



Alberta Conservation  
Association

## Annual Operating Plan 2024/25







wildlife | fish | habitat

### **Our Vision**

An Alberta with an abundance and diversity of wildlife, fish, and their habitats; where future generations continue to use, enjoy, and value our rich outdoor heritage.

### **Our Mission**

ACA conserves, protects, and enhances fish and wildlife populations and their habitats for Albertans to enjoy, value, and use.

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Cover photo: ACA, Julie Landry-DeBoer  
Project: MULTISAR – South Saskatchewan,  
ACA staff collecting wildlife data

Digital copy of this plan is available on our website:  
[www.ab-conservation.com/aop](http://www.ab-conservation.com/aop)



Project: Conservation Site Management  
photo: ACA, Meagan Butler

## 1.0 Introduction

Alberta Conservation Association's (ACA) *Annual Operating Plan 2024/25* informs Albertans, our stakeholders, and partners about the projects we are undertaking this fiscal year and how we are directing revenue to our various program areas. The plan guides us in fulfilling our mission to conserve, protect, and enhance fish and wildlife populations and their habitats for all Albertans to enjoy, value, and use. It also assists us with meeting our delegated responsibilities, through the *Wildlife Act*, to the Government of Alberta (GoA).

When reviewing this document, you may notice a discrepancy between the numbers in the program budget and those stated in the Financial Summary (Section 8). This difference is attributed to how costs for activities such as training, professional development, and public speaking are budgeted.

The budget is typically allocated within the program area and not within a specific project.

We report on budgets within 12 program areas:

1) Finance and Administration, 2) Business Development, 3) Human Resources, 4) Health and Safety, 5) Information Technology, 6) Information, Education, and Communications, 7) Wildlife, 8) Fisheries, 9) Land Management, 10) Report A Poacher, 11) Grants, and 12) Compensation and Damage Prevention Program.

In 2024/25, we anticipate receiving roughly \$5.8 million in partner (non-levy) funds and/or in land value. Projected levy revenue from hunting and fishing licences is \$14.7 million. Thanks to the efforts of our dedicated employees and the generosity of our various donors and partners, the majority of this funding will be directed back into conservation efforts.

A key to the long-term viability of hunting and angling (and therefore conservation) in this province is the recruitment, retention, and education of hunters and anglers. Historically, this collective group has been the driving force behind conservation initiatives in Alberta, and its members continue to contribute their time, effort, and money (through levies on licences) into conserving Alberta’s natural heritage. Considering the role they play in conservation, it is crucial that we continue supporting retention, recruitment, and education activities. We will continue to support a range of mentored fishing (National Recreational Fisheries Award-winning Kids Can Catch program) and hunting events. We will also work on communications campaigns such as Harvest Your Own that increase the awareness of opportunities for getting involved in hunting and angling, and of the important role hunters and anglers play in conservation.

In our partnership with Alberta Hunter Education Instructors’ Association (AHEIA), we will continue to reimburse the cost of the first Wildlife Identification Number (WIN) card for any youth who successfully completes the Conservation and Hunter Education Training Program. Along with receiving a reimbursement of \$8.40 (cost of the WIN card), each youth receives an information package containing literature on each of our member groups, giving them an opportunity to learn more about Alberta’s conservation community.

A significant part of our work involves developing and maintaining partnerships. These partnerships contribute to the success and scope of our conservation work. Our partnerships span across all our program areas, including Wildlife, Fisheries, Land Management, Communications, and Finance and Administration. We will continue to work closely with our member groups, non-member groups, corporate partners, and the GoA.

Our most important partners are Alberta’s hunters, anglers, and trappers, and we expect them, along with our many other partners and stakeholders, to hold us accountable. We would like to hear from you if we do not meet your expectations for the conservation work you have told us you want to see happening in Alberta.

## 1.1 Linkages to ACA’s 2019 – 2029 Strategic Business Plan

The 2019 – 2029 Strategic Business Plan includes both a three-year and ten-year business plan. The objectives identified in the three-year plan are reviewed annually and updated if a significant change in strategic direction is warranted. The Strategic Business Plan is a roadmap that keeps us focused on the strategies that influence our effectiveness. This clear sense of direction enables us to develop the most appropriate means of reaching our goals, which contributes to our success in fulfilling our Mission and achieving our Vision.

## 1.2 Regional Boundary Map



# 2.0 Business Program Areas

## 2.1 Finance and Administration

The Finance and Administration Program focuses on ensuring the smooth day-to-day operation of ACA. Tasks performed in this program include

payroll, payables, receivables, and administrative support for our managers and Board of Directors.

