



PRINCE ALBERT GRAND COUNCIL



PULLING TOGETHER

ANNUAL
REPORT

20
25



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

Prince Albert, SK S6V 0Y9
Tel: 961-7405 Fax: 764-6272

Child Care & Education Centre

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

Community Policing

P.O. Box 2770
2300-10th Ave. West, Cottage #11
Prince Albert, SK, S6V 6K1
Tel: 953-7333 Fax: 922-3270

Education

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 11
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

Emergency Protective Services

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 11
Prince Albert, SK S6V 7G3
Tel: 953-7290 Fax: 922-3270

Forestry

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 11
Prince Albert, SK S6V 7G3
Tel: 953-765-5373 Fax: 763-2012

Health & Social Development

Chief Joseph Custer Reserve #201
851 - 23rd Street West
Prince Albert, SK S6V 5T4
Tel: 953-7283 Fax: 763-6611
Jordan's Principle: 953-7913

Holistic Wellness Centre

Chief Joseph Custer Reserve #201
2300 - 10th Ave West, Cottage 3
P.O. Box 2350
Prince Albert, SK S6V 4M4
Tel: 953-7285 Fax: 763-5223

Information Technology Services

2300 - 10th Ave West, Cottage 4
Prince Albert, SK S6V 7G3
Tel: 953-7281

Justice Unit

77A - 11th Street West
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

P.A. Development Corporation

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

PAGC Learn & Grow Daycare

807-15th Street West
Prince Albert, SK S6V 3R7
Tel: 765-5308 Fax: 763-0838

Personnel & Finance

2300 - 10th Avenue West, 2nd Floor
P.O. Box 2410
Prince Albert, SK S6V 7G3
Tel: 953-7200 Fax: 953-1045
Finance Fax: 763-3635

Spiritual Healing Lodge

Wahpeton Reserve 94B
RR4 Site 1 Box 265
Prince Albert SK S6V 5R2
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 Ave West
Prince Albert, SK S6V 5S2
Tel: 764-2311 or 764-2312 or
764-2958 Fax: 764-2377

Yuasni Tipi Family Treatment Centre

Wahpeton Reserve 94B
P.O. Box 1775
Prince Albert SK S6V 5T3
Tel: 953-7270 Fax: 764-3052

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DEPUTY
SPEAKER





TRIBUTE TO DENARE BEACH

Today, we come together to honor the people, the homes, and the spirit of Denare Beach — a community forever changed by the devastating Wolf Fire of 2025.

The fire that swept through this community was more than just flames consuming buildings and trees. It was a force that tore at the very heart of Denare Beach, leaving behind ash, loss, and grief. More than half of the community lost their homes — safe havens that held memories, family histories, and the comforts of daily life. Over 350 homes, cabins, vehicles, and belongings have been destroyed, and that number may continue to rise.

But while we gather here in sorrow, we also gather in strength. Because Denare Beach is not defined only by what was lost, but by what has endured. We see resilience in every family who chooses to keep moving forward despite overwhelming grief. We see courage in those who evacuated with little more than the clothes on their backs, carrying with them only faith and determination. We see bravery in the firefighters, first responders, and volunteers who stood in harm's way to protect lives and land, even

when forced to retreat in the face of unimaginable danger. And we see compassion in the countless communities, near and far, that opened their hearts, donated supplies, and stood shoulder to shoulder with Denare Beach in its darkest hour.

The work is far from finished. Restoring infrastructure, rebuilding homes, and creating a new sense of security will take time, effort, resources, and ongoing solidarity. Yet the spirit of Denare Beach — a spirit of perseverance, unity, and love assures us that no fire, no matter how destructive, can extinguish community.

To the families who have lost so much, we stand with you. To the people of Denare Beach, we honor your strength. And to all who continue to give their time, their energy, and their compassion to this recovery, we extend our deepest gratitude.

From the ashes of devastation, Denare Beach will rise again. And as leadership, as neighbors, and as friends, we pledge to walk this road of recovery together every step of the way.



BEFORE



AFTER



BEFORE

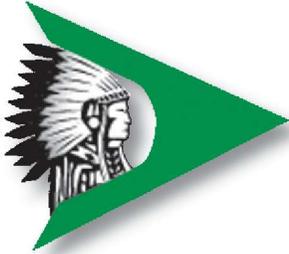


AFTER



PAGC SENATORS

We never surrendered our title to the lands and resources, and we were never defeated....Our ancestors envisioned a relationship with Her Majesty, the Queen when a treaty was made with Great Britain and Ireland...we are the heirs and successors of that vision....To implement treaty and treaty rights, we must...focus on who we are as Nations — our identity, our language, our lands, governance, and laws.



LAC LA RONGE INDIAN BAND



HARRY COOK



NOLAND HENDERSON



VACANT



JAMES STEWART



ROY HEAD



CHARLES WHITECAP



We cannot keep reacting to legislation that was never meant for us. We must build our own systems for implementation and nation-to-nation relations.

(from the Senate of the Prince Albert Grand Council)



WAHPETON DAKOTA NATION



JAMES BURNS



CRAIG BIGHEAD



CY STANDING



VICTOR ECHODH SR



CAROLINE ISADORE



HECTOR KKAILTHER



BLACK LAKE DENESULINE
FIRST NATION



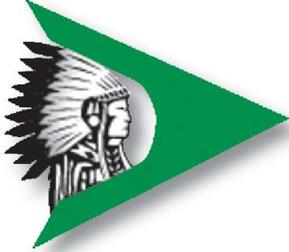
FOND DU LAC DENESULINE
FIRST NATION



HATCHET LAKE DENESULINE
FIRST NATION



PAGC FIRST NATION CHIEFS



LAC LA RONGE INDIAN BAND



CHIEF
TAMMY COOK-SEARSON



CHIEF
JOYCE NAYTOWHOW-MCLEOD



CHIEF
PETER A. BEATTY



CHIEF
RENE CHABOYER



CHIEF
ZACHARY WHITECAP



CHIEF
MARCEL HEAD



JAMES SMITH CREE NATION
HOME
OF
INDIAN GOVERNMENT



WAHPETON DAKOTA NATION



CHIEF
KIRBY CONSTANT



CHIEF
CHRISTINE LONGJOHN



CHIEF
JOHN WADITAKA



CHIEF
COREEN SAYAZIE



CHIEF
RONNIE A. AUGIER



CHIEF
BARTHOLOMEW J. TSANNIE



BLACK LAKE DENESULINE
FIRST NATION



FOND DU LAC DENESULINE
FIRST NATION



HATCHET LAKE DENESULINE
FIRST NATION



GRAND CHIEF BRIAN HARDLOTTE

Tansi, Edlanete, Washte and Hello,

Our 12 Chiefs and our PAGC Executive have had a busy year in 2025 with many issues that we face all the time. Our issues are mainly with the province and the federal governments, but other issues sometimes arrive suddenly, such as the fires in late May and June that disrupted so many lives. The focus remains with our sacred Treaties with the Crown. Everything starts with our Treaties. We are a treaty-based organization and we will always defend them.

PAGC is there for you, to advocate strongly for all your issues in your First Nations – they are our issues. We meet each other all the time, we have done that for so many years and it is always with smiles and handshakes, friendship and goodwill. That is unity and unity makes us all stronger.

PAGC people are First Nations people. We have been here since Time Immemorial. We have unique cultures and languages rooted in the land and we are proud of our history and our place in our country.

In June 2025 voters from our Athabasca Denesųliné Nations strongly approved the North of 60 agreement and its related Legacy Agreement in a June 2025 ratification vote. This was a significant step in the ratification process for the land claim agreement, with an approval rate of over 95 percent of the votes cast. Congratulations to Fond du Lac, Black Lake and Hatchet Lake Dene Nations.

You created the Prince Albert Grand Council many years ago to create a strong voice for all its members, and we have succeeded. We are a powerful, reasoned, and influential voice that is heard in the halls of governments. That voice has served to win services for our membership.

We are currently in the process of working to get an Indigenous self-administered police service established to serve our 12 First Nations, 28 communities and 50,000-strong membership. We are continually working toward that goal to create safer communities. We need you to continue to support this initiative.

When we say we believe in our Treaties and the fact that we agreed to share the land with the newcomers and that we never gave up our lands and resources, so many more Canadians agree with us. A Leger poll taken in late August 2025 suggests that 38 per cent of Canadians believe Canada belongs “first and foremost” to Indigenous Peoples.





What would the results have been 5-10-15-20 years ago? We are making progress as First Nations in the minds of Canadians. We are getting our message across, and in a peaceful way. That is our way.

My friends and colleagues: We are always watchful for new initiatives, policies and legislation coming from municipalities, the province and federal government that is a threat to our inherent and treaty rights and sometimes the fight is long-standing, like the Natural Resources Transfer Agreement from 1930, which has been 95 years as of September this year. That, alone, has been a 95-year struggle, and we will prevail in the end because we are in the right.

Ninaskowmin, marsi cho, pidamaya. May our Creator be with you.

Grand Chief Brian Hardlotte





VICE CHIEF JOSEPH TSANNIE



As we close out 2025, I want to begin by thanking all the people, communities, and partners who continue to guide and support the important work of the PrinceAlbert Grand Council. This year has been focused on deepening the work we've started—strengthening safety, supporting youth, advocating for better housing, and continuing to build the future our Nations deserve. Over the past 12 months, we've made meaningful steps forward on key files such as First Nations policing, community safety, youth development, and housing advocacy, while continuing to support ongoing initiatives in energy, environmental protection, and infrastructure.

Work on the First Nations policing file reached a major point this fall. After years of leadership from our Chiefs and careful input from member Nations, the Public Safety Implementation Team has been hard at work developing a detailed study and implementation strategy. In October, we presented the initial findings to our First Nations in Saskatoon, with the goal of gathering final feedback before the full report is completed in March 2026. This process has been collaborative from the start—strengthened by a strong working relationship with the RCMP. The next steps will be guided by the decisions of the 12 Chiefs who make up our PAGC leadership.

In addition, our Community Safety Planning Model—shaped by local input—has now been finalized in draft form and was shared during the PAGC Policing & Community Safety Gathering in October. We are now preparing a proposal to secure funding and implementation support from Indigenous Services Canada so that communities can move forward with local plans in ways that reflect their unique circumstances.

Another major highlight in 2025 has been the Dziret'ái Pilot Training Program, which continues to empower youth with opportunities to pursue aviation careers. Seven students are still active in the program, representing Fond du Lac, Black Lake, and Lac La Ronge. Two of those students have now earned their Private Pilot Licenses and are moving on to commercial training. Others are progressing steadily or receiving extra support.

We're also following with interest the progress of the First Nations Housing ClassAction. This national lawsuit is challenging Canada's failure to provide adequate housing in remote First Nations and is currently in the first phase of hearings. The majority of PAGC communities are involved in the litigation, and support the broader goal: recognition that all First Nations deserve access to safe and adequate housing. A decision from the court is expected soon.

Work is ongoing in several other key areas. We continue to collaborate with SaskPower and ISC to explore long-term energy solutions that make sense for northern communities. Remediation work at the Gunnar Mine site is now in its final phase and is expected to be completed by the end of 2025. Over 90% of the tailings cover construction is finished, and the remaining work—along with site seeding and monitoring—will wrap up this season. Once complete, the project will mark a major milestone in environmental restoration for theAthabasca region.

The Hatchet Lake Road project has also seen major developments this year and is on pace to complete their all-season road falltime in 2026. This will not only transform access for Hatchet

Lake but will lay the groundwork for improved connectivity across the entireAthabasca region. Including a road into Fond du Lac, which is in the early stages of planning and engineering.

None of these accomplishments belong to one person or one office—they are the result of collaboration, community leadership, and shared responsibility. I'm honoured to be part of that work. As we look ahead to 2026, I remain committed to listening, working alongside our Nations, and keeping our collective goals at the centre of everything we do. Together, we are shaping a stronger, more connected North.

Vice Chief Joseph Tsannie, 2025



VICE CHIEF CHRIS JOBB

Tansi, Edlanete, Washte

Fall is upon us, and the leaves are changing color, and we see the customary hunting engagements are once again taking place. It's always nice to see our people out there and maintaining this ancient custom and culture revolved around people that love to hunt and just be out there with family and friends.

GANG VIOLENCE

This is an ongoing concern that's made its way to our communities coupled with the sale of drugs and alcohol. Gang initiation and activity are also one of the major problems in our communities. The influx of violence accompanies this issue.

DRUGS IN OUR COMMUNITIES

This is a huge concern for our nations, and we continue to fight it and sometimes feels a losing battle, but we continue to find solutions.

SELF-ADMINISTERED POLICING

An important initiative for our First Nation communities. Police force is a must as our people could deal with our own people our way and our own laws that we create.

HOMELESSNESS

We are engaging more in depth to find ways to help these vulnerable people as many of these people are going through a lot of mental health issues stemming from the residential school experience. These are our relatives, and we must do more for them.

FOOD SECURITY

Inflation causes the increase in the price of food products and the cost of living in our communities' sky-rises. Measure with long-term solutions must be utilised. We are finding ways to subsidize these common issues within our communities.

TRUE RECONCILIATION NOT JUST WORDS WE NEED MORE ACTION

We don't need to reconcile the governments need to reconcile. Of all the havoc that's been caused still today. We are plagued by it We didn't do anything to the society the way they have been treating our past and present First Nations people.

The missing and murdered aboriginal men and women and girls has to be part of true reconciliation.

ELDERS

We continue to acknowledge the important role that elders play in solving many of the issues at the community lever but still we can do more for the elders because as they are knowledge keepers and the pioneers for our existence of today

YOUTH

Land based culture and language revitalization we have been working with the communities' using elders to teach the youth about our land and how important it is to be out on the land in our efforts to bring about change in our communities

Vice Chief Chris Jobb, 2025



EXECUTIVE DIRECTOR

The year for the twelve First Nations has been wonderful and challenging. The winter was great with many feasts, fishing tournaments, ski-do rallies, sports and culture, round dances and on the land cultural events. While the summer had many great events like pow wows, on the lake fishing tournaments, cultural gatherings, sports and culture, graduations and travel there were unfortunately intense fires that caused people to be forced to evacuate. It is also sad that many people lost their homes to these fires.

The First Nation people of the north are a strong, resilient and sympathetic people. First Nation people are all quick to celebrate together and to provide aid when necessary. This has been the case for thousands of years.

The Tribal Council created by the twelve First Nations, the Prince Albert Grand Council, has had a good year. Our dedication to providing the services you created the Grand Council for needs to be applauded. I truly hope we have provided all that you expected of us.



Your Tribal Council has over seventeen departments and employs more the 350 people. More than 50% are First Nations. Your Tribal Council is a crucial and integral part of the City of Prince Albert.

I personally would like to acknowledge and thank all our employees for their commitment and dedication. They will freely give their time after work to ensure the services they provide are completed.

Your Prince Albert Grand Council has had a very successful year. I truly hope you have seen them do this both here in Prince Albert and especially in your communities.

I would finally like to finally thank our governance, the Chiefs and their Councils, our Grand Chief Hardlotte, and Vice Chiefs Tsannie and Jobb.

Al Durcharme

POPULATION STATISTICS



| FIRST NATION | 2025 |
|--------------------------------|---------------|
| Black Lake Denesuline Nation | 2,297 |
| Cumberland House Cree Nation | 2,149 |
| Fond du Lac Denesuline Nation | 2,295 |
| Hatchet Lake Denesuline Nation | 2,026 |
| James Smith Cree Nation | 1,997 |
| Lac La Ronge Indian Band | 12,739 |
| Montreal Lake Cree Nation | 4,547 |
| Peter Ballantyne Cree Nation | 12,903 |
| Red Earth Cree Nation | 2,263 |
| Shoal Lake Cree Nation | 1,296 |
| Sturgeon Lake First Nation | 3,303 |
| Wahpeton Dakota Nation | 589 |
| TOTAL | 48,364 |





PROGRAM DIRECTORS



AL DUCHARME
EXECUTIVE DIRECTOR



CAROL CONNOLLY
SPIRITUAL HEALING LODGE



MIKE WELLS
INFORMATION TECHNOLOGY



EDWARD MIRASTY
EDUCATION



KAREN TIMMERMAN
HUMAN RESOURCES



RUTH JOBB
HUMAN RESOURCES



FRANK BIGHEAD
HOUSING & TECHNICAL SERVICES



ROSIE CHARLES
HOUSING & TECHNICAL SERVICES



GEOFF DESPINS
URBAN SERVICES



SHIRLEY WOODS
HEALTH & SOCIAL DEVELOPMENT



PENNY CONSTANT
HEALTH & SOCIAL DEVELOPMENT



CLIFF BUETTNER
FORESTRY &
EMERG PROTECTIVE SERVICES



MICHELLE VANDEVORD
EMERG PROTECTIVE SERVICES



GENE DER
FINANCE



LEONA SORENSON
CHILD CARE & EDUCATION CENTRE



LOUISE NADEAU
CHILD CARE & EDUCATION CENTRE



ANGELIQUE CLINTON
YUASNI TIPI TREATMENT CENTRE



BETTY MARLEAU
AGRICULTURE



RICK SANDERSON
JUSTICE UNIT



CORRINE FIDDLER
SPRUCE LODGE



HUMAN RESOURCES

OVERVIEW

The Human Resource (HR) Department of the Prince Albert Grand Council (PAGC) plays a critical role in supporting the organization's workforce and advancing our mission to serve First Nations communities. The department is committed to fostering an inclusive, safe, and respectful work environment that reflects PAGC's values and promotes Indigenous employment, leadership, and staff retention.

HR works to support PAGC's broader goals by ensuring policies and programs are culturally grounded, fair, and sustainable. As in previous years, the department remains guided by PAGC's Affirmative Action Policy:

INDIGENOUS EMPLOYMENT STRATEGIES

It is the policy of PAGC to prioritize the hiring of First Nation/Band members whenever possible. Members are encouraged to pursue relevant education, training, and skill development to enhance their eligibility for employment and promotion within the organization.

Priority will be given to PAGC First Nation members who:

1. Possess the required skills and experience; and/or
2. Demonstrate, through the interview process, the necessary and desired abilities, attitudes, and competencies.

