



2017 ANNUAL REPORT







Table of Contents

Message from the Board of Directors.....	4
Message from the CEO.....	6
Our new Mission, Vision and Values.....	8
Update on ATC and the 2016 Wildfire.....	9
2017 in Review.....	10
Child & Family Services.....	15
Education.....	19
Employment & Training.....	24
Health.....	27
Administration.....	29
Finance.....	30
Financial Report.....	31
Looking forward in 2018.....	32
Thank you to our Funders.....	34

**“Once you learn who you are,
you can overcome
any obstacles.”**

- Elder David Janvier, Chipewyan Prairie First Nation
Strength in Unity Education Conference 2017



Message from the Board of Directors

TO OUR VALUED ELDER, COMMUNITY MEMBERS AND PARTNERS

2017 was a year of focusing on successes from our past, and looking forward to the future.

In 2016, we established direction to update the Athbasca Tribal Council (ATC) brand and organization. This work began that year, and continued throughout 2017.

We placed priority on reviewing the programs and services we offer, ensuring ATC can continue to grow and adapt to service our Nations.

With this direction, and through the impacts of the fire in 2016, ATC continued, serving our Nations and exploring the new path forward.

Successes include an interactive and engaging Education Conference in March 2017. A rebranding in May 2017 to reflect the fresh outlook on the services we provide, bring forth our strengths and highlight our renewed Mission, Vision and Values. In August 2017, our Regional Gathering was well attended. It allowed members to learn, ask questions and

engage on a variety of topics.

Mid-year, we thanked Maggie Farrington for her contributions to ATC, as she moved on from her role as Chief Executive Officer (CEO). Maggie's efforts helped to build strong internal and external relations for this organization. We wish her all the best as she pursues a new path.

In June 2017, Karla Buffalo joined us as the new CEO. Coming from this region, with years of diverse experience ranging from roles within industry to a long-standing commitment within the Sustainability Department of Fort McKay First Nation, strong leadership skills and clear vision, we were confident that Karla would be able to support our goals as the Board of Directors, and transform ATC into a leader within Tribal Councils. We appreciate her energy and know that 2018 and beyond will bring years of progress for this organization. Welcome Karla!

With rebuilding well underway, a new look, and stronger sense of focus in place for the future, in the years to come we are

optimistic about continued quality service for ATC members, dedication to our Nations at the highest standard, and increased opportunities for innovation and growth.

In 2018, we celebrate 30 years as an organization! We look forward to celebrating this milestone with the Nations later in the year.

As a closing, we feel it's important to say one final thank you - to our staff, who continued to serve members through the fire-related challenges this past year.

Hai hai. Marci cho.

BOARD OF DIRECTORS

ATC President Chief Allan Adam, *Athabasca Chipewyan First Nation*

Chief Vern Janvier, *Chipewyan Prairie First Nation*

Chief Jim Boucher, *Fort McKay First Nation*

Chief Ron Kreutzer, *Fort McMurray First Nation #468*

Chief Archie Waquan, *Mikisew Cree First Nation*

We placed priority on reviewing the programs and services we offer, ensuring ATC can continue to grow and adapt to service our Nations.

With this direction, and through the impacts of the fire in 2016, ATC moved forward, serving our Nations and exploring the new path forward.



Message from the CEO

DEAR MEMBERS, FUNDERS AND FRIENDS

In July 2017, I was excited to join the ATC family. As a member of the Chipewyan Prairie First Nation (CPFN), I feel the deepest sense of honour to be in this position of CEO. As I continue to understand the numerous levels at which we work, I welcome your feedback on our services.

We provided valuable services to our membership this past year, which you will read more about in the coming pages.

We have focused on implementation of the Board's strategic plan, hosted successful events, and of

course sustained the mission of our daily work. Through it all, we remained focused on what matters – serving our Nations and their members.

Thank you to the Board of Directors for your guidance in 2017. One of our goals was what you are reading right now, an Annual Report. It has been a number of years since ATC has provided a written document like this. We trust you find value in its contents and reflection on the year.

Alongside our new brand, mission, vision and values, came renewed goals to engage and communicate better with those we serve.



This Annual Report is the product of more focused efforts throughout Fall 2017 on sharing our story, and it is the beginning of more meaningful communication in 2018 and the years after.

Other successes include a comprehensive study in partnership with the Canadian Red Cross to learn more about, and share information back to, communities about the impacts of the 2016 wildfire, the launch of a new Cree language learning app, and a partnership made official between ATC and Northwestern Air that works to address the transportation challenges faced by residents in Fort Chipewyan needing access to health services.

Our greatest accomplishment every year is serving our members. We strive to deliver services that add value to their lives in the areas of Child & Family Services, Education, Employment & Training, Health and of course our hardworking Finance and Administration teams, who support all of the

departments that implement our work.

Thank you members and partners for a year full of learning. We are looking forward to positive strides in our program delivery in 2018 and sharing the outcomes with you, including a complete program and delivery assessment of our services, the launch of a Dene language learning app, and an overall focus on reconnecting programming with communities.

Please reach out to us, invite us to your community, organization, or events. We will do the same.

Marci cho. Hai hai.

KARLA BUFFALO

CEO

Athabasca Tribal Council

**Alongside our new brand, mission, vision and values,
came renewed goals to engage and communicate
better with those we serve.**



MISSION

Athabasca Tribal Council serves our Nations by providing relevant and innovative programs and services that enrich the well-being, health, and prosperity of our people. We are committed to ensuring the protection of our Inherent rights, our Treaty Rights, and our Traditional Territories. While respecting the autonomy of each Nation, our strength is in our unity.

VISION

Athabasca Tribal Council, in collaboration with our Nations, honours our Treaty and supports a thriving, healthy, and self-reliant future for Cree and Dene people.

VALUES

Collaboration, Respect, Integrity, Service, Unity, Innovation, and Excellence.

As many are aware, on May 3, 2016, the largest wildfire in Alberta history began in the Wood Buffalo region.

