,550		
Corrections Services Canada						1,428,061
Other Sources	(57,853)					17,721
<b>Total Revenue</b>	<b>826,665</b>	<b>255,393</b>	<b>125,151</b>	<b>87,577</b>	<b>62,314</b>	<b>1,445,782</b>
<b>Expenses</b>						
Elders Services and Supplies						29,200
Salaries and Benefits	575,473	202,810	106,961	45,598	55,724	847,013
Travel	115,828	5,142	4,048	17,488		35,876
Staff Development and Workshops	10,687					7,381
Recruitment and Relocation			1,626	3,312	353	243
Materials, Supplies and Equipment	55,020	24,144				18,938
Telephone						11,312
Recreation and Cultural Activities						8,454
Food and Kitchen Supplies						41,880
Laundry, Linen and Janitorial						7,154
Insurance	341					7,630
Office Rent and Utilities	31,209	6,720		6,000	4,800	97,932
Relatives Allowance and Supplies						68,967
Bank Charges and Interest						6,966
Vehicle Operations						25,902
Maintenance, Repairs and Renovations						49,806
Water, Sewer and Land Use						
Intranet/IT Services	15,600			6,688	1,440	16,800
Administration	9,350	6,000				10,500
Purchased Services						
Administration	13,157	10,608	12,515	8,758		65,776
<b>Total Expenses</b>	<b>826,665</b>	<b>255,424</b>	<b>125,151</b>	<b>87,844</b>	<b>62,318</b>	<b>1,357,731</b>
<b>Annual Surplus(Deficit)</b>	<b>-</b>	<b>(31)</b>	<b>0</b>	<b>(267)</b>	<b>(4)</b>	<b>88,051</b>

PADC MANAGEMENT COMPANY LTD. - SCHEDULE OF FINANCIAL ACTIVITIES AND SURPLUS Schedule 3

For the year ended March 31, 2023	Forestry	Forest Fire Fire Smart	Women's Comm. Daycare	Sports, Culture & Recreation	Youth Engagement Strategy	Special Projects
<b>Revenue</b>						
Indigenous Services Canada	1,396,123	1,478,850			338,000	
Saskatchewan Public Safety	3,671,178		486,153			
Saskatchewan Education			12,397			
Saskatchewan Social Services				142,500		
Sask. Lotteries/Sports Council			92,919	302,691		332,579
Fees and Other Sources	191,404			500,000		
Transfer from Administration						
<b>Total Revenue</b>	<b>5,258,705</b>	<b>1,478,850</b>	<b>591,468</b>	<b>945,191</b>	<b>338,000</b>	<b>332,579</b>
<b>Expenses</b>						
First Nations Fire Crews	4,417,423	218,647				
Equipment, Tools and Supplies						274,005
Community Training and Workshops						35,439
Sports Development, Cultural Activities and Tournaments				279,353		
Sask FN Summer/Winter Games				494,486		
Salaries and Benefits	153,645	20,906	542,006	116,687	337,497	
Travel	78,886		1,665	30,190	512	
Fuel Management Supplies and Flow thru		1,083,369			2,043	
Staff Development and Functions	104,588		9,153			
Materials and Supplies	103,315		17,153	7,325		
Telephone	2,244		5,713	3,001		
Professional Fees			6,300			21,374
Insurance			9,682			
Food and Kitchen Supplies			29,777			
Renovations, Repairs and Maintenance			5,403	2,143		
Laundry and Janitorial			15,399			
Office/Facility Rental and Utilities	40,320		19,287	13,330		
Intranet/IT Services	2,880		1,200	1,200		
Administration	139,612	147,885				
<b>Total Expenses</b>	<b>5,042,914</b>	<b>1,470,807</b>	<b>662,738</b>	<b>947,716</b>	<b>340,053</b>	<b>330,818</b>
<b>Annual Surplus(Deficit)</b>	<b>215,792</b>	<b>8,043</b>	<b>(71,269)</b>	<b>(2,525)</b>	<b>(2,053)</b>	<b>1,761</b>