In cases where suitable candidates from PAGC Member First Nations are not available, other qualified First Nation applicants will be given preference over equally qualified non-Indigenous applicants. Additionally, all other factors being equal, preference will also be extended to individuals with disabilities and those from visible minority groups.

ACTIVITIES AND ACHIEVEMENTS

Throughout the year, the HR team remained focused on delivering core services and supporting organizational priorities. Key responsibilities included:

- Recruitment and onboarding of new employees
- Administration of internal policies and procedures
- Compensation and Benefits Administration
- Training and Professional Development
- Employee Relations, Conflict Resolution, and Manager Support
- Performance Management and Evaluation
- Promotion of a safe, healthy, and productive workplace

STANDARDS AND STAFF DEVELOPMENT

The HR department remains committed to the highest standards of professionalism and integrity. All practices are aligned with federal and provincial regulations as well as internal policies, ensuring ethical and compliant operations across all HR functions.

Over the past year, the HR team actively engaged in professional development initiatives with a particular focus on mental health awareness and fostering healthy work environments. These efforts demonstrate the department's dedication to employee wellness and the cultivation of a supportive and positive workplace culture.

By delivering these services and development efforts, the HR team directly contributes to advancing organizational priorities, driving sustainable growth, and ensuring a workplace where employees can thrive.

KEY ACCOMPLISHMENTS

During the reporting period, the HR Department made significant progress in strengthening our workforce and enhancing support for the communities we serve:

SUMMER HIRING INITIATIVE:

HR hired a First Nation member through the Summer Student Employment Program to support clerical functions within the department, providing valuable work experience while addressing operational needs.

TRANSITION AND STABILITY SUPPORT:

When a PAGC department underwent a significant operational transition, including a temporary pause in services and management restructuring, HR ensured uninterrupted payroll services and maintained communication with staff, supporting stability and a successful reorganization.

RECRUITMENT COORDINATION:

HR conducted 322 interviews across PAGC programs and departments, demonstrating a commitment to timely, equitable, and community-focused hiring practices.

YUASNI TIPI PROGRAM ONBOARDING:

HR provided support for all HR processes during the grand opening in 2024, facilitated smooth staff transitions, onboarded 21 employees, and continues to recruit to reach full staffing capacity.

This year's reporting period reflected steady and meaningful contributions from the HR team. By supporting departmental transitions, coordinating interviews, and providing employment opportunities for First Nations youth, HR played a vital role in maintaining a strong, stable workforce. These efforts underscore our commitment to responsive service, fair hiring, and community-focused support across PAGC.



CRISTY LEAVEY, KAREN TIMMERMAN, RUTH JOBB (HR), MELANIE CONSTANT (ADMIN)

FISCAL YEAR RECRUITMENT SUMMARY

During the 2024–2025 fiscal year, the HR Department administered 124 job competitions, attracting 777 applicants for various positions across PAGC. Of those applicants:

- 66.8% (519 individuals) were selected for interviews
- 41.4% (322 individuals) completed their interviews
- 16.2% (126 individuals) were no-shows or did not respond to their scheduled interview
- 9.1% (71 individuals) declined the interview invitation

HR EMPLOYEE - INTERVIEWS HELD

- R.Jobb - 155
- C.Leavey - 131
- K.Timmerman - 36

While the department continues to efficiently manage high volumes of recruitment activity, interview no-shows and last-minute cancellations present ongoing challenges. These have resulted in lost time and delayed staffing outcomes, especially when positions are time sensitive. To address this, HR is exploring process improvements such as:

- Implement automated interview confirmations and reminders (email/SMS/phone follow-ups)
- Streamline screening and shorten recruitment timelines to reduce candidate drop-off
- Expand virtual interview options to improve accessibility for remote candidates, including phone, video conferencing, and hybrid interview formats.
- Strengthen applicant engagement and communication throughout the process.

ORGANIZATIONAL GROWTH AND HR SUPPORT

PAGC employed over 340 staff members during the reporting year, a number that continues to rise as programs and partnerships expand. The HR team plays a key role in this growth, ensuring accurate bi-weekly payroll and effective benefits administration for all employees.

To remain competitive in today's labour market, the HR team regularly engages with program leaders and conducts comprehensive reviews of salary grids. These efforts ensure compensation structures are fair, attractive, and aligned with industry standards, helping retain top talent and support a high-performing workforce.

STAFFING STATISTICS

The HR department tracks key workforce metrics each year to monitor organizational growth, retention, and overall stability. These measures provide valuable insight into PAGC's human resource capacity and help guide planning for the years ahead.

Workforce snapshot as of March 31, 2025, reflecting growth supported by HR's efforts in recruitment, retention, and development:

- Total New Hires: 120
- Avg. Age of Staff: 45 years
- Avg. Service: 5.86 years
- Longest Service: 45.95 years
- Total Employees: 345

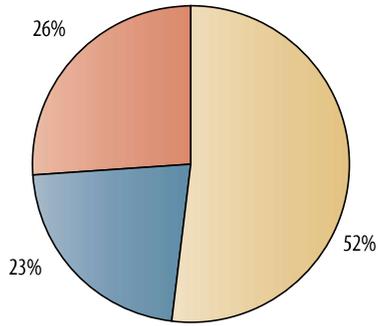
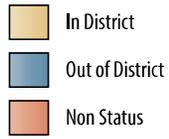
LOOKING AHEAD

As PAGC continues to grow and evolve, the Human Resource Department remains committed to building a responsive, inclusive, and future-ready workforce. The initiatives and outcomes highlighted in this report reflect more than just operational success—they demonstrate a deep commitment to our communities, our values, and the people who make our work possible.

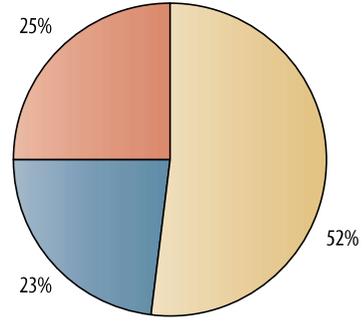
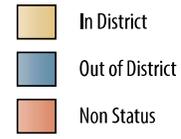
Looking ahead, HR will continue to drive improvements in recruitment, retention, and employee development, with a focus on culturally grounded practices, digital transformation, and organizational resilience. Succession planning will play a key role in our strategy, helping to identify and prepare future leaders while supporting long-term sustainability across all departments.

By supporting leadership development, strengthening internal processes, and creating meaningful employment pathways for PAGC members, we aim to foster a workplace that reflects our shared vision. The HR team is proud to play a central role in advancing this work and will continue to provide high-quality service rooted in fairness, professionalism, and respect.

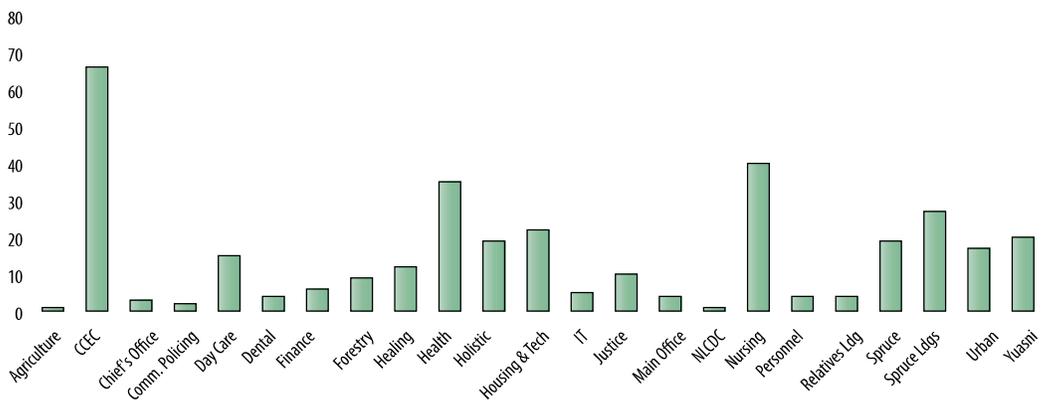
PAGC NEW HIRES



PAGC WORKFORCE



PAGC WORKFORCE BY DEPARTMENT





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. We also facilitated the "Coats for Kids" in the fall, and provided over 2000 new coats to children.

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. PAGC funds 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 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. This past summer they participated in the Communities in Bloom Project.

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 a tractor and tiller. 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 getting to be a renewed interest in traditional activities such as hunting, fishing and trapping. PAGC assists with traps, gun shells 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, equipment supplies and seed potatoes.

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.

LAC LA RONGE INDIAN BAND

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

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



VOLUNTEERS



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.

PROGRAM MANDATE AND GOVERNANCE

Characteristics of PAGC C.C.E.C. includes; flexibility, child-centered, family-focused, culturally responsive orientation, and a philosophy of empowering the child and family by building on their strengths.

The Child Care and Education Center provides therapeutic care for children/youth ages eighteen (18) months to fifteen (15) years old. Referrals for Emergency placements are by Child and Family Services Agencies and the Ministry of Social Services. The Child Care and Education Center is under the governance of the Prince Albert Grand Council.

The programs for the Child Care and Education Centre have met or exceeded the standards set by Saskatchewan Ministry of Social Services, including annual Fire, Health and Building Inspections.

TEMPORARY HOME IN THE COTTAGES

We have the capacity to provide accommodation for forty (40) children.

We have five (5) cottages where the children live while here. We provide the care and supervision with a safe, nurturing and structured environment. Each cottage has a House Parent that provides home cooked meals and nutritional snacks.

The Staff consists of five (5) Cottage Case Managers, 40 Child Care Workers, 4 Shift Supervisors and 6 Security Personnel on the premises as scheduled.

COUNSELLING AND THERAPY SERVICES

Counselling and therapy services are made available to all the children and youth at our Centre. We utilize our Elders and other agencies including Speech & Language Therapy, play therapy and pet/equine therapy.

ADMINISTRATION

The CCEC Administrative staff offices are located at Cottage 5 with Leona Sorenson, Director and Louise Nadeau, Assistant Director, along with Clerical Support.

Admissions for Long Term Care and Emergency Placement are available to First Nations Child & Family Services and the Ministry of Social Services.

Every Child has.....

- The Right to be Respected
- The Right to Dream
- The Right to be Love and Cared for
- Gifts that should be Recognized and Valued
- The Right to Achieve their Full Potential
- The Right to Be UNCONDITIONALLY LOVED

FAMILY VISITATION

The CCEC recognizes the importance of family involvement in programming for 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 visits 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

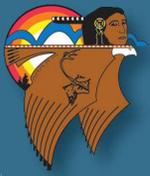
The Child Care and Education Center continues to provide training to all staff on a regular basis. Bonnie Michel is the Training Coordinator and provides the Core training that is required. Additional specialized training, relative to various aspects of treatment, is provided as well.

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.





EDUCATION

INDIGENOUS LANGUAGES

The education department commenced a two-day workshop last March with the assertion that one of the greatest threats to formal education, including K-12 and universities, is the use of artificial intelligence. This concern particularly relates to the decolonization of education systems and emphasizes the importance of Aboriginal Intelligence (A.I.), which has become our guiding principle. Over the course of the two days, educators presented alongside teachers from Saskatoon as part of the Indigenous Languages Act initiative. Under the theme “Indigenizing the Curriculum,” PAGC welcomed members of the Keetastikow Education Authority from Northern Alberta to facilitate the workshop, which engaged over 36 participants. Dr. Rose Roberts from Stanley Mission shared her insights on collaborating with an illustrator to create visual representations of myths and legends, employing artificial intelligence software in the process. In a subsequent presentation, Dr. Mamun discussed how he and his team from the University of Saskatchewan’s Biology department utilized land-based activities to incorporate Tribal Ecological Knowledge (TEK). This involved engaging local Elders and analysing samples from fish, caribou, moose, and lakes to assess their nutritional value while also identifying toxins resulting from the oil and mining industries.

Rosalie Tsannie-Burseth conducted a workshop on Indigenous Languages, offering participants insight into her PhD research on the Dene Language. She demonstrated how teachers and community members



can effectively utilize localized Indigenous knowledge for language development. During the workshop, teachers had the opportunity to break into groups and select local animals and cultural symbols. Teachers co-created mini-units for the curriculum that integrated various disciplines, including Math, Science, and Language Arts. The two-day workshop concluded with a commitment from teachers and local curriculum writers to collaborate in the fall of 2025 to develop local curricula that incorporate these languages.

Finally, PAGC Education published another book sharing the history of the PAGC and what services and programs each of the departments provide for each of its First Nations communities.

WORKSHOPS & IN-SERVICES

The PAGC Education Office conducted training on budgeting and financing for various Independent First Nation schools across the province. Some of these workshops were held in Edmonton, Alberta, where participants examined policies and received board training on education finances, including how to access funds through Side by Side initiatives and proposal-based funding solutions. A presentation was delivered to the participants, specifically highlighting how Indigenous Services Canada (ISC) provides funding for First Nations



FORMER UFC FIGHTER GEORGE SAINTE PIERRE AND ROBERT MCCALLUM FROM PELICAN NARROWS

MENTAL HEALTH INITIATIVES

Taking UFC fighter George St. Pierre to Pelican Narrows for a meeting with staff, students, and community members was a significant highlight for the education office. The former UFC Hall of Famer, commonly known as GSP, travelled to Pelican Narrows to discuss mental health and well-being. He shared his personal experiences of being bullied in Montreal, Quebec, dealing with an alcoholic father, and lacking adequate support. St. Pierre explained how he learned self-defense to protect himself, which helped him build self-confidence and self-esteem. This journey ultimately opened up opportunities for him to become one of the best fighters in UFC history.



GRADUATION CEREMONIES

Grand Chief, Vice Chief, and education got opportunities to congratulate grads

HARVESTING FOR FOOD SECURITY

Director of Education, Edward Mirasty shot his first moose in January for a good cause. Grand Chief, Brian Hardlotte, Floyd Cook and others invited the Education Department to go hunting in January and were successful. All the meat harvested were donated to the food bank to help with Prince Albert's urban members who faced food insecurities.

BOBBY BIRD WINNER

The Director of Education was able to take a pose with his great niece, Janessa Mirasty, who won the grade twelve Bobby Bird Memorial Award for her excellence in academics and community involvement. She took time away from ITEP to come to the ceremony held at the Annual Assembly.



SPECIAL ATTENTION FOR CHIEF TAMMY COOK-SEARSON

Director of Education, Edward Mirasty attends a special event recognizing Chief Tammy Cook-Searson as she was named honorary degree recipient at Sask Polytech, Prince Albert campus convocation.





HOUSING AND TECHNICAL SERVICES

PROGRAM SUMMARY

The 2024/24 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 2024/24 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 2024 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 was initiated in 2024. 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, projects that aren't fully funded by ISC or PAGC Band projects. Services provided in 2024/24 for most First Nation Communities include: If you would like to see the approved or status of the projects, feel free to contact Durwin Chartrand.

- Water and Sewer, Infrastructure Projects for 2024/2025
- Schools & Teacherage Projects 2024/2025
- Fire Protection Projects 2024/2025
- Other Projects 2024/2025
- Landfills 2024/2025

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
- Manage and maintain PAGC's code plus housing specifications.
- Adhere to the latest versions of the Canadian Model Construction Codes & Standards
- 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.



CIRCUIT RIDER TRAINING PROGRAM

WATER & WASTEWATER TRAINERS

The Circuit Rider Training Program has continued with site visit training. Our trainers; Stan Merasty, Leroy Josie and Gordon McKenzie. 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 Lloyd Madden. 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 Buildings.

SUMMARY OF PROGRAM ACTIVITIES

- Developed maintenance schedules for the schools of the PAGC district.
- Provide direct assistance in shut-down and annual maintenance of Boiler heating systems for the schools.
- The Circuit Rider Training Program is continuing with scheduled site visits and is always available to assist with operation problems and emergencies.

- The Circuit Rider training program is a valuable training tool for maintenance personnel and provides a place to call for help with their facilities.
- Training is provided to 12 Bands and 24 communities in the PAGC District as listed in the table below:

CIRCUIT RIDING TRAINING

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

MAINTENANCE MANAGEMENT PLANS

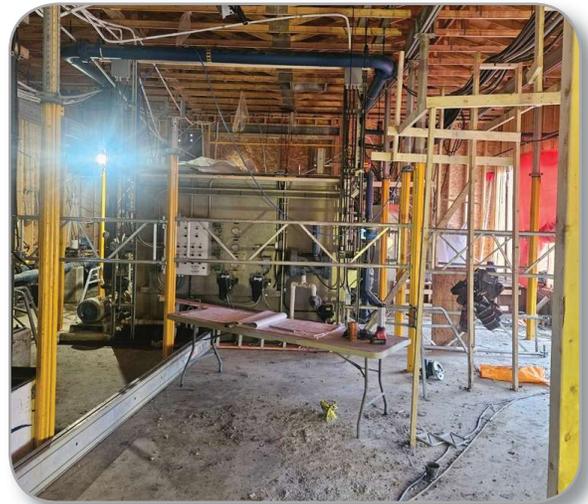
Maintenance Management Plans have been updated for each of our communities and will be continued to be reviewed with the local Water Wastewater operators and Building Maintenance personnel. Presently most of the management plans which are in place are part of the Operation and Maintenance Manuals which 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.

If you have any questions or concerns, please feel free to contact our Director, Frank Bighead or Associate Director, Rosie Charles





FORESTRY & EMERGENCY PROTECTIVE SERVICES

CURRENT ENVIRONMENT

Prince Albert Grand Council – Forestry and Emergency Protective Services had an above average year that saw our teams assisting other agencies and providing leadership during emergency incidents across the province as required. Our teams on the ground provide much needed capacity for the communities we serve, offering steady employment and training opportunities for First Nations people at all levels of the organization. Over the years our fire crews, structural firefighters and our in-house Search and Rescue team have provided vital coverage for our communities at a time when serious incidents are on the rise, and broader scale emergencies are becoming more frequent across our territories.