Although our main office, located in Waterways, remained intact with numerous repairs needed to the building, the evacuation required two major relocations between May 2016 to March 2017, when we returned back to our main office. It was ten months after the wildfires began.

In the early days after the fire, we evacuated to Edmonton and based ourselves there to continue our essential services. Upon return to Fort McMurray, we were still unable to return to our Waterways location. Shell Canada Ltd. offered us support by inviting us to work out of their space while we waited for our long-standing location to be safe to work in again. Without this support from Shell, we would have been challenged to meet the increased demands our staff faced in serving members, as residents returned back to their homes over the course of several weeks and months.

In these fires, we did lose our Child and Family Services group home and one vehicle. This group home was the only ATC owned and operated

home in the Regional Municipality of Wood Buffalo. It was scheduled to open the day the wildfire started, as a brand new facility that served as a safe place for children, with caring and trained staff to support them and their families through the foster care system.

Today we remain without our group home building and are working through the procedures to re-establish this important piece of infrastructure and the services associated with it.

Thank you to the RCMP, fire department, paramedics, RMWB staff and news crews who remained in the Region to fight the fires and keep us informed throughout the active days of the fire and the weeks afterwards.

Thank you to all of our member First Nations and Metis communities, who generously welcomed tens of thousands of people from Fort McMurray into their communities - opening their homes, their lives - during a time when evacuees were looking for a sense of security, basic needs and someone to help them during the massive evacuation.

Our Elders remind us that

Update on the Effects of the 2016 Wildfire



fire brings new growth. We understand that rebuilding will continue for years to come, and we remain dedicated to updating you on our progress.

#albertastrong

2017 Year in Review

PARTNERSHIP DEVELOPED AND WORK UNDERWAY ON WILDFIRE STUDY

The generosity of donations to the Canadian Red Cross during the fires in 2016 allowed funds to be used within the Regional Municipality of Wood Buffalo (RMWB). Some of these funds provided aid in rebuilding the communities and areas effected within the region.

In partnership with the Athabasca River Metis, and the Nistawoyou Association Friendship Centre, we submitted a proposal to the Canadian Red Cross out of concern that there was little information about how many members had been effected by the wildfire. We had questions about what our members' experiences were, their concerns during the rebuilding process, and what types of programs were needed, from an Indigenous perspective, to help Indigenous communities in the RMWB.

In August 2016, a proposal was presented to First Nations Chiefs, Metis Presidents and the Nistawoyou Friendship Centre. With the approval of these leaders, a proposal was submitted for consideration.

Shortly after, the Canadian Red Cross granted funds towards this important work, and in January 2017, the work began.

The objectives included:

1. Assess the environmental, socio-economic, and cultural effects of the wildfires on the Indigenous peoples of Fort McMurray and the RMWB.
2. Identify community priorities and needs in relation to wildfire reconstruction and disaster risk reduction.
3. Develop a series of actional proposals to ensure that reconstruction and disaster risk reduction initiatives contribute to rebuilding Indigenous communities and an RMWB that is more resilient to future natural disasters.

"If we didn't plan for the next big disaster, then we're just planning to repeat it all over again, what we went through. I don't think it's right that we have to do that. I believe that the urgency now is that we sit down together and put this plan together."

- Chief Allan Adam, ATC President & Chief, ACFN

The expected outcomes of this work are to better prepare partner organizations and communities to participate in rebuilding and disaster risk reduction. It hopes to support future mitigation efforts by building stronger and more resilient Indigenous communities, allowing them to play a

bigger role in wildfire preparedness and recovery efforts.

Important work that happened in 2017 included:

- A literature review on wildfires, disaster risk reduction and Indigenous peoples
- 10 focus groups with Indigenous communities and organizations in all of the major sub-regions of the

RMWB (Fort Chipewyan, Fort McKay, Fort McMurray, Anzac, Janvier and Conklin)

- 40+ interviews with Indigenous leadership, staff, and community members, and officials from the RMWB and the Alberta Emergency Management Agency
- 600+ Indigenous peoples surveyed in the RMWB and First Nations reserves

As this information has been gathered, an analysis is underway. The final information will go into a public report, which will be shared with the communities we serve.



Sign on highway 881, heading south from Fort McMurray to Janvier

Photo Credit: Janvier Community Information Page (Facebook)

May 3, 2016

NEW BRANDING AND LOGO DEVELOPED

Early in 2017, work began on rebranding ATC. We were looking for a fresh, modern look that represented the progress we've made. This was important for us because the previous ATC brand had been around for many, many years. We were looking for a visual representation that celebrated the beauty of the land that our Nations have lived on for generations.

The new logo and colours came about through a process of working closely with the Aboriginal-owned and operated company, Liquid Trends Media. The approach was to assess both internal and external perspectives in order to create the renewed identity.

Numerous steps were taken, including conversations with the Board of Directors and CEO, market research, collaborative development of the creative aspects of the new brand, and of course finalizing the brand components – logo, colours, office stationary and important key messages to convey to our members and funders.

The final logo was revealed on the 1-year anniversary of the 2016 Wildfires, May 3, 2017. The new logo shows the eagle, which represents ATC as a protector of the Nations and communities within the Athabasca region. The Athabasca region is shown

through the river and the forest. The colours are innovative and reference the importance of water to our Nations, with a clean, contemporary font for our name.

As you see on page 8, along with the new visual look, the ATC Board of Directors approved a new Mission, Vision and Values.

For us, these statements go beyond token words that we refer to once or twice a year. These statements remind us daily of our focus, purpose and future. These key messages guide our work in all departments at ATC.

To have come by these statements collaboratively is a testament to their importance for all of us.



Our old logo



Our new logo



ATC REGIONAL GATHERING AND HOLY ANGELS RESIDENTIAL SCHOOL COMMEMORATION MEMORIAL

The ATC Regional Gathering/Holy Angels Residential School Commemoration Memorial was held on August 4 to 7, 2017 in Fort Chipewyan.

In response to community feedback, an important Residential School Commemoration Memorial also occurred at the same time as the 12th annual ATC Gathering.