Table 1: Finance and Administration Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Finance</b> <hr/> ACA 818,068 Partner 40,000 Total 858,068	Provide financial services that safeguard company assets. Ensure legal and contractual obligations are met. Provide accurate and timely information to ACA's decision makers.	<ul style="list-style-type: none"> <li>Manage assets effectively.</li> <li>Provide complete and timely legal reporting.</li> <li>Support management's information needs and facilitate effective decision-making.</li> </ul>
<b>Living Labs (LL) – Regenerative Alberta (RA)</b> <hr/> ACA \$0 Partner \$1,331,110 Total \$1,331,110	Provide management support and financial expertise for the Federal LL-RA project in collaboration with Food Water Wellness Foundation (FWWF).	<ul style="list-style-type: none"> <li>Provide financial services for the project.</li> <li>Oversee cash management and financial reporting.</li> <li>Support management in executing deliverables for project.</li> <li>Maximize agricultural climate solutions through integration of beneficial management practices.</li> </ul>
<b>Administration</b> <hr/> ACA \$1,454,108 Partner \$45,493 Total \$1,499,601	Provide administrative support to all areas to enhance the efficiency and effectiveness of internal operations.	<ul style="list-style-type: none"> <li>Support Board of Directors, executive, and management.</li> <li>Maintain building operations throughout the province.</li> </ul>



Project: Kids Can Catch  
 photo: ACA, Charmaine Brunos

## 2.2 Business Development

The Business Development Program maintains strong collaborative relations with our existing corporate partners and fosters new partnerships with municipalities and businesses operating in Alberta. Business Development raises awareness of ACA in the corporate community and creates opportunities for municipalities and corporations to support our conservation work. We recognize multi-year business relationships through our Corporate Partners in Conservation Program.

In 2024/25, we will continue to explore ways of

generating non-levy revenue, which will include print and digital advertising sales; sponsorship of conservation projects in our Wildlife, Fisheries, and Land Management programs; support for outreach events such as Kids Can Catch and Taber Pheasant Festival; and corporate contributions to ACA grants and terrestrial conservation offsets. Business Development also works closely with the Information, Education, and Communications Program to ensure ACA brand identity is maintained internally and externally.

Table 2: Business Development Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Business Development Support</b> <hr/> ACA \$300,496 Partner \$0 Total \$300,496	Strengthen existing partnerships and develop new relationships that support ACA programs and projects.	<ul style="list-style-type: none"> <li>· Increase non-levy revenue by 5 percent minimum above previous fiscal year.</li> <li>· Sign on a minimum of five new corporate partners and/or increase contributions or multi-year commitments from five existing Corporate Partners in Conservation.</li> </ul>
<b>ACA Store</b> <hr/> ACA \$18,338 Partner \$0 Total \$18,338	Provide opportunities for staff to receive ACA-branded clothing for work (office, field, meetings, and tradeshow), and personal use.	<ul style="list-style-type: none"> <li>· Increase ACA brand recognition in the public and business community.</li> <li>· Maintain employee satisfaction with branded merchandise.</li> </ul>

## 2.3 Human Resources

Human Resources (HR) implements strategies and policies that meet organizational objectives. In 2024/25, our focus continues to be the investment in 1) the well-being of employees, 2) training and

development, 3) creating a productive and positive work culture, and 4) creating an environment that encourages collaboration, provides growth opportunities, and celebrates achievements.

Table 3: Human Resources Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Program Coordination</b> <hr/> ACA \$194,445 Partner \$0 Total \$194,445	Explore new ways to keep employees informed, supported, and engaged.  Ensuring workforce effectiveness and employee well-being.  Promote and maintain a safe hassle-free work environment.  Maintain the Work Place Harassment and Diversity Committee.	<ul style="list-style-type: none"> <li>· Create a corporate culture that attracts and retains employees.</li> <li>· Increase job satisfaction to foster a productive work environment with a higher retention rate.</li> <li>· Regular reviews and adjustments to policies to be able to adapt to evolving organizational and employee requirements.</li> <li>· Manage system targets and evaluate success and diversity.</li> <li>· Maintain a supportive and inclusive workplace.</li> </ul>