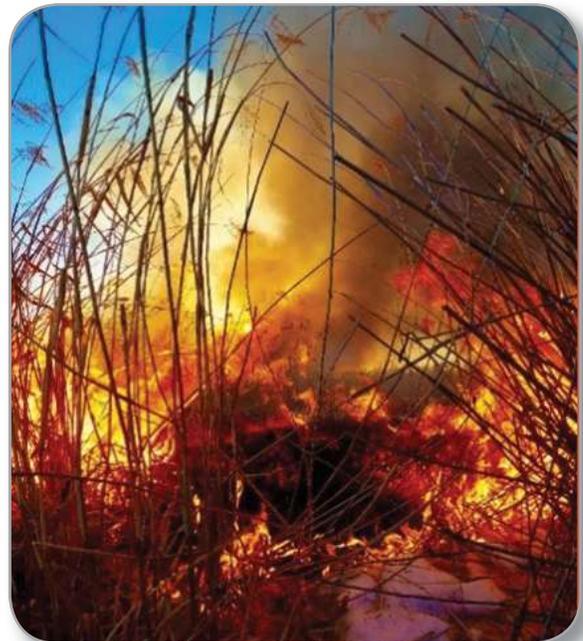
With the increase in serious incidents and emergencies being experienced across the 12 PAGC First Nations in recent years, our organization has expanded in key areas to address the most pressing concerns facing our communities. Some initiatives are new, while others have been implemented over the past several years and continue to receive project support in multi-year funding arrangements because of their success. These initiatives have already paid significant dividends by having additional supports when our First Nations call for assistance. Public safety remains a top priority for our organization. Through our collaborative approach to emergency management, our agency continues to make strides to improve the health and resiliency of our communities, helping foster self-reliance and improving the wellbeing of the Grand Councils First Nations members.

SASKATCHEWAN PUBLIC SAFETY AGENCY

Forestry & Emergency Protective Services provides 36, five-person Sustained Action fire crews across our 12 First Nations as part of a multi-year Response Service Agreement with the Saskatchewan Public Safety Agency.

Like previous years, our crews continue to make an impact, and are recognized as a critical resource for managing fires in Saskatchewan. We continuously receive compliments and reviews telling us about the hard work, skills, and knowledge that our firefighters provide, which speaks to the appreciation that we all have for their dedication for keeping our communities safe from wildfire.

Our department ensures that each firefighter is provided with the tools and training to respond safely and efficiently throughout Saskatchewan. The program also focuses on skills development, wildfire risk assessment, education, prevention, and mitigation through public awareness campaigns, and physically carrying out vegetation management projects that mitigate the potential impact fires could have on our communities, infrastructure, and livelihoods. This work is funded through Indigenous Services Canada for on-reserve projects and supplemented through contracts tendered through the Saskatchewan Public Safety Agency.



CUMBERLAND HOUSE DELTA

MUSKRATS TO MOOSE – CULTURAL BURNING IN THE CUMBERLAND DELTA.

After several years supporting trappers on the Cumberland House Delta, the PAGC Wildfire Resilience Initiative has documented and applied Indigenous wildland fire knowledge to reintroduce low intensity fires to improve habitat and protect values at risk in the vicinity. This project successfully built relationships across institutions and communities to facilitate intergenerational knowledge sharing and outreach. Our project staff have received considerable national and international attention and is an example of the positive impacts of managing vegetation through cultural practices. As work to restore wildlife habitat on the delta continues, PAGC will continue fostering educational opportunities that benefit all PAGC First Nations. For more information, please visit our website at www.wearefire.ca

PAGC Forestry has supported this project through ISC, NRCan and Indigenous Leadership Initiative funding in the attempt to establish cultural burning for habitat restoration in the Saskatchewan River Delta.

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>.

Prevention and mitigation are at the heart of our approach to long-term sustainable fire management. Under the direction of Grand Chief Hardlotte during the '24 Wildfire Task Force, our organization was tasked to become more proactive, resulting in the rollout of 10-person wildland attack kits to be delivered to each community this summer. We also developed and piloted a community FireSmart initiative that saw youth and Type-2 firefighters receive training and certification for community, neighborhood and residential FireSmart curriculum, supplemented by hands-on activities, equipment, and PPE necessary for the community to carry out FireSmart projects on their own.



MICHELA CARRIERE – FIELD TECHNICIAN



M2M PROJECT TEAM

FIRESMART – DISASTER MITIGATION ADAPTATION FUND (DMAF)

In addition to the long - term funding agreements with the Saskatchewan Public Safety Agency (SPSA), PAGC Forestry and Emergency Protective Services, 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 is an OH &S requirement to conduct Community Fuel Hazard Reduction projects in their respective communities.

PAGC GUARDIANS' INITIATIVE

Safeguarding the lives, lands, and cultural heritage of Indigenous communities in Northern Saskatchewan is a shared responsibility that reflects Canada's commitment to reconciliation and progress. Understanding the risk posed from forest fires on First Nation communities requires a comprehensive effort that can only be achieved by involving local wildfire specialists, emergency responders, industry partners, academic institutions, and community rights holders.

Determining the risk posed by forest fuels and identifying the areas that are more conducive to active fire behavior are critically important to decision makers during an emergency. By consolidating innovative technologies, this initiative aims to provide community leadership and emergency managers with the tools they need to make appropriate decisions and improve community resilience to wildfire.

There is also a need to involve member First Nations in the management of lands and resources important to each Nation more broadly. Several grant applications have been submitted to create employment opportunities and new networks to help each First Nation adapt to the realities of climate change and increased industrial activity occurring throughout our Treaty territories. In doing so, these initiatives will enhance community capability to engage in research; build practical tools for emergency coordinators and First Nations leadership responsible for emergency management. Our aim will continue to focus on creating opportunities for youth and community members to become involved in wildfire prevention and mitigation work, filling emergency gaps and requirements by developing our own policies and operations that are reflective of concerns each First Nation has brought forward.



LA RONGE - FIRESMART RECOGNITION INITIATIVE



DENARE BEACH MITIGATION CREW

SASKATCHEWAN FIRST NATIONS EMERGENCY MANAGEMENT

EXECUTIVE SUMMARY

Saskatchewan First Nations Emergency Management (SFNEM) is a regional First Nations-led organization mandated to support all Bands and Tribal Councils upon request. Using a risk and analysis-based approach, SFNEM provides emergency activations, training, and community capacity-building across the province.

In 2024/2025, SFNEM experienced an above-average year, responding to multiple large-scale wildfires, evacuations, and Search and Rescue (SAR) activations, while also delivering over 80 community engagements and training sessions.

SFNEM continues to play a critical role in ensuring First Nations communities have the tools, expertise, and manpower to respond to emergencies. With responsibilities often surpassing those of provincial agencies, SFNEM remains a cornerstone of emergency management capacity on First Nation lands.

BACKGROUND

SFNEM was created from years of capacity development within the Prince Albert Grand Council (PAGC) and expanded province-wide through mandates from PAGC, ISC, and other partners. Since 2016, SFNEM has delivered:

- **918+ community engagements** in emergency preparedness, fire department training, and public education.
- **170+ emergency responses**, ranging from wildfire evacuations to fatal structural fires.
- **First Nations-led innovations**, including the first mutual aid agreement between two First Nation communities in Saskatchewan (Peepeekisis and Okanese, 2018), which remains active today.
- **COVID-19 pandemic leadership**, including ISC-mandated rollout of isolation equipment at the height of uncertainty.

As a First Nations organization, SFNEM's work is considered both an honor and a responsibility. Even when funding did not align - such as with Search and Rescue activations - SFNEM has continued to respond to community requests without hesitation.

2024 SFNEM EMERGENCIES

During the fiscal year beginning April 1, 2024, SFNEM responded in full support to the following emergencies:

| Community | Start Date | End Date |
|-----------------|--------------|---------------|
| Pelican Narrows | May 5, 2024 | June 1, 2024 |
| Hall Lake | May 19, 2024 | June 1, 2024 |
| Sandy Bay | Aug 3, 2024 | Sept 10, 2024 |
| Southend | Aug 21, 2024 | Sept 14, 2024 |
| Buffalo River | Aug, 2024 | - |

CURRENT ENVIRONMENT

In 2024/2025, SFNEM recorded 81 community training sessions and engagements, including:

- ICS 100 and Basic Emergency Management (BEM) training.
- Live burn preparedness exercises.
- FireSmart and structural fire training.

These sessions demonstrate SFNEM's commitment to both technical training and hands-on, scenario-based learning, strengthening resilience across all Tribal Councils.



ISAAC CUSTER AND CREW – CANDLE LAKE PROVINCIAL PARK FIREWOOD CONTRACT

SEARCH AND RESCUE (SAR) - 2024 ACTIVATIONS

All SAR activations are initiated through a Chief-to-Chief process and cleared by ISC. SFNEM SAR team members are certified by the Saskatchewan Search and Rescue Association and remain in good standing.

| Community Name - Status | Initial Date | Resolved Date |
|--|---------------|---------------|
| Little Red <i>Julie McKenzie - Deceased</i> | Mar 12, 2024 | Mar 15, 2024 |
| Pelican Narrows <i>Hilton Linklater - Deceased</i> | Sept 30, 2024 | Oct 10, 2024 |
| Stanley Mission <i>Richard Charles - Deceased</i> | Aug 26, 2024 | - |
| Ahtahkakoop <i>Shaquille Gamble - Deceased</i> | Oct 15, 2022 | Sept 11, 2024 |
| Beardy's <i>Shaquille Gamble - Deceased</i> | Nov 26, 2024 | Nov 29, 2024 |
| Deschambeault Lake <i>Malcolm Custer - Active - awaiting new information</i> | Aug, 2022 | Pending |
| Onion Lake <i>Serayne Kematch - Deceased</i> | Apr, 2024 | Oct 31, 2024 |
| Pelican Lake <i>Serayne Kematch - Active - awaiting new information</i> | June, 2024 | Pending |

Summary: In 2024, SFNEM supported eight SAR activations, six of which concluded with recoveries. Two remain active. These operations highlight the increasing demand on First Nations-led SAR capacity and the vital role SFNEM plays in supporting grieving families and communities.

RESPONSES AND DEPLOYMENTS

When First Nation communities in Saskatchewan face emergencies, SFNEM's response is mandatory and expected. While activation processes vary, they ultimately flow from Chief-to-Chief requests, reflecting the trust placed in our leadership and expertise.

Since 2016, SFNEM's role has expanded significantly. We now assume duties once considered the sole responsibility of the province, ensuring First Nations are not left to rely solely on provincial agencies or private contractors. This is an important step in asserting sovereignty, self-determination, and First Nations-led emergency capacity.

LOOKING FORWARD

SFNEM is proud of the progress made in building capacity across Saskatchewan's First Nations. The growth in local expertise, partnerships, and readiness has been profound. Looking forward, we remain committed to our vision of:

- First Nations communities in full control of their own emergencies.
- Continued training, program delivery, and deployments across all Tribal Councils.
- Strengthening partnerships to ensure sustainable, First Nations-led emergency management.

Our mandate is clear: we will continue to respond, to lead, and to stand beside First Nations communities in every emergency, in every form.

2024-2025 SFNEM EMERGENCY DEPLOYMENTS:

Prince Albert Grand Council - Saskatchewan First Nations Emergency Management deployed its officers to out of control wildfires threatening the First Nation Communities of Deschambeault Lake, Hall Lake, and Fond Du Lac. SFNEM officers, as well as PAGC EM coordinator Lorne Stewart were heavily involved in boots on the ground operations. Working closely with our Chief's and Leadership during evacuation of Community members. SFNEM officers responded accordingly to communities providing value protection equipment caches, Fire department support and staffing, and Emergency Operation Center Activities while working in conjunction with multi-agencies such as SPSA, Red Cross, ISC, Chartering services and various vendors to support mass evacuations of our members.



SOUTHEND WILDFIRE & EVACUATION

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 provide 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:

As of year-end, PAGC search, rescue and recovery has been actively apart of 63 searches since becoming a recognized chapter within SARSAV in 2018 but has been a part of many more community-based searches throughout history.

The skills and scope of our search team is consistently growing. Team members are training to the highest capability, matching tech, and innovation. This year PAGCSARR has successfully been trained in advanced aerial drone operations. This highly sought after skill allows searchers to see search areas from aerial perspectives. While on a mission, officers can deploy a drone, use the specialty functions of our units such as infrared, night vision, GSI, aerial grid locks and Multiview camera review. The training and tech have opened many new advantages for our search members and will be able to serve all communities with additional services. PAGCSAR has deployed drones on 5 searches and 4 wildfire missions in the 2024-2025 fiscal year and has logged 43 hours of flight time.

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.



STRUCTURAL FIREFIGHTER TRAINING
LITTLE RED RIVER FIRST NATION



PAGC/SARR PELICAN NARROW DEPLOYMENT





HEALTH & SOCIAL DEVELOPMENT

Through consultation and coordination with our communities, our services continue to grow. While recruitment and retention can be challenging, we are fortunate to have many long-term staff members who are deeply committed to improving the health of PAGC communities.

Through this engagement and further partnerships, we strengthen the voices of our people and work to enhance overall community well-being. We aim to provide the tools and resources that empower individuals, families, and communities to achieve better health.

Below is a summary of our programs:

ABORIGINAL DIABETES INITIATIVE

The PAGC Aboriginal Diabetes Initiative (ADI), Canada Prenatal Nutrition Program (CPNP), and Nutrition North Canada (NNC) programs are led by three Registered Dietitians. Both the ADI and CPNP programs provide services to seven PAGC communities: Wahpeton, Little Red, Montreal Lake, Shoal Lake, Red Earth, Cumberland House, and Hatchet Lake while the NNC program provides services to Hatchet Lake.

ADI aims to improve overall health and well-being of community members, with and without diabetes, by supporting health promotion, diabetes prevention, and self-management of diabetes. CPNP aims to improve the health of pregnant women, new mothers, and their babies by increasing the rates of healthy birth weights and promoting and supporting breastfeeding. The purpose of NNC is to support access to fresh and healthy foods in eligible remote communities.

These three programs incorporate a variety of activities, including: individual client counseling, diabetes and prenatal workshops, cooking classes, batch cooks, grocery store tours, social media educational posts, gardening and food security initiatives, infant feeding and baby food making classes, health fairs, and development of resources.

The dietitians participate on various nutrition and chronic disease related committees which work to improve health outcomes for First Nations through advocacy work, resource development, nutrition and food security initiative(s), and provincial programming.

The highlights of the 2024 – 2025 fiscal year include setting up Food of the Month displays at on-reserve grocery stores and health clinics to promote healthy eating and provide free samples of select foods. Promoted heart health awareness with cooking class and educational presentations during Heart Health Month (February). Offered Kids Cooking Classes and Family Cook Nights through Sihtoskâtowin Saskatchewan funding. Mentored a University of Saskatchewan Nutrition student for their Population Health Promotion rotation. Attended community gatherings such as Wahpeton Pow Wow, Woodland Cree Gathering, Health Fairs, Treaty Days. Worked to support gardening initiatives in PAGC communities as part of dietitians' role with the NHCP Healthy Eating Team (HET). These initiatives included seed distribution to all our communities. Attended Diabetes Canada Conference. Promoted diabetes awareness by offering diabetes cooking classes and education sessions during Diabetes Month (November). Promoted PAGC and Dietetics at the University of Saskatchewan and Carlton Comprehensive High School's Health Fairs. Worked with PAGC Daycare cook to support menu planning and nutritious meal prepping. Coordinated with Mental Health Therapist to host stress management workshop for people living with Diabetes. Collaborated with Lactation Consultant to host monthly virtual educational sessions for Public Health Nurses and had assisted Hatchet Lake in obtaining funding for community backyard greenhouses.

ACCREDITATION

PAGC Health has achieved full accreditation from Accreditation Canada. Thank you to all the staff for their hard work in achieving this milestone.

“Organizations receiving an accreditation award from Accreditation Canada have worked hard to meet standards to deliver safe, high-quality care. Because better quality means better care. Accreditation Canada

provides its accredited organizations with a variety of methods to show this prestigious achievement to client and families, stakeholders, funders and their communities.” (Accreditation Canada)

The next step for us is to assist the PAGC communities in their accreditation journey should they wish to choose so. Shoal Lake has expressed interest in being the first community.

CHILDCARE & HEAD START

The Prince Albert Grand Council plays a pivotal role in monitoring and supporting Child Care and Head Start programs. Through scheduled visits, the Early Childhood Coordinator collaborates closely with each program to conduct annual inspections, thereby ensuring that children are provided with a safe environment that promotes their overall well-being.

In our ongoing evaluation of early childhood programs, we consistently observe and emphasize the importance of play opportunities and the provision of nutritious meals, both of which are crucial for healthy physical development. Children are engaged in a variety of enjoyable activities and meaningful learning experiences, which are further enriched by the encouragement from educators. This support promotes a sense of positive self-esteem and fosters an identity that is proudly connected to their families and communities.

The Early Childhood Coordinator actively partners with organizations such as Housing & Technical Services, Environmental Health, and Fire Prevention to facilitate comprehensive inspections that adhere to safety and quality standards.

Training opportunities for Early Childhood Educators are extensive, encompassing such trainings as the ECE certification, Ages & Stages Questionnaire, methodologies of Play and Exploration, and the Saskatchewan Early Learning and Child Care Curriculum. These training sessions are designed not only to advance the skills of educators but also to instill the best practices that enhance the effectiveness of early childhood education. Furthermore, PAGC Early Childhood Coordinator meetings

are convened throughout the year to promote collaboration and the sharing of invaluable insights, ultimately enhancing the quality of early childhood care.

We maintain a belief that high-quality early learning programs are indispensable for fostering the holistic development of children by acknowledging that children



FOOD OF THE MONTH SNACK AT HATCHET LAKE STORE



flourish emotionally, physically, socially, and spiritually when ample opportunities are available to explore and grow, thereby laying a solid foundation for their lifelong journey of learning and development.

DENTAL THERAPY

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

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

All Dental Therapy staff continue to meet licensing requirements by attending CPR refreshers annually and continuing education sessions. The dental team in Hatchet Lake continue 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 communities of Red Earth and Shoal Lake. PAGC has also contracted a private dentist to provide dental services in the community of Hatchet Lake.

Our dental team is comprised of Dental Therapists, Dental Aides and visiting Dentists. The team works together to give community members the highest standard in patient care. They continue to identify the 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, health fairs, Treaty Day booths, school promotion, prenatal, diabetes 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 COHS program. With these combined efforts, all dental services within the PAGC communities will continue to progress.