This Gathering provided an opportunity to:

- Bring members from the Region together

to participate in cultural activities, workshops, entertainment and ceremony;

- Provide awareness and education to the public about the Indian Residential School system and its impacts; and
- Create an opportunity for former students and their families to continue the healing process.

Throughout the event, we had 313 participants! Based on feedback from evaluation responses, we heard that the event was a huge success.

Throughout the event, workshops and speakers were coordinated. Cultural camps were hosted in both Dene and Cree. Members had the opportunity to visit with each other, practice traditional crafts and enjoy traditional foods.

Boat tours were offered, which allowed participants to visit the traditional lands of both ACFN and MCFN.

Having this event in their territory provided many opportunities to learn for all of those in attendance.

An important aspect of health for some of our members is healing from their Indian Residential School experiences. At this event, we provided care packages, gifts and t-shirts for all of the survivors participating in the Holy Angels Residential School Commemoration Memorial.

The evenings were filled with fun, including a hypnotist show with Scott Ward, comedian show with Don Burnstick, and traditional drummers played for ceremonies and evening entertainment.

This was an all-ages event, which allowed interaction between children and Elders, supported by adults to lend their skills, especially during cultural crafts.

Thank you to ACFN and MCFN for welcoming all of us into your community. We look forward to the next ATC Gathering!

STAFF RETREAT FOCUSES ON SERVICE EXCELLENCE IN 2018

From October 2 to 6, 2017, our staff had their first retreat in a number of years. We used this time together to reflect on the year, reviewing how we served our members this past year and what we could do to further improve the services we offer. It also provided opportunities for staff to connect, encouraging the deepening of relationships and collaboration. Together, we designed effective plans for 2018.

The Kingfisher Oceanside Resort in Comox, British

Columbia, facilitated by Team Academy, was an excellent location to reach our goals during this time spent together. It hosted our dedicated team, while also providing space for team members to reflect.

Because of this unique location, we visited with the local K'ómoks First Nation, where we learned about some of their traditional Coast-Salish ways of life, toured their traditional lands and waters, and went to a smokehouse to learn about their customs.

Throughout these 4 days, we focused our discussions on how we could further serve the Nations. An

important message we heard is the importance of communicating more widely with our members.

Some of the outcomes from this team gathering include:

- Confirmed 2018 focus on open, clear communication with our members
- Plans on how best to increase this communication, and how each department can improve this area of their work
- Team-building for staff, to better understand individual working styles



“We did workshops together that allowed us to connect and reflect on supporting the First Nations. I think having these experiences as a team helps us work better together in the office. We know each other better and have good memories we can laugh at too!”

- Nicole Grant, ATC Main Administrative Assistant



Child & Family Services

OUR UNIQUE MODEL: RESPECTING FAMILIES AND CULTURE

Director: Doreen Jackson

Goals of the department:

- Keep children, youth and families safe and protected
- Promote the development and well being of ATC First

- Nations children, youth and families
- Promote healthy communities for children, youth and families so that they have the capacity to meet the needs of children, youth and families

Mission: ATC CFS promotes the safety and health of our children, youth and families within their cultural traditions, language and communities

Vision: All children, youth and families will be safe and healthy in their First Nation communities, within their cultural traditions and language

CFS achieves its Mission and Vision through a variety of programs and services to

children and families from the 5 First Nation communities. We continuously strive to support families and children by providing resources to become healthy, strong and contributing individuals.

In 2017, we had low turnover of staff, which meant that we could better serve our members from the trust and relationships built throughout the year. We rely on these relationships with children and their families, to give them the best support we have available.



A YOUTH IN CARE CONNECTS TO HIS FAMILY TRADITIONS

One of the important goals of ATC's CFS is to keep children within their family. ATC makes this a priority because it supports children growing up within their biological family system, staying connected to their cultural traditions. For one young man in care, this became true in 2017.

In the spring season, the young man was invited by hunters in the community to join them in a caribou hunt. This was the first-ever hunt for this teenager. He was honoured to be included, and had little expectation of what might happen on this annual ritual with the community men.

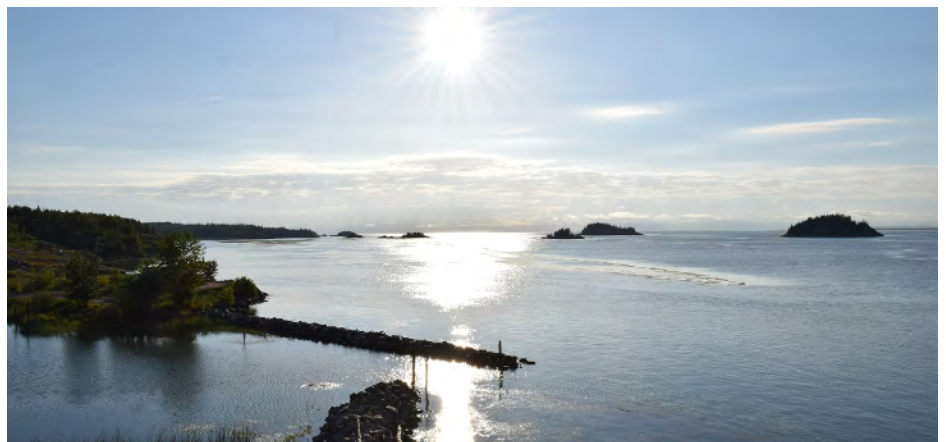
During this hunt, the opportunity arose for the young man to shoot a caribou. With the support of the hunters, a caribou was successfully harvested. A feast was held in honour of this young man's first hunt. It fed Elders and community members. An occasion the young man said, "made him proud," and "a moment he will never forget."

The year continued with great things for this young man. He was invited to participate in a youth conference, where he was gifted a ribbon shirt by an Elder at Frog Lake.

By engaging this young man in his community, his confidence was being built. He contributed to his family and First Nation, and also took pride in accomplishing a very important step in a young man's life. For him, these are life-changing opportunities that will impact the rest of his life in a positive way.