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

Schedule 4

For the year ended March 31, 2023	Urban Services	Urban CAPC	Gambling Addictions	Athabasca Labour Force	Summer Student Employment	Economic Development
<b>Revenue</b>						
Indigenous Services Canada		56,978			62,000	1,219,912
Public Health Agency Canada	97,518					
Correctional Services Canada	2,309,879			1,343,184		
Saskatchewan Indian Institute of Technology			507,343			
Federation of Sovereign Indigenous Nations			2,000			500
Other Sources	264,986					
<b>Total Revenue</b>	<b>2,672,383</b>	<b>56,978</b>	<b>509,343</b>	<b>1,343,184</b>	<b>62,000</b>	<b>1,220,412</b>
<b>Expenses</b>						
Ec Dev CEDO Flow-Through Funds						991,478
Coordinator Meetings						17,856
Salaries and Benefits	736,121	22,609	293,492	95,897	62,015	75,131
Travel	54,664	2,110	14,322	11,575		43,476
Materials and Supplies	177,635	12,015	18,672	74,182		3,603
Telephone	8,631	1,705	919	1,331		880
Insurance	25,185					
Office/Facility Rental and Utilities	76,920	12,888	78,605	18,330		
Student Allowances	391,073			625,089		
Tuition and Training Costs	276,997	294		459,213		
Student Materials	62,384					
Student Travel	4,476			12,356		
Other Costs		653	30,246			113,107
Pandemic Food and Shelter	542,827					
Reintegration Worker	96,974					
Traffic Safety Coordinators	207,807					
Intranet/IT Services		1,200	5,760	1,200		1,280
Administration		3,504	50,734	39,600		11,460
<b>Total Expenses</b>	<b>2,661,694</b>	<b>56,978</b>	<b>492,751</b>	<b>1,338,773</b>	<b>62,015</b>	<b>1,258,272</b>
<b>Annual Surplus(Deficit)</b>	<b>10,689</b>	<b>-</b>	<b>16,592</b>	<b>4,410</b>	<b>(15)</b>	<b>(37,860)</b>