DIABETES NURSE EDUCATOR - DNE

This position works closely with an interdisciplinary team consisting of physicians, nurse practitioners, community nurses, registered dietitians and pharmacists.

Mass screenings were conducted during various community events, including treaty days, community gatherings, and family events, reaching a total of 65 individuals. Individuals found to have diagnosable blood glucose levels were referred to either a physician or nurse practitioner. Those who received a diagnosis were subsequently followed up with appointments through the Diabetes Nurse Educator (DNE).

Throughout the year, 30 community visits were completed. These visits included one-on-one client counselling as well as group health promotion education presentations. The position also provided support through both phone calls and in-person appointments, with a total of 83 successful appointments recorded over the year.

Additionally, support was provided to the Pediatrics Diabetes Team by assisting with contact and follow-up with children and their families, sharing assessment information, and supporting the Anti-natal Clinic. Follow-up care was provided to clients with gestational diabetes, ensuring they received diabetes screening starting six weeks after childbirth.

Moving forward, plans include ensuring timely follow-up with clients who are actively adjusting their medications, as well as making prompt contact with new referrals. Home visits will continue to be offered to elders and individuals with mobility challenges. Ongoing collaboration with a mentor will take place as needed via phone to ensure safe client care. Work is also underway to compile and analyze the necessary statistical data collected throughout the year.

ENVIRONMENTAL PUBLIC HEALTH

Environmental Public Health Services encompassing the nine program areas were provided to all communities 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 Monitoring, Food Hygiene, Housing investigation and Communicable Disease Control, as well as requests from Chiefs, Health Directors, Nurses, Community Health Representatives and residents received 100% coverage. It should be noted that the PAGC Environmental Public Health program continues to provide services to PAGC, Lac La Ronge, PBCN and Athabasca communities in addition to Waterhen Lake First Nation as of April 2023.

The Water Quality Program continues to focus on Safe Drinking Water as a major priority. This program demands maximum attention because of its importance in the prevention 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: 3437 bacteriological samples were field tested, 399 samples were laboratory analyzed for routine water chemistry, 150 samples were laboratory analyzed for Total Trihalomethanes (TTHMS) and 150 samples were analyzed for Halo Acetic Acids (HAAs).

In addition, 43 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 within the water treatment plants, water main breaks or other water quality concerns to ensure public health and safety. Many communities have already witnessed water treatment plant upgrades and the Drinking Water Quality in each community continues to meet Health Canada's Guidelines for Drinking Water Quality. A Precautionary Drinking Water Advisory (PDWA) is applicable to all 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 a well water source which supplies the community store located at Cumberland House-halfway point subdivision since January 1, 2003, due to unavailability of treatment system and 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.

The Housing Program has experienced 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 126 housing complaints during this reporting period. They included the following:

- **65 for Mould**
- **48 for Pest Control – Insects and rodents**
- **10 for sewage back up, diesel spill, indoor air quality or other health and safety concerns**
- **3 for multiple concerns i.e. mold, sewage back up or onsite sewage disposal system failure.**

The Food Safety Program maintained surveillance of safe food handling and hygiene practices were maintained at all food preparation facilities or kitchens and food service facilities including restaurants and convenience stores, full-scale band-owned grocery stores, as well as those in urban areas. A total of 61 food preparation facility inspections and 38 food service facility inspections were completed during this reporting period to ensure safe food handling practices and protection of public health. Over fifteen (15) food inspections were completed of temporary food facilities at Powwow events set up in Sturgeon Lake, James Smith and Waterhen Lake during this reporting period.

The Institutional Health Program has seen the number of public premises in our communities continue to rise. Many communities have seen upgrades and renovations to their existing childcare facilities while other communities have witnessed construction of new childcare and other community care facilities. Table 1 (next page) shows the number of health, childcare, community care, general, and recreational facilities inspected during this reporting period.

PUBLIC FACILITY INSPECTION STATISTICS FOR 2023-2024

| FACILITY TYPE | INSPECTIONS |
|---|-------------|
| Health Facilities including health centres, nursing stations, and hospital. | 1 |
| Childcare centres including day cares and head starts. | 35 |
| Community care facilities including schools, group homes, long term care, receiving homes, shelters and treatment centres | 38 |
| General Facilities including offices and public bldgs. | 11 |
| Recreational Facilities i.e. arenas | 6 |

The Solid Waste Disposal program concentrates on inspections of solid waste disposal sites and evaluates the methods of waste collection, waste segregation, 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 odors and smoke that contaminates and alters the air quality. Ten (10) inspections were made at Sanitary Landfill sites and Transfer Stations in response to public health complaints.

The Wastewater Disposal program focuses on community wastewater treatment systems as well as on-site sewage disposal systems. Six (6) inspections of community wastewater treatment systems or lagoons were completed during this reporting period.

The Emergency Preparedness and Response Program within the Environmental Public Health Program continues to respond to sewage spills incidents whether reported from lift stations and manholes or other public buildings and facilities within the communities and provides assistance and recommendations on corrective measures when required. Sewage spills incidents are investigated, follow-up sewage spills incident reports are completed, and corrective measures are provided in coordination with PAGC Circuit Rider Training Program (CRTP) instructors. The EPH program responded to two sewage spill incidents during this reporting period.

The Climate change projects were initiated in the communities of Hatchet Lake Denesuline Nation, Red Earth Cree Nation and Shoal Lake Cree Nation in 2019. The Climate change projects in the communities of Red Earth Cree Nation and Shoal Lake Cree Nation are now complete and project related videos were produced in October 2024. The last phase of the Hatchet Lake climate change project and video production will be completed later this fall.

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. The radon assessment project is now complete and a final project presentation is planned to be delivered to chief and council, community members and high school students and staff in fall 2025.

The training & education under the PAGC Environmental Public 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. In particular,

- **29 safe food handling training sessions were provided to 294 participants.**
- **22 WQM training sessions were provided to 21 Water Quality monitors.**
- **11 WHMIS training sessions were provided to 120 Workers.**

The PAGC Environmental Public Health program collaborated with NITHA on the delivery of two Environmental Cleaning workshops to health centre, band office and school janitors in addition to other maintenance personnel during this reporting period.

PAGC Environmental Public Health program staff attended relevant educational workshops, seminars and conferences during this reporting period to keep up with the latest developments in the environmental public health field.

In the Environmental Public Health program staff provided routine and regular services in all program areas with minimal interruption of services. The Environmental Public Health team functioned without much disruption, was able to provide coverage in all areas to all the communities and continues to take proactive approach to ensure efficient and effective delivery of services to all First Nations communities within the Prince Albert Grand Council and Waterhen Lake First Nation.

HEALING ON THE LAND PROGRAM

Our program aims to create a holistic and supportive environment where youth can thrive and grow. By embracing Indigenous teachings and fostering a deep connection to the land, participants are empowered to build a resilient and vibrant future for themselves and their communities. Through shared experiences and the wisdom of elders, the youth gain the tools and confidence needed to navigate life's challenges and celebrate their unique cultural heritage.

The program fosters a profound respect for the environment and promotes sustainable practices that honor the legacy of the land. Central to its vision is the establishment of year-round community cultural camps, designed to operate in all seasons and conditions across five PAGC communities. These camps serve as immersive spaces where survival skills are taught on the land, emphasizing the importance of caring for the land as a living entity.

Participants gain a deeper understanding of their local region's land and resources within their traditional territory, while safety and adherence to proper protocols are prioritized in all teachings. The camps aim to revive cultural practices, especially within remote communities, by offering guidance, ceremonies, and knowledge led by elders and land-based mentors. Through this approach, the program encourages intergenerational learning and storytelling, fostering a strong sense of belonging and identity among youth.

Leadership development is a key component of the program, supported through guided activities and land-based challenges that connect youth with positive role models and mentors. Environmental stewardship and respect for the land are consistently promoted, alongside the creation of safe spaces that encourage open dialogue, mutual understanding, and cultural expression. Language learning is facilitated through immersive experiences, ensuring that cultural knowledge is preserved and passed on.

Accessibility and inclusivity are core principles, ensuring that all status community members aged 12 to 18 can participate. The program also actively engages with community schools, hosting outings to build respectful relationships and strengthen community ties. Mental health resources and support, tailored to the unique needs of Indigenous youth, are integrated throughout the experience.

Through hands-on activities, youth learn to appreciate the interconnectedness of all living beings and the responsibility they hold toward future generations. They are given opportunities to share their experiences and insights, encouraging them to become ambassadors for their culture and heritage. In doing so, the program nurtures pride, connection, and stewardship that will carry forward to future generations.

HEALTH FACILITIES COORDINATOR

Approved minor capital projects and annual maintenance and inspections were carried out for various communities during the 2024–2025 fiscal year.

At Hatchet Lake Denesuline First Nation, work continued on the Hatchet Lake Nursing Station. Under major capital, the project is currently in the design phase, with participation in design meetings focused on mechanical systems, electrical components, and the propane farm. Under minor capital, the camera system at the facility was repaired and upgraded, and the intrusion alarm was also upgraded. Additionally, two air conditioning units are scheduled to be replaced and installed in July 2025.

Annual HVAC inspections, Fire Inspection, Annual Rodent Control Inspections were conducted for each facility.

No funding was allocated from ISC for any minor or major capital in Cumberland House, Red Earth, Shoal Lake, or Wahpeton.

HEALTH PROMOTION

Health promotion activities this year focused on providing education and awareness campaigns on pertinent health issues affecting Prince Albert Grand Council (PAGC) communities. Key focus areas included healthy and unhealthy relationships, the effects of drugs and alcohol abuse, and the health risk associated with vaping, smoking and marijuana, building swimming skills and providing water safety education as a part of an injury prevention strategy. Awareness campaigns were also held at health fairs to promote healthy behaviors, provide various resources and encourage healthier choices within the communities. A summary of the activities and progress carried out this year are as follows.

The Healthy and Unhealthy Relationship Programming for the 2024- 2025 health promotion initiative focused on raising awareness about the characteristics of healthy and unhealthy relationships within PAGC communities. As a part of this initiative, we conducted several interactive

presentations that focused on the foundations of a strong relationship and contrast them with behaviors that undermine relationships. To further engage community members, we organized a “Healthy and Unhealthy Relationship Bingo Night,” where participants could identify key relationship behaviors and mark them off on their bingo cards. This interactive game not only encouraged participants to reflect on their own relationship but also facilitated important conversations around personal boundaries, consent and emotional well-being in a relaxed and approachable setting. Two (2) communities and over 20 participants benefited from this campaign.

The Vaping, Commercial Tobacco and Marijuana Awareness Programming was implemented in response to the increasing prevalence of vaping and the experimentation of both commercial tobacco and marijuana among the youth, as part of a targeted health promotion strategy to educate and engage students. Throughout the reporting period, outreach activities to reduce early initiation were delivered to several Prince Albert Grand Council communities: (Montreal Lake, Red Earth, Cumberland House). These activities included presentations outlining the significant health risks associated with nicotine consumption, particularly its effects on brain development, respiratory health and long-term addiction. To reinforce these messages and encourage students’ involvement, participants were also invited to design their own anti-smoking and anti-vaping campaigns. This interactive component fostered creativity and critical thinking while empowering students to become advocates of smoke-free environments within their schools and communities. It is estimated that over 600 students benefitted from this program.

The Health Fairs/ Education Programming consisted of preventative promotional activities carried out at various health fairs and community events (e.g. Treaty days, National Testing Day) to raise awareness and encourage healthy lifestyle choices. These outreach efforts provided community members with access to culturally relevant health information, resources and interactive displays that focused on pertinent topics such as the effects of smoking/vaping, physical activity, the effects of drugs and substance abuse. Health fairs served as an effective platform to engage individuals of all ages in conversations about wellness and to distribute educational materials. Health fairs provided opportunities to address local health concerns and encouraged approaches to healthier lifestyle choices.

The Drug Awareness/ Prevention Campaigns formed part of our ongoing health promotion efforts, with the team delivering a series of educational presentations across three communities, reaching and positively impacting over 300 high school students. These sessions focused on raising awareness about the harmful effects of drugs and alcohol, with the goal of equipping students with accurate information and practical tools to make healthy, informed decisions. Students also had the opportunity to learn about the physical, emotional and social risks associated with substance usage. This initiative not only increased awareness but also helped to foster environments that promote drug- and alcohol-free lifestyles among youth.

The Prenatal Programming/ Education initiative recognized the critical importance of early intervention and focused on educating expectant mothers about the risks associated with drugs, smoking and alcohol use during pregnancy. Twenty-five prenatal clients from four communities within PAGC participated in educational sessions designed to promote healthy behaviors and prevent substance-related complications. These sessions emphasize the impact of substance abuse on fetal development, birth outcomes, and long-term child health. Practical strategies and resources to support a substance-free pregnancy were also provided. This initiative played a key role in empowering mothers with the knowledge needed to give their babies the best possible start in life.

The Physical Activity Programming during this reporting period focused on targeted visits that delivered structured workshops tailored to individuals living with diabetes, particularly older adults. These workshops focused on providing participants with guided, low impact exercise routines – such as chair-based movements, flexibility exercises and supervised walking sessions designed to support diabetes management. Greater than 10 participants benefited from these activity workshops. In addition to engaging diabetics, several sessions were held that were open to community members, fostering broader awareness of the benefits of physical activity.

The Injury Prevention Programming formed part of an ongoing injury prevention strategy, with water safety education and swimming lessons conducted in two PAGC communities (Cumberland House and Hatchet Lake). Programming was implemented to reduce the risk of drowning and other water-related injuries by equipping participants with basic swimming skills and critical safety knowledge. Programming included swimming lessons, instructions on water hazard recognition and basic emergency response techniques. The overall goal is to

reduce preventable injuries during high-risk situations. Over 50 community members benefited from these workshops.

In summary, the health promotion interventions focus on delivering a wide range of educational presentations and workshops throughout this reporting period. These initiatives reflected the continued commitment to promoting health literacy, disease and injury prevention while fostering healthy lifestyle choices. Future efforts will continue to build on these successes by strengthened community partnerships and expanding program delivery.

JORDAN'S PRINCIPLE

The Jordan's Principle program has provided support to over 700 families during the 2024–2025 fiscal year. This year saw a significant increase in social-based requests. Approved funding was utilized to provide essential services.

As of February 2025, the application review process has been centralized. All new applications submitted to our office are now forwarded to the Regional Office for review and decision-making. Due to a backlog of emergent and social requests at the regional level, families may experience longer waiting times for application outcomes.

This new process has now been standardized across all Jordan's Principle offices and communities.

The program primarily serves the 12 member First Nations of the Prince Albert Grand Council (PAGC), as well as surrounding urban communities:

While the program has made considerable strides, several challenges persist—particularly in obtaining the necessary assessments and professional recommendations required for application approvals under Jordan's Principle.

To address emerging issues and share updates across communities, Service Coordinators meet monthly via Zoom, fostering collaboration and support.

The program remains deeply committed to supporting families in urgent and emergent situations, coordinating closely with other Jordan's Principle Service Coordinators to ensure responsive and compassionate care.

As we reflect on the past year, we are proud of the positive impact the Jordan's Principle Program has made in the lives of children and families across our communities. While challenges remain, our team remains committed to

advocacy, collaboration, and the delivery of culturally safe, timely, and meaningful supports.

In the year ahead, we will continue to work closely with our partners, leadership, and families to improve access, streamline processes, and ensure that no child is left behind due to jurisdictional barriers.

Thank you to the families, community members, Service Coordinators, leadership, and staff who make this work possible. Together, we move forward in the spirit of Jordan's Principle—placing the well-being of First Nations children first.

MATERNAL CHILD HEALTH

All aspects of the Maternal Child Health program are voluntary, strength-based, and culturally safe. 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.

The purpose of these programs is to enhance parenting skills and parents knowledge in early childhood development; to educate parents about the various stages of their child's development; to promote healthy pregnancies; to educate and help prevent Fetal Alcohol Spectrum Disorder; to implement cultural teachings for parents and the community; to include fathers during home visits and to invite fathers to programs.

Cumberland House Cree Nation and Hatchet Lake Denesuline Nation recently hired Maternal Child Health home visitors. The other communities Prince Albert Grand Council provide services for are Wahpeton Dakota Nation, Shoal Lake Cree Nation and Red Earth Cree Nation. The home visiting services provided are personalized support, in which the goals and support needed are identified by the parents.

Parents learn the importance of early childhood and early brain development. Parents play an important role in developing their child's social, emotional, language, physical, cognitive and mental health. These areas of development contribute to overall healthy child development and lay the foundation for future relationships.

The Maternal Child Health (MCH) program promotes healthy pregnancies with the knowledge of Elders and Knowledge Keepers. The Elders share their knowledge in child rearing practices of long ago; and share knowledge of fathers and mothers' role in raising their children.

The Maternal Child Health program develops partnerships with the Public Health Nurses in each community; the MCH Home visitors assist with Child Health Clinics and offer transportation. We also partner with other programs which promote health and wellness for families.

It is important to promote and implement First Nation languages during home visits and programming. It's critical to retain languages relevant to their respective communities. Shirley Sanderson, Knowledge Keeper, references our Indigenous languages as medicine. Therefore, when possible, the Maternal Child Health programs are conducted in Cree, Dakota and Denesuline Nation languages.

In addition, the Maternal Child Health Home Visitors (MCH HV's) encourage parents to speak Cree, Dene, and Dakota to their unborn babies and children.

During home visits the Maternal Child Health home visitors incorporate play-based learning toys, books, and crafting supplies which promotes emotional and social development; also helps to develop fine and gross motor skills for their children. These activities promote parent and child interaction, early literacy, bonding and attachment and family wellness.

Red Earth Cree Nation, Shoal Lake Cree Nation and Wahpeton Dakota Nation resumed making their Birth Bundles. The Birth Bundle includes a moss bag, bonnet, moccasins, baby quilt and a book I Sang You Down. The parents continue to learn Traditional teachings from various Knowledge Keepers, regarding early child rearing practices of long ago.

Geogina Quinney, R.N. Shoal Lake Cree Nation and the Maternal Child Health program offered Fatherhood is Forever, Strengthening Families through Culture and Language. NCCAH. Laurie Waditaka, Indigenous Birth Support Worker and I shared Indigenous teachings for the prenatal women and their partners on March 26th, 2025, in Prince Albert.