We are thrilled about his experience and look forward to sharing similar stories in the future.

A moment he will never forget.



“ Collaborating with Lori and her role in Family Enhancement has been a great partnership. Many events I host are about healthier options; they’re family-oriented and group events. Every event I’ve held has included Lori. Her work has helped so many people in the community, from the smudge prayer kits she donated to my program, to the family door prizes she made, to collaborating with me on assisting clients to receive support for their residential school experiences. All of this would not be possible without the great support Lori has to offer.”

- Candace Black, NNADAP Wellness Coordinator
Chipewyan Prairie First Nation Health Center



FAMILY ENHANCEMENT PROVIDES PREVENTATIVE CARE AND SUPPORT

Lori Stevens has a unique role within the ATC Child and Family Services department. Her position in Family Enhancement focuses on those clients who are not in need of intervention, but are facing challenges with family care.

Often clients experience gaps and barriers, for example transportation to an addictions meeting or medical appointment, or providing food to their family when they are facing financial challenges.

In her role, Lori works as a resource to support these families. She connects parents and youth living on their own with the services and support they need to build the skills they need for a health life.

In Lori’s words, the work she does “keeps the families together before issues turn into big issues. We want to prevent everything from compounding to the point where intervention is required. Parents are the best ones to take care of their kids and we want to encourage and support that.”

She also works closely with the First Nations, supporting the work they do for the families in their communities.

For example, she has worked with Candace Black, NNADAP Wellness Coordinator at Chipewyan Prairie First Nation Health Center, by putting together donation baskets with essential items like laundry and cleaning supplies, and fun kits for movie nights and bannock making.

HOSTING DELEGATION: A SHARING OPPORTUNITY

Through Alberta Children's Services, the Delegation Training Program is an opportunity to provide casework staff with the skills and knowledge they need to provide intervention, as required by the Child, Youth and Family Enhancement Act. This training is 4 weeks long, mostly in-classroom training, with one module of working with Aboriginal Communities.

ATC's CFS has hosted the Aboriginal component of this training twice from our office in Fort McMurray. In

total, 36 students have come to Fort McMurray. The most recent training had 15 students from across Alberta.

For the first teaching, Delegation students were taken to Fort McKay First Nation. There they learned about culture, language and traditions of the North. They learned about some of the unique aspects of the community, including the importance of air quality control, the environment around the community, and the progressive nature of Fort McKay First Nation leadership.

The group also toured the community, visiting the new youth centre, getting a glimpse of what it's like to live in Fort McKay and cultural traditions of its people.

Providing an interactive platform for learning gave these students a better understanding of some of the challenges and realities faced by Indigenous peoples from Northern Alberta. As a result, caseworkers have a deeper understanding of their potential clients' experiences, offering better service to them.

CFS ANNUAL CHRISTMAS PARTY

Every year the Child and Family Services department hosts a Christmas party in Edmonton. This celebration allows children and their biological and foster families to come together for fun and food. This year, that happened at the Gateway Entertainment Centre in South Edmonton.

For children and their families, this time of year is exciting as they gather to celebrate the year and enjoy being together. Some

activities organized by staff included: a traditional turkey meal with parents, grandparents and foster/kinship caregivers, face painting, laser tag and video games for the children.

With more than 80 people attending, including the CFS

staff, it was an energetic party!

Next year there are discussions about a different type of party, to which the staff are already looking into options and planning for December 2018.

SUPPORTING DREAMS THROUGH PROGRESSIVE ENGAGEMENT

Director: Rita Marten

Goals of the department:

- Developing and promoting effective communication among relevant education organizations
- Facilitating and researching the development of ATC First Nations education programs
- Supporting students' education through the boarding home program and post-secondary education support program

Vision: ATC First Nations contribute to a quality education where students are knowledgeable and proud of their culture and highly successful in academics.

Mandate: To assist, support and enable ATC First Nations in their First Nations education endeavours.

Below is a list of accomplishments our Education department achieved in 2017:

- Worked in partnership with Northland School Division to develop the Education Standards Agreement (ESA); the Board of Directors approved the draft Education Services Agreement (ESA)
- Relationship building with Fort McMurray Public and Catholic school districts
- Annual support for the Traditional Celebration of Achievement (TCOA)
- Offered a cross-cultural presentation to ATC Child & Family Services
- Monthly meetings with the Treaty 8 Education Commission to further develop education opportunities for First Nations in the region
- Regularly attend INAC and Alberta Education meetings on behalf of ATC First Nations
- Support for our annual "Elders in Residence" in the Northland School Division
- 2018-2021 Innovation in First Nations Education Grant Program Proposal for ATC First Nations and Northland School Division



Education



Education remains a high priority area for all of our First Nations. With this, we continuously face challenges. These include:

- Travel, meals, hotels, catering and freight, which are all very costly due to the high cost of living and remote locations of some of our First Nations communities
- Airfare for the Fort Chipewyan ATC First Nations attending conferences/workshops
- Venue and conference centers are an expensive cost to the ATC First Nations, although essential for collaborative work and discussions to take place
- INAC Funding for the Post-Secondary Program has seen an increase in students over the past few years, therefore an increase in funding is also necessary

Upcoming for 2018, the ATC First Nations will be hosting Collaboration and community engagement meetings to support learning for students through partnerships. We look forward to having membership involved.

Also for 2018, master Cree and Dene instructors are offering programs to Cree/Dene speakers at Keyano College Campus in Fort Chipewyan and the Multiplex in Janvier.

TEACHING TRADITIONAL LANGUAGE THROUGH TECHNOLOGY

As technology changes, so has the way we can preserve our traditional Indigenous languages.