Project	Primary Purpose	Expected Outcomes
<b>Professional Development</b> ACA                    \$23,050 Partner                \$0 Total                    \$23,050	<p>Improve the talent development of ACA employees through professional development, career development, and improved performance management.</p> <p>Enhance teamwork and inter-team collaboration.</p> <p>Support employees in academic upgrades.</p>	<ul style="list-style-type: none"> <li>• Support individuals and organizational effectiveness by offering approved learning and development to support the employee and ensure success.</li> <li>• Invest in professional development programs to improve leadership capabilities, job skills, and employee productivity.</li> <li>• Maintain a work environment that motivates and inspires.</li> <li>• Well-trained employees receive personal satisfaction from a job well done.</li> <li>• Enhance capabilities and make the workplace an environment that supports people's initiative, creativity, responsibility, and meaning.</li> </ul>
<b>Professional Memberships</b> ACA                    \$8,000 Partner                \$0 Total                    \$8,000	<p>Encourage employees to contribute to self-regulating professional associations committed to promoting excellence in professional practices.</p>	<ul style="list-style-type: none"> <li>• Increase awareness and credibility of ACA and our employees by promoting and maintaining high standards of professional competence and ethics.</li> </ul>
<b>Health and Wellness</b> ACA                    \$57,750 Partner                \$0 Total                    \$57,750	<p>Promote the achievement of work-life balance and wellness for our employees, ensuring they are incorporated into the culture of the organization.</p> <p>Promote a healthy workplace both physically and mentally.</p> <p>The aim of measures for workplace well-being is to complement health and safety measures to make sure employees are safe, healthy, satisfied, and engaged at work.</p>	<ul style="list-style-type: none"> <li>• Reduce stress among employees to improve mental health by encouraging healthy lifestyle and healthy work-life balance.</li> <li>• Invest in employees to ensure an open and friendly culture and employee well-being.</li> <li>• Encourage social, physical, and emotional well-being with a diverse health and wellness program.</li> <li>• Workplace well-being relates to all aspects of working life, from the quality and safety of the physical environment, to how employees feel about their work, their working environment, the climate at work, and the work organization.</li> <li>• Continue to build and support a positive, fair, and open work environment.</li> </ul>
<b>Service Awards</b> ACA                    \$7,000 Partner                \$0 Total                    \$7,000	<p>Recognize employees for their loyalty, commitment, and achievements.</p> <p>Celebrate the unique skills and contributions of the employee.</p>	<ul style="list-style-type: none"> <li>• Provide service awards to employees who reach milestones.</li> <li>• Examine and source innovative service awards on an annual basis.</li> </ul>
<b>Online Survey</b> <i>The budget is allocated within Program Coordination.</i>	<p>Determine level of employee satisfaction with various aspects of ACA.</p> <p>Maintain the high level of employee satisfaction.</p>	<ul style="list-style-type: none"> <li>• Conduct annual employee survey.</li> <li>• Identify challenges and develop action plans for improvements.</li> <li>• Engaged and motivated employees lead to increased productivity and overall satisfaction.</li> </ul>
<b>Recruitment</b> ACA                    \$5,500 Partner                \$0 Total                    \$5,500	<p>Provide the organization with well-trained, well-motivated employees.</p> <p>Create a corporate culture that attracts and retains employees of all generations.</p> <p>Embrace new recruitment technologies.</p>	<ul style="list-style-type: none"> <li>• Promote ACA as an organization where employees can build their careers and expand their skills.</li> <li>• Hire employees with the knowledge, skills, and ability to perform the job and whose beliefs and behaviours fit our organizational culture.</li> <li>• Ensure equal opportunities available for all employees.</li> </ul>
<b>Career Fairs</b> ACA                    \$2,000 Partner                \$0 Total                    \$2,000	<p>Hire high-quality students for temporary summer work.</p> <p>Build employment relationships with students.</p>	<ul style="list-style-type: none"> <li>• Promote ACA to college and university students.</li> <li>• Provide co-op and intern opportunities to students.</li> </ul>



## 2.4 Health and Safety

Our Health and Safety Program is an integral part of our operations, ensuring all work is conducted in a healthy and safe manner, regardless of the working environment or situation. Administered by ACA's Health and Safety Committee, the program relies on input from staff so that principles and practices remain current, comprehensive, easy to apply, and relevant for day-to-day operations. Maintaining the best possible Health and Safety Program requires constant feedback through internal reviews of program materials and an emphasis on incident reporting and tracking.

In 2024/25, our goal is to ensure employees continue to embrace ACA's Health and Safety Program and are kept safe and healthy. We will foster a company culture and work environment that ensures safety is a company priority, which includes providing employees with the necessary training, equipment, materials, and procedures required to conduct work in a healthy and safe manner. Improvements to the Health and Safety Program are continuous so the program remains comprehensive, efficient, effective, and current.

Table 4: Health and Safety Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Health and Safety</b>	Foster a company culture and working environment where all employees can work in a safe and healthy manner.	<ul style="list-style-type: none"> <li>Eliminate workplace injuries as well as loss or damage to property, facilities, materials, and equipment.</li> <li>Continue to maintain and improve a Health and Safety Program that integrates workplace safety effectively into ACA operations.</li> <li>Provide ACA employees access to health and safety resources (e.g., forms, policies, procedures, and other reference materials).</li> <li>Provide employees with the necessary training, equipment, materials, and procedures required to conduct work in a healthy and safe manner.</li> <li>Respond to all health and safety incidents, including near misses, develop and implement corrective actions as required, and communicate results to all staff.</li> <li>Operate the Health and Safety Program in a transparent and open manner.</li> </ul>
ACA	\$142,641	
Partner	\$0	
<b>Total</b>	<b>\$142,641</b>	
	Continue to monitor, maintain, and improve upon the Health and Safety Program so that it remains comprehensive, efficient, effective, and current.	