The Maternal Child Health home visitors attended The Early Learning Child Care Summit on March 5th 6th 7th 2025 in Saskatoon. Topics included Autism, Trauma and Grief, Sensory and Moss Bag Teachings.

MEDICAL REPROCESSING SERVICES

The PAGC medical reprocessing facility has been in service since 2015, and we are in our tenth year offering services

to all PAGC communities. We are non-profit and reprocess the instruments for all the nursing communities for both primary and secondary tier level funding arrangements for nursing as the services are included in the funding agreement.

PAGC nursing communities make use of the reprocessing service on an as needed basis. Instruments are processed within 24hrs. This position also provides infection control support for PAGC health programs.

MENTAL WELLNESS PROGRAM

The Mental Wellness program has recently undergone significant restructuring, prompted by retirements and lateral staff transfers. As a result, recruitment has been a primary focus over the past several months. We are pleased to share that the Mental Wellness team is now fully staffed with a Mental Health Therapist, a Family Wellness Coordinator, and Mental Health Support personnel.

With a strong and committed team in place, the program continues to provide holistic, culturally focused services to families, youth, individuals, and entire communities. These services are designed to support personal and collective growth, particularly for those impacted by addictions, family and domestic violence, gambling, and suicide. Support is offered through various avenues, including one-on-one counselling, group sessions, and holistic programming that reaches both office and community settings.

Educational and preventative programming has played a vital role in our efforts. Highlights include the delivery of Crisis Event Response Team Training, Mental Health First Aid certification, and the "Life is Sacred" two-day training. Community-focused events such as the Family Wellness Day Workshop, which welcomed over 50 participants, and the annual Men's Health Relationship Camp for 15 high-risk individuals, have strengthened community engagement. Additional support such as OCISM training, as well as regular community and office visits, reinforce our commitment to accessible and meaningful mental health care.

A strong emphasis is placed on prevention, early identification, and timely intervention. We aim to model healthy behaviors and empower individuals and communities through consistent support, education, and culturally safe practices.

Looking ahead, we are excited to expand our efforts. Plans are underway to restart Healing Circles in all communities, broaden the availability of counselling services, and

increase the frequency and reach of community visits to ensure continued support and engagement.

PAGC NURSING SERVICES

PAGC Nursing Services continues to be a cornerstone of health and wellness for First Nations communities, delivering essential primary care, public health, and home care services. This report highlights key activities and achievements over the past year, as well as areas of focus for ongoing improvement.

PAGC Nursing Services provides first-level nursing support to six First Nations communities: Shoal Lake, Red Earth, Hatchet Lake, Little Red, Wahpeton, and Cumberland House. Hatchet Lake specifically benefits from dedicated primary care services. Beyond these, we offer second-level support to Montreal Lake and Sturgeon Lake.

Our core responsibilities encompass a wide range of functions that are essential to delivering high-quality care across our communities. Nursing administration plays a central role, involving the comprehensive management and supervision of nursing services. This includes securing essential supplies, equipment, and capital resources necessary to support effective healthcare delivery.

We are also responsible for overseeing the consistent implementation of mandatory programs. These include critical services such as Immunization and Communicable Disease control within Public Health, Home and Community Care programs, and Primary Care services provided through Nursing Stations. Ensuring these programs are delivered effectively and consistently remains a top priority.

Recruitment and retention of nursing staff is another key focus area. We are actively involved in recruiting and retaining Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) for first-level communities, while also supporting RN recruitment efforts for secondary-level communities. By maintaining a stable and skilled nursing workforce, we help ensure continuity of care.

In addition, we are committed to the development and implementation of programs that reflect the Best Standards of Practice. Ongoing program monitoring and evaluation are conducted to ensure the continued delivery of high-quality nursing services that meet the evolving needs of our communities.

Representation is also a critical aspect of our work. PAGC Nursing Services participates in various working groups, including NITHA, FNIHB, and FSIN, where we advocate for the health priorities of our communities. Furthermore,

we maintain strong and collaborative relationships with other health agencies, such as the Saskatchewan Health Authority, to promote integrated and coordinated care across the healthcare system.

NIHB NAVIGATOR

NIHB Navigator assist eligible First Nations and Inuit clients to navigate the NIHB Program and related provincial/territorial programs. Navigators also support First Nation and Inuit clients and communities in increasing awareness of NIHB programs, existing health services, and jurisdictions. A Navigator gathers, collate and exchange information on health access issues and identify ways or improving health services for First Nations and Inuit clients. Non-Insured Health Benefits provide benefits coverage to First Nations.

This year has been a year of learning, and a substantial amount of time has been spent on becoming familiar with the NIHB Program.

NURSE NAVIGATOR - ALICE BIRD

Total Number of Patients Seen per ward:

- **Level 4: 521**
- **Level 5: 320**
- **Level 6: 250**
- **ER/ICU: 119**

Total: 1210 patients seen for 2024-2025 fiscal year

Staff and patients have commented how they appreciate that PAGC has Nurse Navigators in the hospital for extra support when they are admitted and continue to see during their admission. The patients and family have said they feel better knowing we are here to advocate for them and to even just visit. Staff have called on us for emotional support for family meetings or advice on how to handle a situation. The unit managers respect our ideas and concerns and take each situation seriously when it is brought to them.

Self-referrals from staff and patients/families: We are noticing an increase in self-referrals from not only patients and family members but from front line staff up to director/management level. We are being called upon to assist with troubleshooting and advice on how to deal with situations. I do not receive referrals from communities, but I do occasionally receive phone calls from nurses for a follow up on patients from their community who is admitted to the hospital. When I identify that a patient is from a First

Nations community, I obtain verbal consent first before I release any information to the nurse.

Our presence in the hospital and the role as Nurse Navigators is having a positive impact at the Victoria Union Hospital as the managers and directors continually ask if there will be more nurse navigators coming from PAGC.

We are asked to be present in family meetings for emotional support and medical translation as needed. We continue to make referrals for Addictions counsellors to see patients on the wards and to First Nations and Metis Health for smudging and translation.

There is a great resource now in PA with the Rose Garden Hospice for patients who are End of Life care. I have spoken to a few families about the hospice, informed them that they can take a tour of the facility if they want and advocated for patients to be referred. Dr A. Surkan is the physician in charge and will come to the hospital to talk to the patient and family once a referral is made.

I participate in the Collaborative Inpatient Care (Structured Interdisciplinary Bed Rounds) meetings every week.

I went to Saskatoon for an engagement session with the SK AIR (Anti-Indigenous Racism) navigators. There are a total of 6 AIR navigators in Saskatchewan.

I sit in on the OR Efficiency meetings to provide input and assistance to the Day Surgery and OR staff for those patients from the North and surrounding First Nations communities who come in for surgeries. I provide background as to why a patient may not show for surgery (ie) child who misses dental surgery (transportation issues) or why a parent will bring their other children in (no reliable babysitter). I serve as an advocate for the patients and their families to provide the education of barriers that exist on First Nations communities and to remind the staff to be understanding of these barriers. I also sit on the Provincial Ortho Model Line Pathway group which is wanting to streamline the process for those patients who are scheduled for elective hip and knee surgeries.

From June 2023 to May 2025, I led an Endoscopy Project initiated by Dr. Royeppen to address high no-show rates among Indigenous patients for endoscopy procedures. Initially calling only Dr. Royeppen and Dr. Pillay's patients to provide education, answer questions, and confirm transportation, the no-show rate dropped from 70% (June 2022–March 2023) to 30% after calls began. The project later expanded to include Drs. Lumb and O'Carroll, resulting in an overall no-show rate reduction to 21%. Patients valued the support and education, and I

presented the data to leadership to highlight the need for another nurse navigator to continue the work, as it had begun to impede on my primary role.

NURSE NAVIGATOR - RUBY ELDERKIN

The Nurse Navigator's role promotes culturally appropriate and safe care for Indigenous people seeking services at Victoria Hospital. Supporting a patient's journey with cultural sensitivity during their hospital stay is essential and contributes to a positive overall experience. The transition to hospital care can be stressful and sometimes difficult, but with the assistance of the Nurse Navigator, it can be made more manageable.

The Nurse Navigator supports and enhances existing services at Victoria Hospital by educating, advocating, and acting as a liaison for patients, families, and staff. Patients benefit through culturally sensitive education, referrals, and emotional support during their stay. For example, medical instructions are clarified, medical terminology is translated, tests and procedures are explained, informed consent is supported, and care plans are ensured to be understood. This leads to a more positive hospital experience and greater understanding for the patient, which continues during their transition back to their home communities.

Another responsibility of the Nurse Navigator is to locate Indigenous resources for hospital personnel (e.g., finding an Elder or developing a protocol for elder consultations), as well as connecting with community programming. This bridge of information between patients, caregivers, and the hospital fosters holistic patient care. It promotes reconciliation and a deeper understanding of Indigenous patients in healthcare, ultimately leading to care that is delivered with kindness and respect.

The Nurse Navigator role at Victoria Hospital has made a meaningful impact that benefits both staff and the patients they serve. Below are indicators and examples that demonstrate the success of this invaluable role:

I receive referrals from the PAGC diabetic nurse to follow up with patients who have gestational diabetes and require emotional support while admitted to the unit. I can follow up once the patient is admitted and provided reassurance and emotional support.

Time is spent with new mothers on maternity, explaining and reviewing newborn care and safety and postpartum self-care. This practice helps the patient build confidence in caring for their newborn and puts their mind at ease.

Family meetings are attended and families are supported in a variety of means.

I received a call from the Manager on Pediatrics to support a family in the emergency department for a child who was ill and may not respond to treatment. I supported the family by answering questions as they arose, coordinating with ACAP to arrange hotel and meal support for the family when the child was transferred, and accompanying them to the family treatment culture room for smudging. I also provided emotional support by sitting with them in the waiting area. I connected ACAP with a social worker in Saskatoon to continue providing emotional support for the family once they arrived.

A nurse practitioner reached out to me requesting the location to send the weight for a child who had been discharged to the community. I assisted the NP by connecting her to the appropriate location and pediatrician. This example highlights how the Nurse Navigator role is a valuable resource and is becoming increasingly recognized in communities.

I connect families with community support when their children are diagnosed with diabetes. I connected with a mother, obtained her verbal consent, and set up community support in her home community. I referred the mother to a community home care nurse, as well as to a PAGC dietician for support in managing the child's diabetes. The mother expressed appreciation for the referrals.

A mother felt she was not receiving updates from the nursing staff. I was able to advocate for this mother and provided the mother with updates as reports came in. This situation demonstrates the gap that the Nurse Navigator role fills, particularly in advocating for the patient and ensuring communication is clear.

I continue to complete my daily rounds in the Neonatal Intensive Care Unit (NICU). While in the unit, I provide breastfeeding support, assist in completing prescriptions for breast pumps, offer emotional support, connect with cultural resources, and advocate for patients in any way possible.

Below is a breakdown of the clients assisted by the Nurse Navigator in each unit, 2024/25:

- 1166 Obstetrics Unit
- 1271 Pediatrics Unit
- 1052 Neonatal Intensive Care Unit

- 60 NIHB Referrals
- 88 Jordan's Principal Referrals/ Support Letters

Cultural Support Referrals: Patients and families are made aware of First Nations and Métis health support workers. The Nurse Navigator (NN) continues to connect patients and families with cultural support to assist with prayers and smudging upon request. Support workers are also engaged when patients are experiencing emotional distress.

Mental Health Referrals: With the patient's consent, the NN connects them with community therapists who provide mental health support.

Community Support Referrals: The NN has completed homecare referrals, which are forwarded to the relevant communities. These referrals address needs such as dressing changes, infant weight checks, and follow-up care for patients.

Emotional Support: Emotional support plays a significant role for the Nurse Navigator, especially in assisting parents who are dealing with traumatic events, such as sudden infant loss. Providing family support is a major focus while patients are admitted to various units. In addition, I help families connect to community support groups, such as PAGC Holistic Wellness or other wellness groups in their respective communities.

Below are many of the strengths in the program during the reporting year:

Increased Referrals: I am receiving more referrals from various communities, which indicates a growing recognition of the Nurse Navigator role and the services we offer.

Self-Referrals from Patients and Families: Patients and families are proactively reaching out to me, either by calling or texting my work cellphone. In cases where they don't have a phone, they ask their nurse to contact me on their behalf. They share their concerns and express what support they need. I can provide emotional support, reassurance, connect them to necessary resources, and advocate on their behalf.

Increased Familiarity with the Nurse Navigator Role: Nurses, doctors, Patient Care Coordinators (PCCs), and other health professionals are becoming more familiar with the Nurse Navigator role. They are increasingly accessing our services to connect with patients, families, and their communities.

Positive Feedback from Patients and Families: I have received positive feedback from patients and families, who are appreciative of the support provided by the Nurse Navigator. They are grateful to have access to this resource.

Connecting Patients and Families to Cultural Support Workers: I continue to connect patients and families with cultural support workers to assist with their specific needs, including prayers, smudging, or emotional support.

COMMUNICABLE DISEASE

This report summarizes the trends in communicable disease rates within Prince Albert Grand Council (PAGC) communities for the 2024/25 fiscal year. We've observed a promising decrease in most sexually transmitted bloodborne infections (STBBIs), with the notable exception of HIV. This marks the first year in the last six where a majority of STBBI numbers are showing a slow decline.

After a consistent rise in STBBI trends since 2018, the 2024/25 fiscal year saw a slight but significant drop in the number of Syphilis, Chlamydia, Gonorrhea, and Hepatitis C cases. This positive shift is likely due to our enhanced ability to test, treat, and conduct follow-up lab work directly within communities.

Here's a breakdown of the changes in reported cases:

- Syphilis: Decreased by 9%, from 174 cases in 2023 to 168 cases in 2024.
- HIV: Increased by 13%, from 10 cases in 2023 to 13 cases in 2024.
- Hepatitis C: Decreased by 13%, from 13 cases in 2023 to 10 cases in 2024.
- Chlamydia: Decreased by 9%, from 449 cases in 2023 to 419 cases in 2024.
- Gonorrhea: Decreased by 8%, from 254 cases in 2023 to 206 cases in 2024.

We have successfully increased our testing capabilities and accessibility across all PAGC communities, allowing for quicker treatment of new cases. This expansion of services is a significant factor in the observed decrease in STBBI rates.

The Mobile Health Van continues to be a vital resource, enhancing our accessibility for testing events, educational days, and sexual health awareness campaigns. Its presence has fostered recognition and trust within the communities.

While overall STBBIs are declining, Syphilis' response remains a considerable concern. We continue to prioritize increasing testing abilities, treatment, and follow-up for this infection. A key challenge remains the high rate of re-infections and difficulties with follow-up blood work.

We have engaged in measles preparedness discussions with the Northern Inter-Tribal Health Authority (NITHA) to prepare for potential measles outbreaks. NITHA is developing protocols for community-level testing, and we will remain updated on these plans to respond effectively if numbers rise.

We are pleased to report that we met our goal of adding phlebotomy services and testing options to five communities, as outlined in last year's report. This, combined with the continued use of Dry Blood Spot (DBS) testing in our health van and clinics, offers more comprehensive sexual health care options, particularly for clients who have difficult IV access or a fear of blood draws.

In a beneficial collaboration for PAGC, two 4th-year nursing students completed a six-week practicum with us. I had the privilege of serving as a preceptor in their final preceptorship, alongside my role as a nurse in Little Red First Nation. We believe this valuable opportunity should be continued in the upcoming year.

In May 2025, we welcomed Clara McKay to the team in the new position of Communicable Disease Control (CDC)/ Sexual Wellness Coordinator. Clara's expertise will be instrumental in helping our communities reduce STBBI numbers. A primary focus for our team, including Clara, will be to implement an enhanced education plan for youth in all schools, alongside on-the-ground testing, treatment, and follow-up for STBBIs. This addition will significantly alleviate the workload for our nurses, enabling more frequent community visits for the CD program.

Other health concerns include animal bites and tuberculosis (TB). Reported animal bites in PAGC communities decreased to 90 cases in 2024, down from 104 cases in 2023. TB remains present with 23 cases in 2024, a 3% decrease from 25 cases in 2023. This continues a downward trend from 33 cases in 2022 and 31 cases in 2021.

Looking ahead to our future focus of 2025/26, our team, now consisting of Clara McKay, Renee Ramikie, and Anthony Blackburn, will dedicate more time to youth engagement within communities and the school system.

This fall, our primary goal is to be more interactive with youth programs and provide comprehensive education on various topics, including:

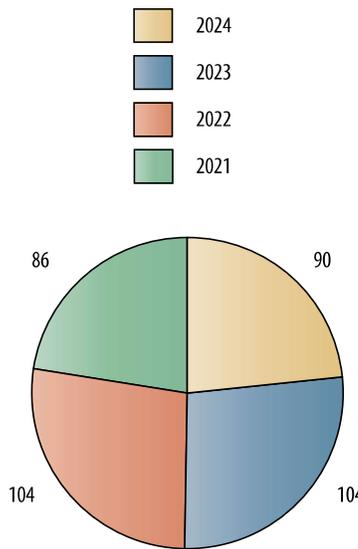
- STBBIs
- Healthy relationships
- Stress and anxiety
- Other topics of interest to students

As a public health team, our commitment to preventative health care will be even more pronounced in the 2025/26 fiscal year.

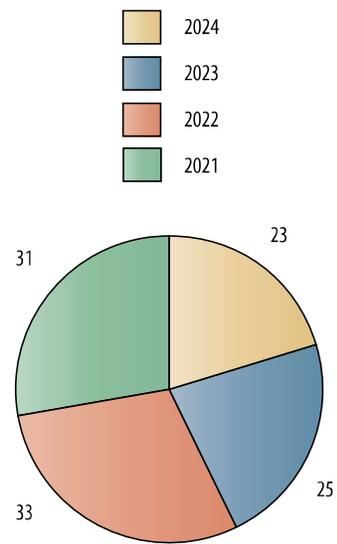
We look forward to building on this progress and further improving the health outcomes for our PAGC communities.