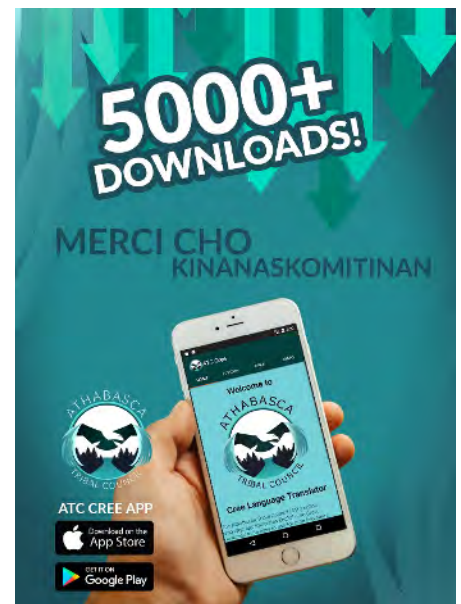
In 2016, we proudly launched a Cree language app for smart phones.

The priority of the app is preserve the language and culture of the Cree people within our membership. It is a way for youth especially, to have easy access to the language. A tool to explore and study Cree.

The uniqueness of this Cree app is that it is in the dialect specific to First Nations within this region.

The app teaches common words that learners can use daily when speaking with Elders or others in the community. Important nouns and words for medicine, numbers and directions create a foundation for communication and the beginnings of language preservation.

This is an exciting milestone for Cree speakers and learners, and we are actively working on a similar app in Dene to be released in 2018, along with updates to the Cree version.



BOARDING HOME PROGRAM PROVIDES LEARNING OPPORTUNITIES FOR YOUTH

Some students in rural communities choose to do their high school education in Fort McMurray. Our Boarding Home program provides a home-away-from-home to the students who prefer to live and attend school outside of their home community.

This year, we had 22 youth in our program. Each year, the average is between 16 and 22 students.

Once a month we host a lunch for our boarding home students, with between 12 and 18 students from two different schools in attendance.

During this time together, we enjoy a meal and listen to a guest speaker share their story with us. We discuss the work they do and the requirements they have to get their position. Often students are curious about the fundamental skills employers are looking for. This discussion allows the youth to ask questions; learning about fields of work they are interested in or maybe didn't know very much about.

Being away from home presents challenges for these young adults. We strive to provide the support they need to excel in their academics, learn helpful social skills, and be a source for support. Even with this, some students face academic and social barriers.



When this happens, some students decide to return home and continue their education in their home community.

We continue to build this program and create a positive experience for youth. If you are interested in this program or would like to billet a student, please contact Charles Nokohoo at 780-791-6538 extension 243.

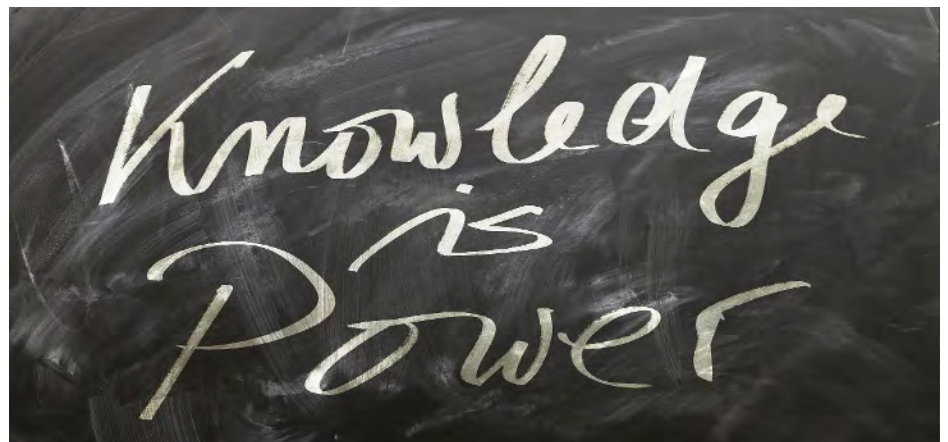


CONGRATULATIONS TO OUR POST-SECONDARY SUPPORT PROGRAM GRADUATES!

Every year we are proud to announce that more Indigenous students from our First Nation member communities are graduating with post-secondary education.

This program provides financial support to Treaty/Status students. We aim to reduce barriers to higher education, presenting an opportunity for individuals to pursue careers they are interested in. The advancement of First Nations self-governance and economic self-reliance begins with education.

First Nation	Graduate	Area of Study	Post-Secondary Institution
ACFN	Camila Marcel	Early Learning & Child Care Certificate	Keyano College
	Sonja Voyageur	Masters of Business Administration (MBA)	Australian Institution of Business
	Joy Rodh	Accounting Certificate	Portage College
	Presley Paananen	Bachelor of Science - Nursing	University of Alberta
	Tristan Dashcavich	Community Support Worker Certificate	NorQuest College
	Alyssa-Mae Laviotte	Event & Promotions Management Diploma	Centre of Arts & Technology
	Amanda Allen	Bachelor of Social Work/Indigenous Studies	University of Calgary
	Hannah Wiltzen	Bachelor of Education - Elementary	University of Alberta
	Suzannah MacDonald	General Studies - Psychology & Sociology	University of Lethbridge
	Kandis Chaffee	Bachelor of Arts & Science in Sociology	University of Saskatchewan
	Kendra Banach	Indigenous Justice & Criminology - Minor in Indigenous Studies	University of Saskatchewan
	Jill Jackson	Bachelor of Psychiatric Nursing	MacEwan University
	CPFN	Kyle Spohn	Bachelor of Education - Secondary
Pamela Taylor		Bachelor of Social Work	University of Calgary
Katie Natasha Tasa		Bachelor of Fine Arts	Nova Scotia College of Arts & Design
Shirley C. Janvier		Community Addiction/Advanced Counsellor Diploma	NECHI
FM468	Brian Ross	Addictions & Community Service Worker	Keyano College
	Darcey Haineault	Bachelor of Arts - Psychology	Concordia University
	Angela Ross	Bachelors of Social Work	University of Calgary
FMFN	Clarissa Fehler	Bachelor of Education	University of Alberta
	Charles L'Hommecourt	Bachelor of Business Administration - Aviation	University of the Fraser Valley
	Blair Bellerose	Urban Graduate Studies	Simon Fraser University
	Monika Wilson	Juris Doctorate Program in LAW	University of British Columbia
	Angelique Orr	Bachelors of Science in Psychology - Honours Program	University of Calgary





“ATC supported me financially, but I was also able to call them and ask questions, and visit the office. I always received a lot of encouragement from both Rita and Charles. Overall, I had a supportive and positive experience with ATC.”