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

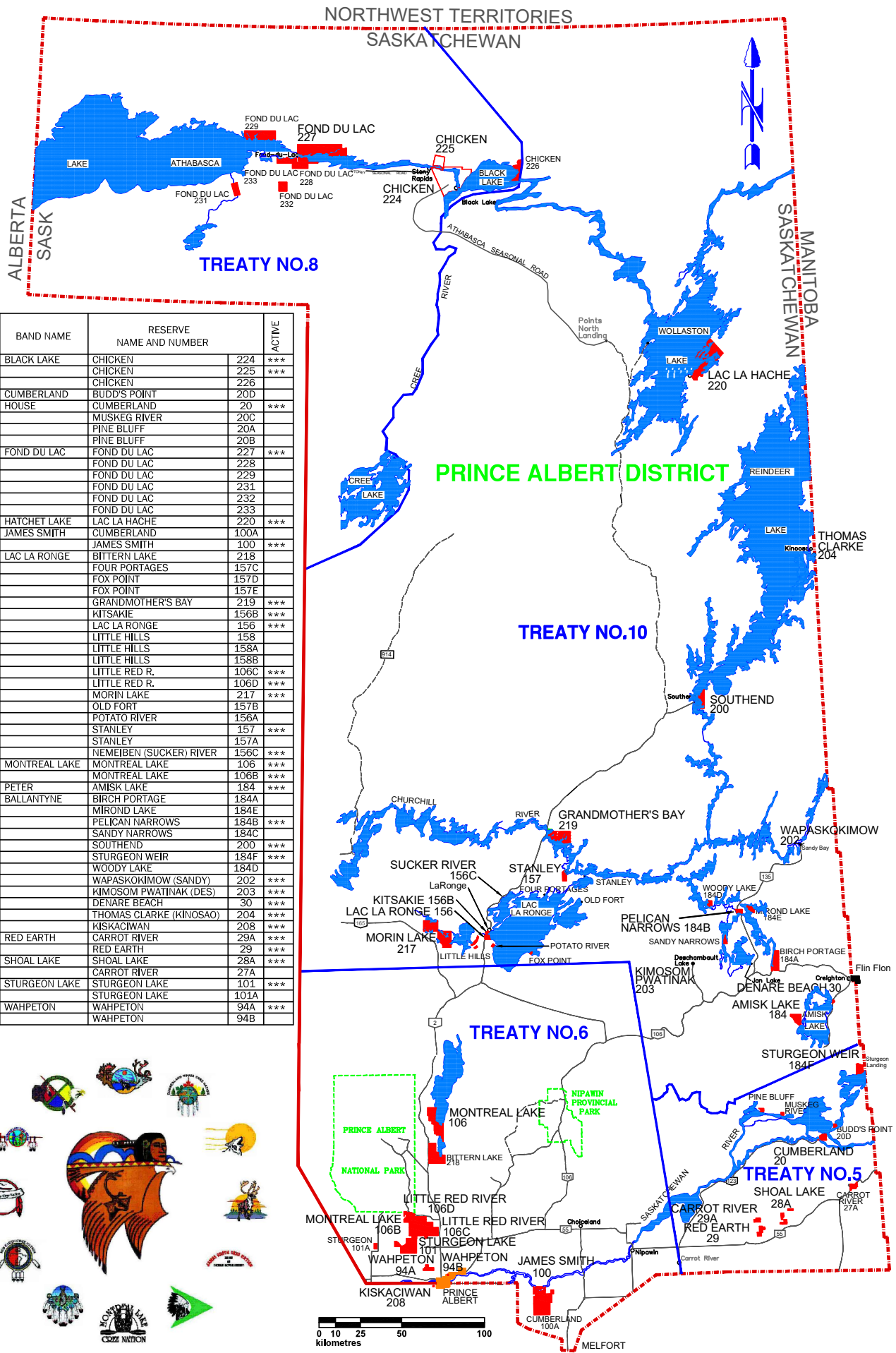
Schedule 5

For the year ended March 31, 2023	Child Care & Education Centre	Spruce Lodge Boarding Home	Engineering & Tech Services	Emergency Mgmt Assistance Plan	Pandemic Support	Band Employee Benefits
<b>Revenue</b>						
Indigenous Services Canada/FNIH		4,418,258	3,233,318	3,789,145		269,694
First Nations Child and Family Services Agencies	474,187					
Saskatchewan Social Services	5,479,986					
Other Sources/Deferred Funding	100	62,866	185,138	12,250	657,205	
<b>Total Revenue</b>	<b>5,954,273</b>	<b>4,481,124</b>	<b>3,418,456</b>	<b>3,801,395</b>	<b>657,205</b>	<b>269,694</b>
<b>Expenses</b>						
Medical Transportation		1,145,519				
Patient Accommodations and Meals	128,126	3,381,938				
Salaries and Benefits	3,873,931	719,154	1,756,357	760,754	15,628	332,480
Travel and Vehicle Operations	233,932	42,323	682,288	400,909		
Community Training and Consultations			205,582	96,380		
Materials and Supplies	60,812	46,977	85,220	375,547		
Covid Supplies				542,992		
Wildfire/Flood Support				1,142,971		
Flow Through Funds			59,000			
Telephone	11,159	9,982	15,210	15,826		
Professional Service / Contractor Payments	31,609	20,662	43,991			
Board Meetings			53,643			
Bank Charges	1,982	934				
Insurance	18,049	8,594	4,739	4,518		
Food and Kitchen Supplies	183,415	96,737			1,035,474	
Renovations, Repairs and Maintenance	41,418	8,047		10,791		
Laundry and Janitorial	11,807	27,489				
Office/Facility Rental and Utilities	478,519	84,701	143,940	80,640		
Intranet/IT Services	10,993	17,280	25,920	12,960		
Administration	884,409	330,000	294,881	345,666		2,094
<b>Total Expenses</b>	<b>5,970,162</b>	<b>5,940,336</b>	<b>3,370,771</b>	<b>3,789,952</b>	<b>1,051,102</b>	<b>334,574</b>
<b>Annual Surplus(Deficit)</b>	<b>(15,889)</b>	<b>(1,459,212)</b>	<b>47,685</b>	<b>11,442</b>	<b>(393,897)</b>	<b>(64,880)</b>

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

Schedule 6

For the year ended March 31, 2023	Health Transfer	Health & Social Development	Women's Shelter	Other Justice. Projects	Treaty Nation Building	Community Policing
<b>Revenue</b>						
Indigenous Services Canada	18,426,394	21,789,629			487,921	
Cinac		1,530,500				
Service Canada		2,000,559				
Other Sources	145,275	222,823	40,000	6,952		180,750
Deferred Revenue/Refundable to Funding Agency		3,257,680				
<b>Total Revenue</b>	<b>18,571,669</b>	<b>28,801,191</b>	<b>40,000</b>	<b>6,952</b>	<b>487,921</b>	<b>180,750</b>
<b>Expenses</b>						
Salaries and Benefits	6,171,082	3,973,194				4,000
Travel and Vehicle Operations	1,362,529	900,861			23,674	
Community Training and Consultations	246,621	199,865	6,675		318,952	121,682
Consulting and Professional Fees	305,630	339,132	32,700		127,215	
Materials and Supplies	1,775,344	311,501			10,841	36,304
Food and Food Grants	128,795	1,440,306				
Other Costs	1,278,046	271,410		7,982		
Health Flow Through	3,271,123					
Daycare Flow Through		918,000				
Headstart Flow Through		8,449,030				
Telephone	88,453	10,967			2,479	
Professional Service / Contractor Payments	89,832					
Board Meetings	205,308					
Bank Charges	12,629					
Insurance	132,491					
Renovations, Repairs and Maintenance		958,896				
Office/Facility Rental and Utilities	569,958	36,000				
Intranet/IT Services	71,191	38,650			2,880	
Residential School		840,522				
Jordan's Principle		3,756,713				
Major Capital		5,205,620				
Administration	1,539,222	1,065,001				18,750
<b>Total Expenses</b>	<b>17,248,253</b>	<b>28,715,668</b>	<b>39,375</b>	<b>7,982</b>	<b>486,041</b>	<b>180,736</b>
<b>Annual Surplus (Deficit)</b>	<b>1,323,416</b>	<b>85,524</b>	<b>625</b>	<b>(1,030)</b>	<b>1,880</b>	<b>14</b>





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**

Chief Joseph Custer Reserve #210  
PO Box 2350, Prince Albert, SK, S6V 6Z1  
voice: 306.953.7200 fax: 306.764.6272  
personnel@pagc.sk.ca  
www.pagc.sk.ca