Below are the graphs that show the number of cases for the last fiscal year:

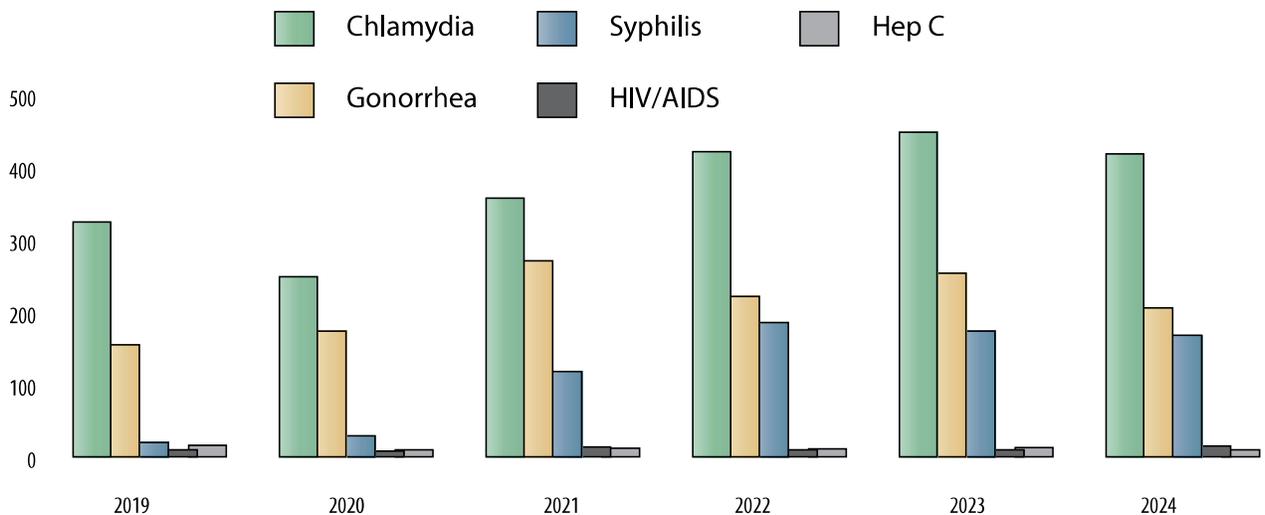
ANIMAL BITES PAGC 2021 - 2024



TUBERCULOSIS PAGC 2021 - 2024



STBBI CASES BY YEAR, PAGC, 2019 - 2024



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 nursing services, orientation, obtaining office and medical supplies, ensuring Nurses receive ongoing professional development, recruitment/retention, completion of annual performance appraisals/evaluations, & chart/program audits, and ensuring representation of PAGC Homecare Program at the regional level.

Nursing services include health education, medication monitoring and administration, wound care, foot care, assessments/re-assessments, health status monitoring, client advocacy, and mandatory statistical and narrative reporting.

Home support includes personal care, simple dressings, vital signs monitoring, respite care (certified Home Health Aide), Home maintenance/home management (Homecare Worker) & reporting.

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. Funding is used to obtain palliative care 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 mandatory training in Foot Care, Wound Care, Case Management and Diabetes's Education. Staff also have an opportunity to participate in other professional development opportunities.

Diabetes Nurse Educator, who works closely with the Aboriginal Diabetes Initiative (ADI) Team, is also part of the Home and Community Care Program.

The Home & Community Care Nurse Informatics/Assessor continues to provide support to community nurses.

IMMUNIZATION

Immunization remains a mandated program, crucial for preventing vaccine-preventable diseases and achieving herd immunity, which ideally requires 95% of the population to be vaccinated to protect those unable to receive vaccines.

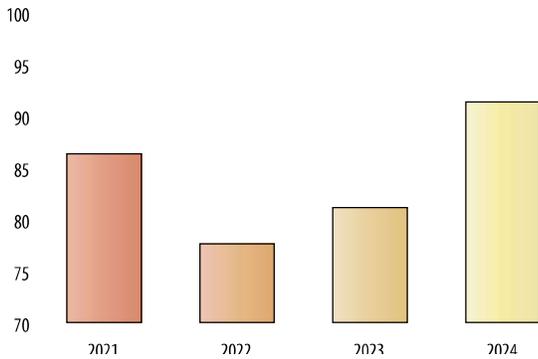
Four of the first level communities under PAGC currently for the reporting year have reached the 95% target rate or higher to achieve herd immunity in both the 2-year-old and 7-year-old age groups. The average 2-year-old and 7-year-old immunization rates in PAGC communities over the last four years generally illustrate that the vaccination rates have been relatively stable since the Pandemic ended. There was a slight decrease in the 7-year-old age group average rate compared to the last reporting year. Graphs included are a representation of the average between all 6 first level PAGC communities.

Nurses have used creative measures to increase vaccination rates over the last few years showing a significant improvement over the last reporting years. Offering immunization blitz events, school-based vaccination opportunities, incentives, increasing knowledge of the importance of vaccines and offering at home vaccination for difficult to reach community members in extenuating circumstances.

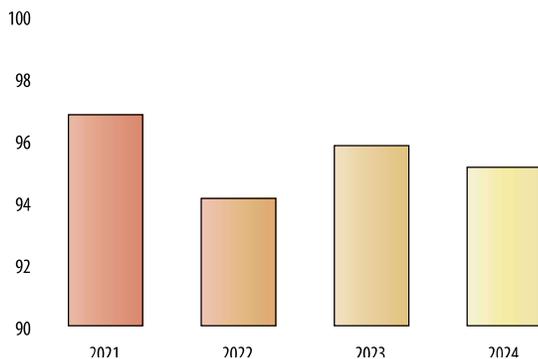
NINE ESSENTIAL ELEMENTS TO ACHIEVE THE GOAL OF THE HOME AND COMMUNITY CARE PROGRAM



PAGC COMMUNITIES 2 YEAR OLD AVG. IMMUNIZATION RATE



PAGC COMMUNITIES 7 YEAR OLD AVG. IMMUNIZATION RATE



PUBLIC HEALTH PROGRAM

Our Public Health Program is grounded in the Canadian Public Health Association’s definition of Public Health: “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.” This holistic approach involves a collaborative effort from multiple health disciplines to prevent, manage, and offer services across all ages within our communities.

Overview and Essential Functions:

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

Public health nurses in PAGC communities deliver a wide array of programs and services, including immunization programs, prenatal/postnatal care, health promotion, and communicable disease testing and follow-up.

During this reporting year nurses have dedicated a majority of their time to increasing vaccination rates and proactively identifying and eradicating sexually transmitted blood-borne infections (STBBIs). The ability to provide direct in-community testing, treatment, and follow-up lab work has led to more efficient patient management.

Public Health Nurses work in close collaboration with the PAGC Communicable Disease Outreach Nurse, frequently offering mobile testing days in communities upon request. This proactive approach has been successful over the past years decreasing the stigma associated with STBBIs, leading to more individuals accessing regular testing.

Harm Reduction programming continues to be offered in select PAGC communities. This program acknowledges that individuals coping with addiction and substance use may not always be able to achieve abstinence. Harm reduction provides a non-judgmental avenue for users to engage with peers, medical services, and social support, “meeting them where they are.” Primary distribution in these select communities has included clean needle exchange and methamphetamine pipes, aiming to mitigate health risks associated with substance use.

PRIMARY CARE

The community of Hatchet Lake is home to a 24/7 primary care nursing facility, providing daily clinical services and emergency care. Our dedicated team includes Registered Nurses with Additional Authorized Practice (RN-AAP), Nurse Practitioners, Physicians, and Advanced Care Paramedics. Nurse Practitioners, with their broader scope of practice compared to RN-AAPs, significantly enhance service capabilities.

Staff have presented challenges throughout the reporting year, with nurses at times working short-staffed due to travel and other issues. To assist this, PAGC has utilized Advanced Care Paramedics.

Over this past reporting year Hatchet Lake now is using the Systems Flow Provincial system for accessing Physician services which has greatly improved patient outcomes. Telerobotic Ultrasound is in the process of being brought into the community to offer on-site ability to diagnose and treat.

The community has seen an increase in alcohol and drug related medical needs present to the clinic. Violent assaults from individuals under the influence have become a major concern for medical staff as safety becomes jeopardized when providing medical care.

RESOLUTION HEALTH SUPPORT SERVICES

On September 18, 2007, the Indian Residential School Settlement Agreement was reached, and the mandate of the agreement included 5 different elements:

1. Common Experience Payment – for all eligible Indian Residential School students
2. Independent Assessment Process – for students who experienced more serious abuses
3. Healing Support Services – Indian Resolution Health Support Workers and Aboriginal Healing Foundation
4. Commemorative Activities
5. Establishment of the Truth and Reconciliation

For the past 18 years, the Prince Albert Grand Council Health and Social Development Indian Resolution Health Support workers program has been supporting the healing journey of many residential school survivors through each of the claim's processes. Each process was extremely difficult for both survivors and the Resolution Health Support workers (RHSW) therefore, over the years staff turn over has been one of the major challenges in the programs.



In keeping with the mandate of the Indian Residential School Settlement Agreement and supporting individuals, families and communities in the healing process, the RHSW's continue to provide opportunities for healing through the provision of healing circles, support groups and by hosting the annual Every Child Matters Walk. Reconciliation is also a major component of the program as we use every opportunity to educate and create awareness on the impacts of the residential school through the lens of resiliency. As an example of resiliency, the 2024 Canada's Got Talent winner, Rebecca Strong blessed us with her presences at the annual Every Child Matters Walk.

Another individual who was an example of resiliency was our very own George Merasty. Despite the emotional and mental demands that came with the job, George never turned away anyone that needed help. He is very well known for his role as a RHSW and for his many years of experience with the residential school program, however, after 18 years of service as one of the original Resolution Health Support Workers, George decided that it was time to retire. Thank you for being another example of what resiliency is and all that you did for residential school survivors, their families and the communities of Prince Albert Grand Council. We wish you all the best in your future endeavours.

TELEHEALTH

Telehealth is a live two-way interactive video conferencing that remotely connects a healthcare provider with a patient.

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

Prince Albert Grand Council Health & Social Development (PAGC H&SD) Telehealth Program has 10 sites. They are operational and have trained health staff to support clinical, administrative, and educational sessions.

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. Montreal Lake William Charles Memorial Health Centre
7. Red Earth Health Centre, Red Earth Portable
8. Shoal Lake Health Centre

9. Sturgeon Lake Health Centre, and
10. Wahpeton Health Centre

*Little Red Telehealth site: clinical, administrative, and educational sessions are scheduled by Roderick Sanderson, Lac La Ronge Telehealth Coordinator. On request, I will also support scheduling and training.

Telehealth Centralized Scheduling Project - FN
Independent sites:

1. FN Big River
2. FN Mosquito
3. FN Red Pheasant
4. FN Moosomin
5. Leading Thunderbird Lodge

Video conferencing training is a Train the Trainer model for the main and backup telehealth support staff. The Train the Trainer model is also for other health staff that would prefer the complete training rather than the Introductory training that involves readying the system for audio/visual, remote-control functions, and how to reset the codec and UPS.

Video Conferencing Training (VCT): 10 sessions, 37 participants, 7 First Nations

- 49 Clinical
- 35 Administrative
- 12 Educational

YES PROGRAM

The Y.E.S. Program is a Jordan's Principle funded program for Urban Youth of Prince Albert. The program is going into the 7th year of programming, and many youths have been with us since the beginning, who have withdrawn and come back as well as some have aged out. Our program has access to Mental Health supports including an Elder and Youth Workers who work with each group to help guide them in a healthy way and to support them to the best of their abilities.

Programming being offered is to help engage and empower youth assist with coping skills, life skills and culture and tradition.

Our Youth are the future generation, and we hope they will take what they learn from the program into their future. We teach them to be proud people and their voice is important.

The youth take part in several outings, going to land based camps as well as Pow Wow and Round dances to help understand who they are as a nation, we encourage them to be a part of the outings so that they can have an understanding of history as well as modern day living.

Our program, as any other does have its challenges with other programs available to youth in the city, but we have continued to progress new intakes weekly.

Knowing life's struggles and challenges, it is a reward to know that we are a part of the Urban Youth's lives and are helping them to strive each day to a healthy future.

MANAGER CAPITAL PROJECT AT THE SASKATCHEWAN HEALTH AUTHORITY (SHA) PRINCE ALBERT VICTORIA HOSPITAL (PAVH)

Numerous weekly Webex and in-person working groups meet to focus on the Prince Albert Victoria Hospital design build, transition planning to new build with new and larger capability health care services. Each working group has specific essential tasks. The Saskatchewan Health Authority (SHA) is committed to fostering, maintaining, and engaging in authentic relationships with First Nations and Métis people throughout Saskatchewan. Through these relationships, the First Nations, Métis, and Inuit Health (FNMH) SHA is dedicated to improving health outcomes for First Nations and Métis patients, clients, families, and communities. The SHA and PAGC partnership share the common goal of ensuring that patients, clients, and families within our facilities are treated with respect and dignity in a culturally safe manner. Culturally safe care occurs in an environment that prioritizes the spiritual, social, mental, emotional, and physical safety of all individuals. Cultural safety is characterized by shared respect and knowledge, leading to a meaningful learning experience.

The goal and purpose of our daily discussions and decisions during all meetings, whether held on Webex or in the PAVH project boardroom, is to represent PAGC efficiently and effectively. Conversations might include topics related to Indigenous traditional knowledge and customs, though they may not always focus on knowledge itself. - We aim to document all discussions and topics as thoroughly as possible, which have taken place during meetings. These topics are now listed in the "Responsive Care" document. This document identifies areas requiring further collaborative discussions at the PAGC level, with community representation being beneficial for future programming at PAVH.



NORTHERN LIGHTS COMMUNITY DEV. CORP.

As the General Manager of the Northern Lights Community Development Corporation, I am pleased to present our 2025 Annual Report for your review and consideration.

The Northern Lights Community Development Corporation receives 25% of the net profits from the Northern Lights Casino in Prince Albert.

It is through the ongoing success of the Northern Lights Casino that we can provide funding for our First Nations, as well as Not-For-Profit organizations that are within our catchment area.

Funding is granted through a detailed application process, with applications reviewed by our Board of Directors quarterly. We follow four fundamental principles: equity, transparency, accountability, and integrity. The application of these principles can have a positive impact on community initiatives and potential funding approvals.

Our four principles are the foundation that we adhere to when reviewing all applications for funding.

Our Board of Directors and administration staff will continue the strategic direction of strengthening the corporation, enhancing our communication strategies, incorporating cultural diversity, and being open and transparent.

As ambassadors to the communities we serve, our NLCDC administration team is always welcoming. We receive many Not-For-Profit funding applications and take pride in ensuring the community at large recognizes that our door is always open for discussions about their worthwhile initiatives.

The Northern Lights Community Development Corporation is focused on continuing to make a difference and to leave a legacy throughout our catchment area.

With Community Spirit:

Geoff Despins - General Manager,

Brittney Reynolds - Administrative Assistant,

Jordan Henry - Finance Controller

2024-2025 PROJECTS

- LLRIB - Sucker River Sucker River Indian days
- PBCN - Urban PBCN Urban National Aboriginal Day
- PBCN - Urban PBCN Urban Treaty Day Celebrations 2024
- Common Weal Community Arts Passage Home
- PA Indian Métis Friendship Centre National Indigenous Peoples Day 2024
- Prince Albert Ukrainian Culture and Heritage Club-Veselka Hutzul Heaven
- Peter Ballantyne Cree Nation Woodland Cree Gathering
- Lac La Ronge Indian Band Woodland Cree Gathering
- Montreal Lake Cree Nation Woodland Cree Gathering
- James Smith Cree Nation Fort La Corne Traditional Powwow
- PAGC Gathering of Nations
- Indigenous Music Association of Saskatchewan Saskatchewan Indigenous Music Awards
- Prince Albert Multicultural Council Discovering Diversity and Inclusion Project 2024-2025
- Hatchet Lake Denesuline Nation 2024 Christmas Festivities Culture Camp
- Hatchet Lake Denesuline Nation 2025 hunting trip
- LLRIB - Hall Lake Hall Lake Community Winter Festival
- LLRIB - La Ronge LLRIB- Pinehouse Gathering
- Northern Prairie Indigenous Peoples NPIPICI Medicine Wheel Cultural Engagement Collective Inc.
- Prince Albert Winter Festival Society Inc. 2025
- Self Help And Recreation Education
- PA Inc Multi Cultural Room
- Birch Narrows Dene Nation Community Event Molly's Beach gathering

- Clearwater River Dene Nation Land Based Healing and Wellness
- LLRIB - Grandmother's Bay Grandmothers Bay Winter Festival and Fish Derby
- LLRIB - Hall Lake Hall Lake Community Winter Festival
- Shoal Lake Cree Nation Shoal Lake Cree Nation Gathering/Healing/Youth
- LLRIB - La Ronge LLRIB Artist Support
- LLRIB - La Ronge LLRIB Winterfestival and Fish derby
- LLRIB - Sucker River Sucker River Community Winter Festival
- PBCN - Sandy Bay Sandy Bay Traditional and Cultural Gathering 2025
- PBCN - Sturgeon Landing Sturgeon Landing Spring Festival 2025
- PAGC Fine Arts Festival 2025
- PAGC Caribou Hunt 2025
- PAGC Gathering of Nations Supplies
- City of Prince Albert Street Fair
- North Sask River Métis Nation Welcome Back!/Ni miiyeuyhtayn aen
- Local 269 Inc payshaykiiwayyenn
- Sum Theatre Corp. Theatre in the Park Prince Albert 2025
- West Flat Citizens Group Inc Heart of the Youth Community Pow Wow
- Prince Albert Council for the Arts Ask the River, Ask the Trees; Artist in Residence
- Red Earth First Nation RECN Wellness Gathering
- Catholic Family Services of PA Stepping Up-Men Building Healthy Relationships
- Friends of Saskatchewan Children Inc Ronald McDonald House Charities SK/Prince Albert House
- George C. Gauthier Foundation Inc. Duck Lake and Area - Community Health Clinic/Pharmacy Renos