- Angela Ross
Fort McMurray No. 468 member
Graduated in 2017 with a
Bachelor of Social Work from the
University of Calgary

“I encourage youth, or anyone of any age who wants a dynamic career to get ahold of ATC. They're a joy to deal with. They sure helped me out. It started out in Lac La Biche, then connecting me with Keyano College, covering the cost of books and tuition. What can I say? It was first-class service. Especially during the fire, Charles reached out and always had positive words for me. It really helped me finish my program.”

- Alex Gordon Jr.
Athabasca Chipewyan First Nation member
Graduated in 2017 in
2nd Year Power Engineering from
Keyano College

Employment & Training

We see clients on a daily basis, for both scheduled and walk-in appointments.



SUPPORTING GROWTH FOR INDIVIDUALS, COMPANIES AND COMMUNITIES

Director: Beverly Knibb

Goals of the department:

- Carry-out the Terms and Conditions under which Canada agrees to provide funding to our organization to support the cost of designing and delivering programs, services and other activities designed to increase the participation of Indigenous Peoples served within our region
- Support for all Indigenous community people seeking employment and/or skills training opportunities whether monetary or non-monetary support to become self-sustaining and work towards gaining employment or return to school outcomes
- Building and sustaining partnerships with Wood Buffalo Stakeholders and its affiliates while aligning training opportunities and economic development/employer needs

Objective: To increase Aboriginal participation in the Canadian labour market, ensuring that First Nations and Inuit people are engaged in sustainable, meaningful employment and/or people to return to school through skills training.

Our Employment and Training department is funded usually over a 5-year period by the Government of Canada through Employment & Social Development Canada (ESDC) and Service Canada, and in part under the authority of Section 63 of the Employment Insurance Act. ATC is the recipient of the Funding Agreement, who in turn distributes funding to each of the five Nations. While we provide some support directly to Indigenous people through our ATC office, the majority of our

efforts and funding go towards supporting the Aboriginal Skills and Employment Training Strategy (ASETS) program within each of the five First Nations. The framework is built upon three priorities of ASETS;

- Demand-driven skills development
- Partnership development
- Accountability for results

We oversee and support the ASETS Coordinators who provide services directly to the FN and Inuit people of their Nation. The Nations have the capability to design and deliver employment programs and services best-suited to meet the unique needs of their communities. The primary goal of ASETS is to assist Indigenous people to prepare to find jobs and prepare to return to school.

The work includes, but is not limited to, activities related to skills training, resume writing, job referrals, assessments, career development action plans, EI applications, and proactive, work-life skill development training programs/courses such as; GED, trades and occupational support, youth programs and summer student opportunities. At our main

office in Fort McMurray, which we refer to as our “Urban” office, we also provide similar services offered by the ASETS Coordinators to First Nations and Inuit people who live within Fort McMurray and area.

Under ASETS, in addition to funding programs and services for its core client group (First Nations and Inuit), ASETS holders are obliged to offer a minimum level of service to all Indigenous people who come to their point of service seeking assistance, free of charge. A minimum level of service means to be able to access information and resources for job seekers, computer use, receive an assessment of what employment services they need and a referral to another agency where they may be able to receive those services.

OPPORTUNITIES TO REFOCUS OUR WORK

Throughout the early part of 2017, operational challenges for our Employment and Training department arose due to staffing and the 2016 wildfire.

We handled a number of logistical challenges that impacted our service delivery from Urban until

July. After this time, we were settled back at our Waterways home-base and a full-time Employment and Training Team Lead was hired to offer consistent support to our members.

Before July, the evacuation and office relocations post-wildfire effected our ability to deliver on-site employment and training support. This also meant that our ability to track progress was inconsistent.

For the latter half of 2017, we were back to our regular programming and accomplished:

- **424 appointments with members**
- **143 resumes updated**
- **150 job search applications**
- **161 faxed resumes for job applications**
- **93 job referrals**

Safety tickets are important for members who want to work with local industry in the region. In 2017 we:

- **Served 16 clients**
- **Issued 38 safety tickets**
- **Provided 10 Construction Safety Training System (CSTS) certificates**
- **Referred 5 clients for TOWES test tutoring at Keyano College**

ONGOING SUPPORT FOR DRIVER TRAINING

One of our longest-standing programs is the Driver Training program, sponsored by ConocoPhillips, Imperial Oil and Alberta Labour.

This has provided ATC and the 5 Nations with Class 7 Learner's Licenses and Class 5 GDL/Advanced Driver's Licenses.

We continue to run this program regularly throughout the year because of its high demand from our members.

Often, a large barrier to employment is having a driver's license. Driver training is ongoing monthly with for both the Class 7 and Class 5 licenses.



HOW TO LEARN MORE ABOUT EMPLOYMENT & TRAINING

If you are interested in contacting our Urban office to learn more about employment and training opportunities available, please contact Brittany Kozak at 780-791-6538 extension 246.

You can also follow ATC on Facebook by searching "Athabasca Tribal Council," where information about upcoming training opportunities is shared regularly.

"I was taught by Elder River Makinaw, a very wise Elder from Treaty 6, who was such a humble, respectful Elder. This is where I learned many teachings. I asked him, "How do you have such a wealth of information?" and he replied, "It is a lifelong experience; everyday I wake up and learn something new and different."

- Elder Robert Cree, Former Chief, Fort McMurray First Nation #468
Strength in Unity Education Conference 2017

PROVIDING QUALITY HEALTH SUPPORT SERVICES

Director: Gail Braun

Goals of the department:

- Work across jurisdictions with the Federal and Provincial governments and other Stakeholders to provide other health services for the First Nations in our region

Based on a Needs Assessment with First Nation communities in 2014, priorities were determined for the Health department. We are proud to share that 2 of our 3 top priorities were met in 2017.

Thank you to our former Health Director, Lori Brebant, for her contribution to our successes in 2017.



TRANSPORTATION FOR PATIENTS FROM FORT CHIPEWYAN INCREASES

One of the biggest challenges this department encounters is moving members from remote communities into larger centers for the health care they require. Meeting the demand from the residents of Fort Chipewyan has been an ongoing concern that we have worked hard to resolve.

Starting November 8, 2017, in partnership with Northwestern Air based out of Fort Smith, we have been able to add additional flights for our Health patients, and provide the additional seating to the residents of Fort Chipewyan.

This not only helps ATC get members to their medical appointments with less stress, it also supports the community with additional opportunities to fly in and out of Fort Chipewyan as seats are available.



ATC and Northwestern Air representatives celebrate their collaboration at the Fort McMurray Airport on the first day of flights, November 8, 2017

HEALTH DEPARTMENT GETTING INVOLVED BY GIVING BACK



On June 8, 2017, our Health department team members gave back at the Northlife Fellowship Baptist Church soup kitchen. What first seemed like only serving lunch to those who needed a warm meal in downtown Fort McMurray, turned into connections that tied back to our daily work.

Our Health team was looking forward to the chance to serve the broader community in this way. We learned so much about this important service in the community and its connection back to our work.

In particular, staff that work closely with our homeless members had the chance to spend time together, have great conversations, and get to know each other. It presented a relationship building opportunity that created positive experiences for both staff and members who use this hot lunch service.

“I think the ATC Giving Closet at the Northern Lights Regional Hospital is a real help to patients.

We have medivac, emergency or homeless patients who come from surrounding communities; often they have no clothes or toiletries. I mean nothing. They are very happy to receive the items from our Giving Closet.

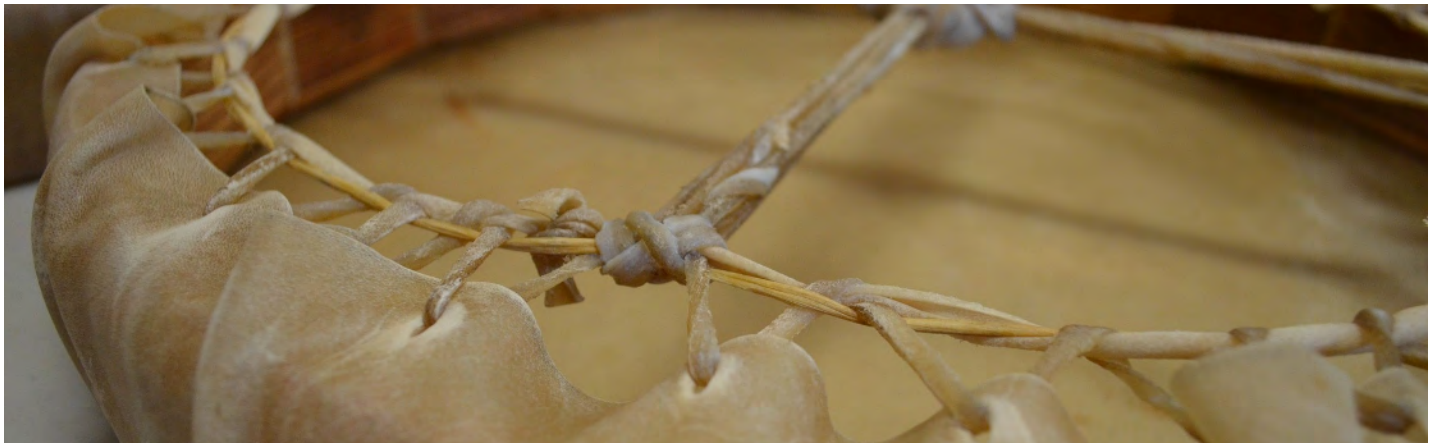
One story is of an elderly medivac patient from Janvier. She came to the hospital and had nothing.

We were able to provide her with toiletries and a complete change of clothes, with socks!

She left the hospital very grateful to go back to Janvier with those essential supplies.”

-Tina Grant, ATC Indigenous Liaison Coordinator





CONNECTING OUR SERVICES AND OUR MEMBERS

Goals of the department:

- Service to all departments, ensuring employees are well resourced and supported to do their work
- Support the organization in running smoothly to meet the needs of external stakeholders and our members

This in-house team provides support to all of the departments within our organization. In fact, they are also the friendly faces visitors see when they first come into our office, both in Fort McMurray and Edmonton.

This team serves an important function as resources for our staff and guests. They are able to direct people to the correct

department or staff member and provide basic information about our services for those looking to learn more about what we offer.

Throughout the year, this team is responsible for the ATC Social Committee, where they organize team building events and staff potlucks.

In 2017, they also supported the Staff Retreat through coordination efforts with our hosts.

If you are looking for information or a contact person within our organization, please contact our Administration team at the main office line, 780-791-6538.

Administration



Finance

COMMITMENT TO HONEST REPORTING

Interim Director: Kola Oladimeji CPA,CGA,MBA

Goal of the department:

- Serve the Nations by responsibly managing the finances of ATC

Our Finance department performs much of the same important tasks that many Finance departments do. Tasks like accounts payable, accounts receivables, payroll, banking, investments, preparation of the annual budget, monthly financial reports, annual financial statements and working with external auditors.

We also do regular financial reporting, including monthly financial reports to the Board of Directors, and annual audited financial statements, where we've worked closely with our external auditors at Crow Mackay for more than 5 years.

2017 had big success for this department. We implemented Electronic Funds Transfer to all vendors, which meant that we no longer processed payments to our vendors via paper cheques. This created efficiencies in our work, allowing us to process payments faster, benefiting all of those involved.

Other systems improvements include establishing effective internal controls, automation of the filing system for all payment documents, and streamlining audit schedules.