- The Student Commission of Canada/La Commission Des Etudiants Du Canada Sift: Mental Health and Belonging Program
- LLRIB - La Ronge LLRIB Community Wellness Initiative.
- LLRIB - Sucker River Sucker River Keeweetan Healing Lodge
- Canine Action Project Dog Safety & Pet 1st Aid Workshops
- PA Share A Meal/Food Bank Inc Greenleaf
- LLRIB - La Ronge LLRIB Family Recreation and Cultural Programming
- LLRIB - La Ronge Womens Wellness
- Hope's Home Inc. Staffroom Retreat
- Princess Margaret Public School Feeding Families Forward
- YWCA of Prince Albert YWCA Nourish & Care Initiative
- LLRIB - La Ronge Community Training Initiatives
- Red Earth First Nation RECN Laundrymat Project
- James Smith Cree Nation National Resource Transfer Agreement (NRTA) National Summit
- Prince Albert Exhibition Incorporation PAEX 2024 Summer Fair
- Prince Albert Pride, Inc 2024 Pride in the Park
- Prince Albert Trail Riders Inc Nisbet Forest Trail and Shelter Development
- Beardy's & Okemasis First Nation FSIN Youth Hockey Championships
- Beardy's & Okemasis First Nation Youth Soccer League
- Beardy's & Okemasis First Nation FSIN Summer Games

- Beardy's & Okemasis First Nation FSIN Badminton
- PBCN - Urban PBCN Urban Hockey and Soccer Registrations for 2024 - 2025
- Prince Albert Golf and Curling Club 2024 CurlSask U18 Provincial Curling Championship
- Prince Albert Gymnastics Club Inc. Prince Albert Gymnastics Club - FLIP
- LLRIB - La Ronge LLRIB Jack Pine Recreational Area
- PAGC Recreation Hockey Tournament
- PAGC Volleyball Tournament
- PA Community Basketball Association Inc PACBA Youth Basketball League
- Prince Albert Skating Club Churchill Regional Skating Competition
- LLRIB - Grandmother's Bay GMB Family Recreational Support Project
- Montreal Lake Cree Nation MLCN Sports and Recreation Transportation-Vans
- PAGC Senator's Cup 2025
- PAGC Sports Development Camps
- Witchekan Lake First Nation Witchekan Lake - Spiritwood Golf Course Purchase
- 2025 World Men's Softball World Championship
- Embassy Church Sports on Central
- Big Brothers/Big Sisters Youth Mentoring
- PBCN - Sturgeon Landing Sturgeon Landing Thanksgiving Hamper Distribution
- Metis Central WR2 Metis Inspiration Gala
- Hatchet Lake Denesuline Nation 2024 Healing Conference
- Family Futures Inc Family Futures Inc Christmas
- Prince Albert Lions Club Operation Red Nose Prince Albert
- LLRIB - Grandmother's Bay GMB Wellness Gathering
- Red Earth First Nation Mihkoskiwakak Nehiyahwak Peace & Safety Plan
- Children's Haven Indoor necessities
- Catholic Family Services of PA PA Connect - Monthly Meals
- Dumont Technical Institute Dumont Technical Institute Breakfast Program
- John Diefenbaker Public School c/o JDPS Supporting Healthy Eating Habits for Saskatchewan Rivers Public School Division Student Success
- Riverside School Riverside Land-Based Learning Room
- Children's Haven Outdoor Gardening and Play Learning for Children
- LLRIB - La Ronge Bells Point Community Training Center
- John Diefenbaker Public School c/o Saskatchewan Rivers Public School Division JDPS Cultural Wellness Room
- Shoal Lake Cree Nation Shoal Lake Cree Nation Wacihk Education Centre Events
- Sturgeon Lake First Nation Sturgeon Lake Central School Gym Curtains
- École Holy Cross Holy Cross Playground
- Prince Albert and NE Regional Science Fair
- Queen Mary Public School Macitan Land Based Project
- Saskatchewan Conservation Learning Centre School Program
- LLRIB - Sucker River Sucker River Youth Council Project
- Make-A-Wish Saskatchewan Granting Wishes in Prince Albert
- PA Indian Metis Friendship Centre Children's Summer Cultural Program
- Pineview Family Auxillary 60th Anniversary Year for Pineview Terrace
- TRI 4 Kids 4 Camp TRI4KIDS4CAMP
- Sturgeon Lake First Nation SLFN Elders Trip 2024
- Big River First Nation BRFN YOUTH REC/CULTURE VEH
- PBCN - Sandy Bay Sandy Bay Elders Program 2024
- PA Outreach Program Inc Youth Mental Health Symposiums
- PBCN - Sandy Bay Sandy Bay Youth Winter Festival 2025
- Peter Chapman Cree Nation Elders Nation Planning
- Performing Arts Warehouse Dance Blast 2025
- PA Community Basketball Michael Linklater basketball camp Association Inc by the NLCD & PACBA
- Royal Canadian Legion SK Branch #2 Canada Day Celebration

- Prince Albert Early Years Family Resource Centre
- Special Olympics Prince Albert Uniform Refresh
- Prince Albert Festival of Dance Prince Albert Festival of Dance
- Flying Dust First Nation Flying Dust Pow Wow Arbor Upgrades
- LLRIB - Sucker River Community Home Reno and Winterization Project
- PBCN - Sturgeon Landing Sturgeon Landing Signs
- Shoal Lake Cree Nation Shoal Lake Floating Docks
- Beardy's & Okemasis First Nation Arena Renovations
- Buffalo River Dene Nation Purchase of 2011 Skytrak 8042 Telehandler
- PBCN - Southend Southend Arena Repairs
- Army, Navy & Air Force Veterans in Canada Inc Glasswasher and Oven
- Duck Lake Historical Museum Society Saving Our Heritage -Art and Artifact Preservation Project
- LLRIB - Hall Lake Hall Lake Community Fire Guard Project
- Meadow Lake Tribal Council Sasktel - Cloud Strategy Project
- Big River First Nation BRFN Fire Protection Equipment/Upgrades
- Birch Narrows Dene Nation Zamboni
- Flying Dust First Nation Flying Dust First Nation Waste Management Collection
- Laplonge First Nation Lac La Plonge Compoud
- LLRIB - Stanley Mission Stanley Mission Spray Park and Playground Equipment
- PBCN - Sandy Bay Sandy Bay Backhoe Project
- Wahpeton Dakota Nation Wahpeton Dakota Nation Powwow Arbour Project Phase 2
- Wahpeton Dakota Nation WDN Backhoe Purchase
- Witchekan Lake First Nation Witchekan Lake Radio Station Project
- South Hill Child Care Cooperative New Centre
- Meadow Lake Tribal Council Chiefs Chambers Renovations
- PBCN - Pelican Narrows Underwater Camera for Enhanced Search & Rescue
- PBCN - Sandy Bay Sandy Bay PBCN Baseball Tournament
- PAGC Search, Rescue & Recovery
- Gateway North Sled Dog Race
- Association Inc. Canadian Challenge Sled Dog Race
- Black Lake First Nation Christmas 2024
- Meadow Lake Tribal Council IT Strategic Plan
- PBCN - Sandy Bay Sandy Bay Christmas Feast 2024
- PBCN - Sturgeon Landing Christmas Feast and Party
- PBCN - Sturgeon Landing Christmas Hampers
- PBCN - Urban PBCN Urban Christmas Hampers
- Meadow Lake Tribal Council Accounting system Reporting Improvements
- PBCN - Sturgeon Landing Easter Hamper Distrib.

PROPOSAL EVALUATION STRUCTURE





INFORMATION TECHNOLOGY SERVICES

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

Along with our ongoing support for PAGC departments and communities, here are some of the projects the IT department worked on during the 2024 - 2025 fiscal year:

- Continued to work with various departments to lock down shared file access and streamline workflow processes using Microsoft Teams and Sharepoint.
- Redesigned our main PAGC website (www.pagc.sk.ca), adding new job, event and department pages.
- Completed and supported the online registration, scoring and judging application for the Fine Arts festival.
- Developed an online booking system for Urban Services facilities.
- Added a Finance section to the Human Resource Information System (hris.pagc.net) portal. Giving department directors a live view of accounts receivables for their programs.

- Developed an online submission form and reporting system for the Jordan's Principal program.
- Continued improvements with Microsoft Defender to provide better virus protection and detection/prevention for email phishing attempts. Proactively reached out to other local organizations whenever we detected phishing attempts coming from compromised accounts within those organizations.
- Further improvements to our IT Service Management Database System allowing ticket creation/updates via automation when received via emails or HR user creation.
- Implemented further redundancies to our backups systems including a hosted cloud backup system provided by SaskTel to provide additional layers of data loss prevention for our Microsoft Online hosted services.

We continue to support and add functionality to many existing department specific database reporting systems.

We see a larger future for technology in our workplace and our lives. As trends like artificial intelligence, rapid application development and cloud infrastructure continue to advance, the IT department is always looking for ways technology can benefit PAGC Communities.



IHOR DVORNYCHENKO AND DMYTRO IVONIAK



MICHAEL WILLIAMS, PAUL KETCHAM,
MUHAMMAD WAQAS AND ROBERT MORIN-CLARKE

WOMEN'S COMMISSION

The annual scholarship banquet in conjunction with the PAGC annual assembly is always sold out. 10 scholarships were awarded out of 298 applications. This event is held to help further the education of PAGC Women. Again, a successful event.

The annual MMIWG2S and Men walk had approx. 270 walkers with us. T-shirts were handed out and lunch provided. Unfortunately, there is never a lack of families to support, along with our brothers and children numbers growing. The women will continue to support by bringing attention to this continuing issue in our communities.

In recent years with the support of our executive and Ms. Betty Marleau we have been able to hand out coats, and all other winter gear to many organizations and individuals. Over 700 jackets were given to those such as group homes, shelters, schools and families etc. We know this service is needed and are gearing up for more to come.

Our members come from each of our PAGC communities. Due to their size PBCN and LLRIB have two members each. Their chiefs give us the representatives name and they join us for full mtgs/events a couple times a year. It is a challenge to gather everyone but good info is shared from each member.

- Anita Parenteau CHAIR - Sturgeon Lake
- Tanya Moostoos VICE CHAIR - James Smith
- Rachel Henderson - Montreal Lake
- Stephanie Bird - Wahpeton
- Caroline Stewart - Cumberland House
- Geena McKay - Red Earth
- Beryl Whitecap - Shoal Lake
- Diane McDonald - Fond du Lac
- Sharlene Disain - Black Lake
- Annie Joseyounen - Wollaston Lake
- Pearl Doris Morin - La Ronge
- Karen Charles - Stanley Mission
- Bella Dumais - Southend
- Rose Dorion - Pelican Narrows

Thank you to all who have supported the womens commission over the years!



REMEMBRANCE DAY 2024



2024 WOMENS COMMISSION BANQUET



WOMENS COMMISSION CHAIR



JUSTICE UNIT

GUIDING PRINCIPAL

Alternative Measures is a Victim Based Program and does not only deal with those facing charges before the courts, but to also work with the victim to assist them work through the incident and to reach an outcome that will help them heal. This also includes working with the accused to try to determine the underlying issues, concerns or factors which contributed to the situation.

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”.

PAGC Justice Unit consists of 4 Sections:

1. Prince Albert Alternative Measures which attend court in Prince Albert daily.
2. Rural Alternative Measures workers located in 12 PAGC Member Nations attending court anywhere from twice a month to 4 times a week.
3. Court Workers are also in a majority of these 12 Member Nations and assist residents in dealing with and understanding the court process and repercussions.
4. Sandy Bay Justice is a separate contract that Sask Justice had asked PAGC Justice to absorb along with their other programming as this was a program that was suffering with its services and administration of the program.

Types of programming provided are:

- Victim/Offender Mediation
- Accountability Hearing
- Formal Cautioning Agreements
- Family Group Conferencing

- Healing & Talking and Sentencing Circles
- Community Justice Forums

Mediations and Talking Circles are not limited to court referrals but have also been used to resolve issues between students at schools or between families. It is even used at offices or businesses where a mediation between two or more parties is required to resolve ongoing issues.

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.

We continue to see 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 pre-charge route is not successful, then the regular process can still be used.

Sentencing Circles, Healing Circles and 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. Frequency in which these types of resolutions have increased, and the Provincial Justice Program is more receptive to these types of resolutions.

FIRST NATIONS CADET CORPS

The First Nations Cadet Corp continues to flourish with the support of NLCDC and other funders.

PAGC Urban Cadet Corps Program, Sturgeon Lake Cadets and Red Earth continue every Wednesday all year long at the PAGC Urban Services Center.

Cadets are often called upon to assist in Grand Entries and other events and continue to assist in their communities through the Community Involvement Projects.

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

The Second Annual Cops vrs Cadets was held to raise funds and food items for the food bank just before Christmas with over \$12,000 in cash and food items raised. In total, there were 10 teams competing this year for the prestigious Hunger Games trophy: Air/Sea Cadets, Corrections Canada, Sturgeon Lake First Nations Cadet Corps, PAGC Executive Team, PA Police Service, PA Fire Fighters, Parkland Ambulance, PA First Nations Cadet Corps, RCMP and Conservation Officers.

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. 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.



TEAM PAGC WAS DECLARED THE VICTOR OF THE 2024 HUNGER GAMES TROPHY

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.

“One Wheel” continues to operate with other service agencies within Prince Albert and continues to form partnerships with other organizations to deal with issues within the community of Prince Albert. The name “One Wheel” was chosen because we have found that there are numerous organizations throughout PA receiving funding and developing programming for the same issue that others are dealing with. Our thought is “Why are we all re-inventing the Wheel to deal with the same problem and wasting resources and money when we could all work together. This group meets the second Thursday of each month and tasks are assigned and to be completed by the next meeting. Partners include, Bernice Sayese Center, John Howard Society, City of PA, Metis Center, Riverbank Developments, PAGC Holistic and as time marches on, we will be inviting other groups.

SASKATCHEWAN ABORIGINAL COURT WORKER PROGRAM

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

The role of the court worker is to support clients that are in the judicial system by attending court with the client, answering any questions the client may have, advising the client of their rights, and referring the client to specific services such as Legal Aid. Workers continue to receive training to upgrade their skills and level of service.

The 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.



PRINCE ALBERT URBAN ALTERNATIVE MEASURES PROGRAM

OVERALL

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. We would be pleased to attend your community to describe the programs in more detail and to answer any questions you may have.

Rick Sanderson – PAGC Director of Justice



STURGEON LAKE REMEMBRANCE DAY CEREMONY





URBAN SERVICES

URBAN SERVICES DIRECTORS MESSAGE

The framework for community impact is built on vision, effort, and a sustained commitment to changing people's lives. As Director of Prince Albert Grand Council (PAGC) Urban Services, we have embodied this vision and delivered meaningful, long-term change for our community.

Over the years we built the Urban Services team as a leadership and vision aligned with the Council's support and the acquisition of a multipurpose office, training, and recreational facility in downtown Prince Albert. Under his direction, this building has grown into a thriving community hub. What began with just five employees has now expanded into a team of nearly 30, many of whom have advanced into leadership roles within the organization.

PROGRAMMING / EVENTS

- Urban Labour Force Development
- Athabasca Labour Force Development
- Sports, Cultural and Recreation
- Reintegration
- SGI Safety
- Data Annalists
- Reaching Homes Housing Supports
- Partnership for Employment
- Warming up Van/Meals
- Back to School Event
- PAGC/NLCDC/NLC Annual Golf Tournament
- Tony Cote Winter Games
- Community BBQ's
- PAGC Recreational Hockey Tournament
- Sens Cup Hockey Tournament
- Volleyball Tournaments
- On going Support for Preventative Measure for Youth

POSITIVE IMPACTS AND LEADERSHIP INITIATIVES

ODD JOB SQUAD

Urban Services continued the Odd Job Squad, engaging individuals from vulnerable populations and offering them meaningful daily work opportunities. Participants gained employability skills, reliability training, and practical experience through street cleanups, business property maintenance, and community beautification projects. The initiative not only improved the city environment but also inspired participants to pursue personal growth and employment.

ON-SITE CARPENTRY & CONSTRUCTION TRAINING

Recognizing the need for skilled trades workers in Prince Albert and partnered with SIIT to deliver multi-week carpentry and construction training at the Urban Services facility. This program welcomed participants of all ages, teaching both technical skills and workplace reliability. Graduates gained a direct pathway to stable, well-paying careers, improving quality of life for themselves and their families.

CREATING CONNECTIONS JOB FAIR

along with the PAGC Woodland Cree, PAGC East side Limb catchment areas we expanded employment opportunities through hosting job fairs at Urban Services and taking them into rural communities. These events connected job seekers with employers such as the Prince Albert Police Service, Cameco, City of Prince Albert, Northern Lights Casino, and many others. Numerous participants secured long-term employment as a direct result of these initiatives.

COMMUNITY NETWORKING & MEDIA ENGAGEMENT

Urban Services has been relentless in building partnerships with businesses, media, and community stakeholders. By nurturing strong relationships and leveraging both traditional and digital media, he ensured greater awareness of programs and opportunities. Urban Services efforts expanded Urban Services' reach across Saskatchewan, from Alberta to Manitoba and as far north as the NWT border, benefiting First Nations, Métis, and non-Indigenous people alike.

REINTEGRATION

Federal Inmate Programming, Our Reintegration Officer provides support to assist clients with a release plan. The release plan shows our clients' desire to succeed why they are taking the steps to rehabilitate society. Supports are based on an individual basis.

COMMUNITY ACTION PLAN FOR CHILDREN

Understanding the importance of supporting children and families, Geoff has championed year-round programming that promotes family bonding, play, and traditional activities. Annual back-to-school drives equip hundreds of children with essential supplies, helping set them up for success in education and community life.

PARTNERSHIP COORDINATOR

Our Partnership Coordinator is responsible for building strategic relationships within the City of Prince Albert to assess and enhance local employment opportunities. A key part of this role involves establishing strong one-on-one connections with clients who are seeking employment. The long-term objective is to increase the employment rate of First Nations clients by creating meaningful and sustainable pathways to the workforce.



REACHING HOME HOUSING PROGRAM

To address housing insecurity, established a dedicated department focused on placing Vulnerable individuals and families into safe and stable homes. This initiative has transformed lives, especially for children, by creating consistent home environments that support education and family well-being.

YOUTH LEADERSHIP DEVELOPMENT

Through volunteering opportunities and mentorship, Urban Services has invested in the leadership potential of youth and young adults. By involving them in community events and peer supervision, they develop compassion, responsibility, and valuable skills that enhance their resumes and future employability.