For the past several years, ATC has been underfunded in key program areas. Reasons for this include:

- Funding reduction by Indigenous and Northern Affairs Canada (INAC), implemented 2-3 years ago
- Underfunding from government agencies for the core services we provide our First Nation members
- No guaranteed reimbursement from other government agencies for vital work completed
- An increase in social services needs for our member communities

As an organization, we are actively working to mitigate these financial differences.

Transparency builds trust. This we know and understand. Therefore, in partnership and with accountability, we share our five year financial summary from 2013 to 2017.

This information provides important context and understanding about the financial responsibility of ATC. We believe it is very important that our members and funders are aware of our financial records.

YEAR	TOTAL EXPENDITURES	TOTAL REVENUE	TOTAL VARIANCES
2017	\$13,022,618	\$12,746,671	\$275,947
2016	\$10,981,501	\$10,424,265	\$557,236
2015	\$10,136,377	\$9,535,974	\$600,582
2014	\$8,337,320	\$8,537,665	\$200,345
2013	\$7,873,999	\$6,927,257	\$946,742

In summary, we have had progressive growth of Total Revenue over the past five years. As you can see on page 32, revenue sources are varied, with the majority of funds coming from departments within the federal government.

Our Total Variances have been on a strategic plan to decrease our deficit, as we hold ourselves accountable to the funds we receive and spend.

Some ways we have managed to decrease our deficit include:

- Close monitoring of our budget
- Reducing expenses
- Generating more revenue from sources outside of our regular federal funds
- Planning for times where funding may be less than expected
- Optimizing team efficiency



Thank You to Our Funders!

About 85% of the money used to operate our organization comes from departments within the federal government.

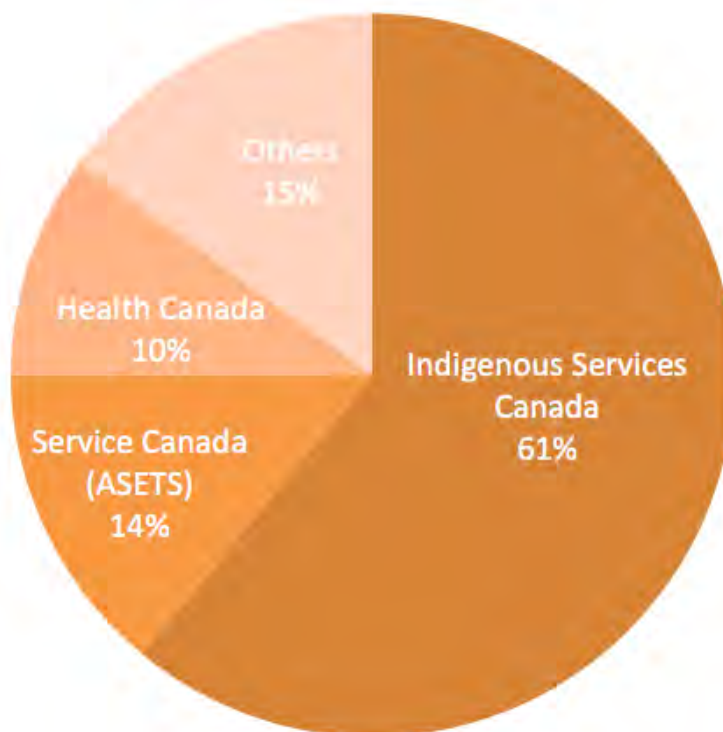
Another 15% comes from other sources, including the Government of Alberta and companies operating within the Wood Buffalo area.

Combined, these contributions equate to the support of thousands of First Nation members within the Regional Municipality of Wood Buffalo.

Marci cho!

Hai hai!

ATC Funders in 2017





ANNUAL BUDGET AND SPECIAL PROJECT FUNDERS

- Canadian Red Cross
- ConocoPhillips Canada
- Government of Alberta
- Health Canada
- Indigenous and Northern Affairs
- Northern Lights Regional Health Centre
- Regional Municipality of Wood Buffalo
- Service Canada
- Treaty 8

2017 REGIONAL GATHERING FUNDERS

- ACFN
- ATCO
- Athabasca Oil Corporation
- CNRL
- Nunee Health Board Society
- Regional Municipality of Wood Buffalo
- Suncor
- Syncrude
- TECK
- TransCanada

Looking Forward in 2018

IMPROVED COMMUNICATION WITH OUR MEMBERS

Communication, as we know, is an important tool in sharing and receiving information. In 2018, we are looking forward to increasing our efforts to communicate and share with our members. We will be focusing on social media outlets like Facebook, Twitter and Instagram. We will be sharing more information overall, not just what is happening with ATC, but also sharing information from other organizations and sources that relate to our members. This could include information that comes to us on a national, provincial and local level.



DENE APP LAUNCH

With the success of our Cree app in 2017, we are excited to launch our Dene language app. It will have over 400 words to support those who are looking to learn the language, and those who may already know some of the language and want to learn more.

WEBSITE REDESIGN & LAUNCH

As a continuation of our new look in 2017, we will be launching a new version of our website. With this, you can expect not only a new look, but also some great new features, including engaging elements like photos, videos, social media feeds and regularly updated information on ATC events.

PROGRAM EVALUATION & SERVICE DELIVERY ASSESSMENT

As our organization has grown and gone through change, an opportunity has presented itself to reflect and evaluate our current services and programs to our members. With this, we are looking at how we serve our members currently, asking ourselves if there are areas that require growth or adjusting, and looking at how best to meet those needs.

HEALTH CONFERENCE

Ongoing throughout 2018 and into 2019, based on information gathered from communities, this health conference will define a 5-year recovery strategy that will work towards addressing the issues and gaps in the delivery of health services to the ATC Nations.





Main Office Line

(780) 791-6538

Fax

(780) 791-0946

Email

info@atcfn.ca

Mailing address & office location

9206 McCormick Drive
Fort McMurray, Alberta T9H 1C7
Canada

Edmonton Medical Transportation (after hours & weekends)

1-800-514-7106

Child & Family Services On Call

587-645-3437

Child & Family Services Crisis Unit

1-800-638-0715

Office hours: 8:30am-4:30pm Monday to Friday

We are closed on statutory holidays