WARMING VAN

Alongside many dedicated agencies, we recognized the urgent need to play our part in supporting our community's most vulnerable. With shelters often operating at full capacity, we still see between 50 to 100 individuals left without a place to go each night.

Our goal extended beyond simply offering a warm meal and drinks. We aimed to create a safe, welcoming space for those who, for various reasons, are unable or unwilling to access shelter services. A place where they could sit, stay warm, and feel safe.

In addition to food and warmth, we also provided transportation to shelters and detox facilities—ensuring that help was accessible for those ready to take the next step toward support and recovery.



LASTING IMPACT

Geoff Despins is a driving force for positive change at PAGC Urban Services. His leadership reflects passion, perseverance, and a commitment to the “long game.” He understands that transforming lives is not the result of a single program, but of sustained efforts that adapt to the changing needs of the community. Working tirelessly beyond regular hours, Geoff continues to be an ambassador for improving quality of life for all. As he notes, “Without the outstanding support of the leadership of Prince Albert Grand Council, these positive changes for the 12 member bands and our community would not be possible. We are all working towards a better life across our entire catchment area.”

Through his vision, programs, and dedication, Geoff has not only created employment opportunities but also laid the foundation for healthier families, stronger communities, and inspired future generations to reach higher.

FAREWELL TO OUR LEADER, MENTOR, AND FRIEND — GEOFF DESPINS

It's been a tough few weeks at Urban Services as we prepare to bid farewell to the backbone of our department — our leader, our boss, and above all, our friend, Geoff Despins.

Over the years, Geoff has grown Urban Services from a small team of just five staff members to a vibrant and dynamic department of 25 to 30. What began as two programs under his leadership has expanded to ten — a true testament to his vision, dedication, and drive.

Geoff has led our team with a unique style, marked by empathy, compassion, respect, humility, dignity, and grace. His ability to lead with heart has left a lasting impression on each of us and shaped the culture of our workplace in profound ways.

Thank you, Geoff, for everything you've done — not only for our department, but more importantly, for our community. Your legacy will live on in the programs you've built and the people you've inspired.

We wish you all the very best in your next adventure. Your contagious smile, the sound of your laughter echoing through the building, and most of all, your friendship, will be deeply missed.

With heartfelt gratitude,

The Urban Services Team





SPIRITUAL HEALING LODGE

In agreement with the Correctional Service Canada (CSC) the Spiritual Healing Lodge can house 24, Section 81 Federal serving inmates & Section 84 offenders.

In January of 2025, Carol Connolly retired as the Director of the Spiritual Healing Lodge. We want to thank her for her service and dedication to the Lodge and wish her a fulfilling retirement. Nicole Crookedneck gladly accepted the Director position.

We welcomed 38 new relatives in the 2024-2025 fiscal year. Within that time the relatives were escorted on 2092 temporary absences and 239 unescorted temporary absences.

The Spiritual Healing Lodge is culturally based therefore our Elders provide on-site programming Monday-Friday. Traditional Teachings are provided, these include Medicine Wheel and Tipi teachings, childhood trauma, anger management, PTSD, parenting, life skills, to name a few. The Elders also provide ceremonies such as smudging, sweats, pipe ceremonies, talking circles, traditional crafting, and one on ones, when needed.

To address the relatives correctional plan, we utilize outside community service providers such as, AA and NA groups, Metis Addiction Counselling Services Inc (MACSI) for individual addiction counselling, Canadian Mental Health, Independent Mental Health Therapists, Prince Albert Indian and Metis Friendship Centre, Catholic Family Services, Learning Disabilities Association of Canada (LDAS).

We provide training opportunities in chainsaw safety, working at heights, WHMIS, confined space, transportation of dangerous goods (TDG), cleaning (janitorial protocols), warehouse protocols, etc. The relatives receive certificates for each of these programs.

Spring, summer and fall are their busy seasons attending and assisting at ceremonies in the surrounding communities. They gather medicines for the Lodge and for their homes. The relatives are provided with land-based teachings which include, hide tanning, meat preparation, medicine harvesting, and so on.

The Spiritual Healing Lodge prides itself on its cultural and grassroots teachings. The relatives are treated with respect and in return show respect. We are small enough to provide individual, focused support. We assist each relative with their successful reintegration back to society which, in turn, builds their confidence and benefits their mental health.



SPRUCE LODGE BOARDING HOME

Sprucelodge Boarding Home is a medically approved home that provides meals, accommodations and transportation to registered First Nations guests to access medical services that are not available in their home community.

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 our city.
2. Medical Transportation assists clients arriving from “outside” of Prince Albert who have medical appointments in the city.
3. After Hours Call Centre assists registered clients who require assistance outside of regular working hours. This scope is across all of Saskatchewan.
4. Mental Health Benefit assists individuals and communities with assistance to access and/or approve mental health support services where needed.

It was on September 1, 2023 that the former Days Inn became the new Sprucelodge Medical Boarding Home. We slowly began housing clients while we juggled the task of feeding all of our clients. This was not without challenges, however we now have a fully functional kitchen that permits clients to order from a menu as opposed to a buffet.

Also complete is our new boardroom which comfortably seats 22 people and our beautiful guest lounge that is warm and welcoming.

Of utmost importance to Sprucelodge, is the safety and security of our guests and staff. We ensure to have security on duty 24hrs a day as we navigate the challenges we see everywhere today. This has created an environment that is welcomed by most everyone that stays with us.

We are pleased to announce that our Grand Opening will be on October 24th, 2025 and look forward to welcoming everyone to our beautiful lodge.





BOARDS AND COMMISSIONS

PAGC EXECUTIVE BOARD

GC Brian Hardlotte

VC Joseph Tsannie

VC Chris Jobb

Chief Ronnie Augier
Chief Rene Chaboyer
Chief Christsine Longjohn
Chief Tammy Cook-Searson
Chief Peter A. Beatty
Anita Parenteau, WC
Senator: Charles Whitecap

FIRST NATIONS GOVT COMMISSION

GC Brian Hardlotte

VC Joseph Tsannie

VC Chris Jobb

Chief Coreen Sayazie
Chief Zachary Whitecap
Chief John Waditaka
Chief Tammy Cook-Searson
Chief Joyce McLeod
Tanya Moostoos, WC
Senator: James Burns

PAGC TREASURY BOARD

GC Brian Hardlotte

VC Joseph Tsannie

VC Chris Jobb

Chief Bart Tsannie
Chief Marcel Head
Chief Kirby Constant
Chief Joyce McLeod
Chief Peter A. Beatty
Annie Joseyounen, WC
Senator

PAGC HEALTH & SOCIAL DEVELOPMENT COMMISSION

GC Brian Hardlotte

VC Chris Jobb

Chief Bart Tsannie
Chief Marcel Head
Chief Christine Longjohn
Chief Joyce McLeod
Rachel Henderson, WC
Senator Hector Kkailther
Senator Noland Henderson

PAGC EDUCATION COMMISSION

GC Brian Hardlotte

VC Chris Jobb

Chief Zachary Whitecap
Chief John Waditaka
Chief Joyce McLeod
Chief Christine Longjohn
Bella Dumais, WC
Senator Craig Bighead

PAGC HOUSING & TECHNICAL SERVICES

GC Brian Hardlotte

Chief Ronnie Augier
Chief Rene Chaboyer
Chief Christine Longjohn
Chief Tammy Cook-Searson
Chief Joyce McLeod
Stephanie Bird, WC
Senator Harry Cook

PAGC LANDS & RESOURCES

VC Joseph Tsannie

Chief Ronnie Augier
Chief Rene Chaboyer
Chief Kirby Constant
Chief Joyce McLeod
Chief Peter A. Beatty
Beryl Whitecap, WC
Senator Roy Head

PAGC JUSTICE & POLICING

GC Brian Hardlotte

VC Chris Jobb

Chief Coreen Sayazie
Chief Rene Chaboyer
Chief Kirby Constant
Chief Peter A. Beatty
Chief Tammy Cook-Searson
Beryl Whitecap, WC
Senator Noland Henderson

PAGC URBAN SERVICES

VC Joseph Tsannie

Pearl D. Morin, WC
Senator Craig Bighead

FSIN JOINT EXECUTIVE COUNCIL / INDIAN GOVT COMMISSION

GC Brian Hardlotte

Chief Zachary Whitecap
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 McLeod
Alt: Chief Fabian Head

FSIN EDUCATION COMMISSION

Chief Coreen Sayazie
Chief Zachary Whitecap
Chief John Waditaka
Alt: Chief Peter A. Beatty

FSIN LANDS & RESOURCES

Chief Rene Chaboyer
Chief Kirby Constant
Chief Joyce McLeod
Alt: Chief Ronnie Augier

FSIN ECONOMIC DEVELOPMENT COMMISSION

Chief Ronnie Augier
Chief Rene Chaboyer
Chief Joyce McLeod
Alt: Chief Kirby Constant

FSIN GAMING COMMISSION

Chief Rene Chaboyer
Chief Kirby Constant
Chief Peter A. Beatty
Alt: Chief Bart Tsannie

FSIN JUSTICE

Chief Rene Chaboyer
Chief Kirby Constant
Chief Peter A. Beatty
Alt: Chief Coreen Sayazie

FSIN CENTRE OF EXCELLENCE

Chief Kirby Constant
Alt: Chief Zachary Whitecap

IGR

Chief Christine Longjohn
Alt: Chief Marcel Head

SIGA

Chief Tammy Cook-Searson

SICC

Chief John Waditaka
Chief Peter A. Beatty
Alt: GC Brian Hardlotte

SIIT

Chief Marcel Head
Chief Christine Longjohn
Chief Peter A. Beatty
Alt: Chief Bart Tsannie

SITAG

Chief Marcel Head
Chief John Waditaka
Chief Peter A. Beatty
Alt: Chief Ronnie Augier

NITHA

GC Brian Hardlotte
Councillor Gerald McKenzie
Vice Chief Justin Halcrow

Alt: VC Chris Jobb, Chair (PAGC)
Alt: Devon Bernatchez (LLRIB)
Alt: Vacant (PBCN)

NLCDC

GC Brian Hardlotte

- Chair

Vice Chief Joseph Tsannie

- Vice Chair, Member at large

VC Chris Jobb

- Member at large

Chief Peter A. Beatty
Chief Kirby Constant
Chief Rene Chaboyer
Chief Tyson Bear
Chief Edwin Ananas
Chief Teddy Clarke
Councillor Anita Parenteau
- Women's Commission

Mayor Greg Dionne

Loren Sproat

Eileen McDonald

Margaret Michel

- Elder

PADC

Grand Chief Brian Hardlotte
Vice Chief Joseph Tsannie
Chief Bart Tsannie
Chief Zachary Whitecap
Chief John Waditaka
Chief Joyce McLeod
Anita Parenteau, WC
Senator Harry Cook



PAGC EVENTS



SENATORS



EASTERN SECTOR CONFERENCE



FINE ARTS DANCE GROUP



FINE ARTS THANK YOU TO SPONSORS



CIBC OPENING



REMEMBRANCE DAY



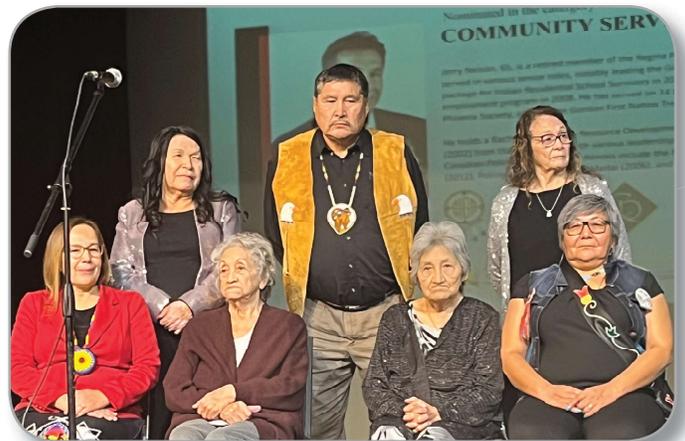
WOMENS COMMISSION WALK



WOMENS COMMISSION WALK



WOMENS COMMISSION WITH WAB KINEW AT AFN



WOMENS OF THE DAWN AWARDS HONORING GRAND CHIEF HARDLITTLE AND CHIEF TAMMY COOK-SEARSON



YUASNI GRAND OPENING

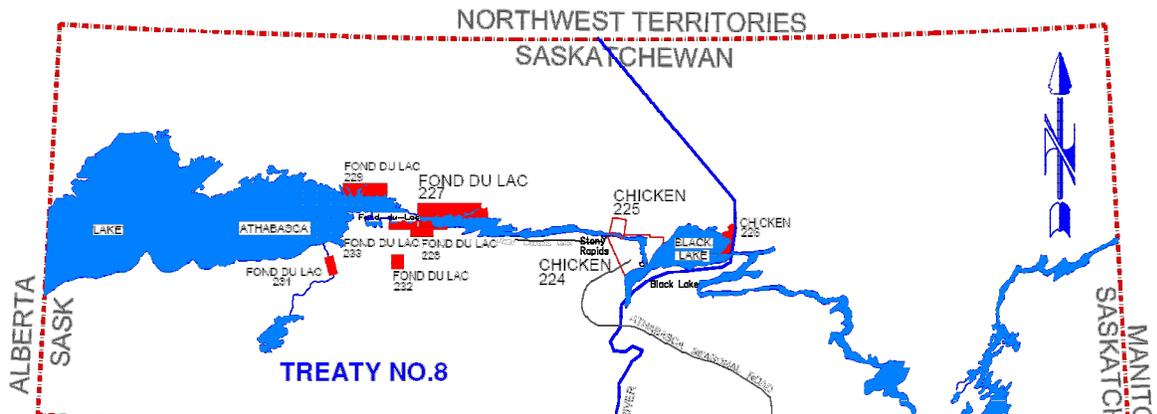


YUASNI MURAL - JORDON TWIST

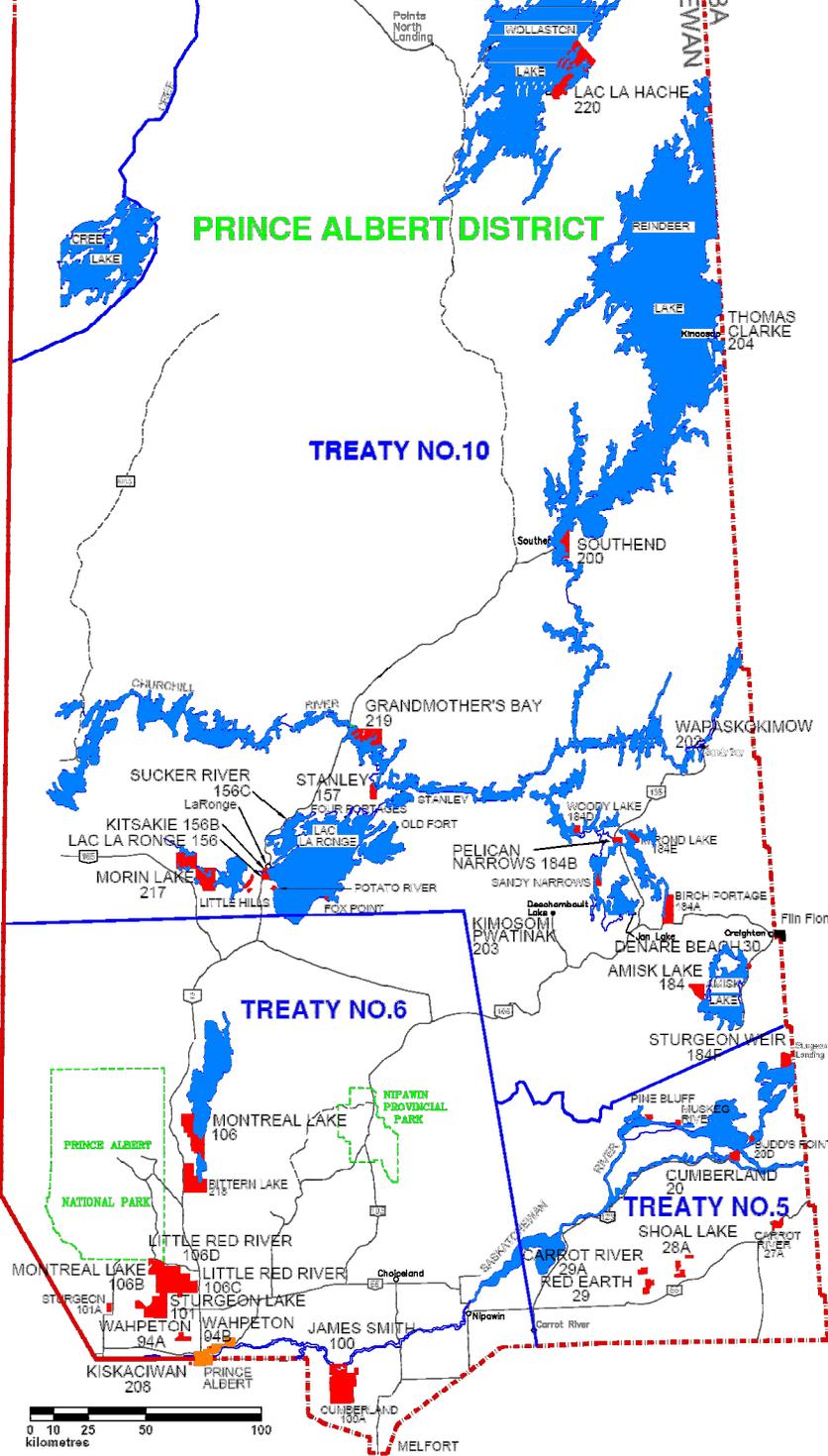


PAGC EVENTS





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





Black lake
Denesuline First Nation



Cumberland House
Cree Nation



Fond Du Lac
Denesuline Nation



Hatchet Lake
Denesuline Nation



James Smith
Cree Nation



Lac La Ronge
Indian Band



Montreal Lake
Cree Nation



Peter Ballantyne
Cree Nation



Red Earth
Cree Nation



Shoal Lake
Cree Nation



Sturgeon Lake
First Nation



Wahpeton
Dakota Nation



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