## 2.5 Information Technology

The Information Technology (IT) Program is responsible for the day-to-day operation, management, and strategic direction of ACA's information technology services. The program's primary activities and applications include network and data security and backup, corporate

telephone systems, intranet website, financial applications, payroll system, GIS applications, and several other applications and services. Core responsibilities also include ensuring workstation and network functionality, providing end-user support, and data recovery.

Table 5: Information Technology Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Information Technology/ Systems</b>	Manage and operate ACA's IT infrastructure on a daily basis.	<ul style="list-style-type: none"> <li>Maintain security of ACA network and data structures.</li> <li>Ensure existing technology provides information in an efficient and effective manner.</li> <li>Research and review new technology that supports ACA's strategic goals and objectives.</li> <li>Coordinate IT projects and processes with external consultants.</li> </ul>
ACA	\$426,960	
Partner	\$0	
<b>Total</b>	<b>\$426,960</b>	
	Provide technical support to all areas of ACA's information technology and management systems.	
	Provide IT initiatives that reduce costs, environmental impacts, and provide future growth.	
<b>Trapper Database (ATA/ACA) Collaboration</b>	Provide technical support to the Alberta Trappers Association (ATA) for the development of an Alberta trappers database.	<ul style="list-style-type: none"> <li>Ensure development of database in alignment with ATA expectations.</li> <li>Assist ATA in potential implementation and training of trappers database.</li> </ul>
ACA	\$20,000	
Partner	\$0	
<b>Total</b>	<b>\$20,000</b>	



Project: Taber Pheasant Festival  
photo: ACA, Paul Jones

# 3.0 Resource Programs

## 3.1 Information, Education, and Communications

The Information, Education, and Communications Program is responsible for increasing awareness, supporting education outreach, and generating interest in conservation, ACA, and its work in wildlife, fisheries, and habitat.

Communications is key to conservation’s future by building relationships and partnerships among

our stakeholders, corporate citizens, and the public. This resource program portfolio includes corporate communications, advertising and marketing, social media, brand management, education outreach, and Wildlife, Fisheries, and Land Management resource program support.

Table 6: Information, Education, and Communications Projects for 2024/25

Communications								
Project	Primary Purpose	Expected Outcomes						
<b>Advertising and Marketing</b> <table border="1"> <tr> <td>ACA</td> <td>\$37,584</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$37,584</b></td> </tr> </table>	ACA	\$37,584	Partner	\$0	<b>Total</b>	<b>\$37,584</b>	Increase awareness of ACA brand recognition and key ACA events, programs, and projects while promoting hunting and fishing in Alberta.	<ul style="list-style-type: none"> <li>Identify key advertising opportunities and implement strategies that align with the <i>Strategic Business Plan's</i> four-year objectives.</li> <li>Coordinate cross media targeted advertising promoting hunting, angling, and conservation in Alberta.</li> </ul> Ongoing
ACA	\$37,584							
Partner	\$0							
<b>Total</b>	<b>\$37,584</b>							
<b>Harvest Your Own</b> <table border="1"> <tr> <td>ACA</td> <td>\$129,891</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$129,891</b></td> </tr> </table>	ACA	\$129,891	Partner	\$0	<b>Total</b>	<b>\$129,891</b>	Develop and maintain a hunting focused multimedia resource to retain and recruit hunters while building a positive profile of hunting to non-hunting demographics.	<ul style="list-style-type: none"> <li>Provide an educational resource on how to hunt and harvest in Alberta.</li> <li>Maintain a viable and interesting resource year-round for hunters in Alberta.</li> <li>Positive annual audience growth across all media platforms.</li> <li>Research a series of three studies over 4 years completed by a PhD student at the University of Alberta (U of A). Overall research goal: Identify food-related benefits of hunting that resonate with the core values of ambivalent hunters in Alberta to strengthen the appeal of hunting wild game for food.</li> </ul> Ongoing
ACA	\$129,891							
Partner	\$0							
<b>Total</b>	<b>\$129,891</b>							
<b>Social Media</b> <b>Facebook, Instagram, YouTube, X, Constant Contact</b> <table border="1"> <tr> <td>ACA</td> <td>\$67,437</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$67,437</b></td> </tr> </table>	ACA	\$67,437	Partner	\$0	<b>Total</b>	<b>\$67,437</b>	Use social media to connect and develop new audiences by highlighting the projects, events, and values of ACA, its member groups, and conservation in Alberta.  Assist the GoA with promotion of various initiatives including the Aquatic Invasive Species Program and Family Fishing Weekends.	<ul style="list-style-type: none"> <li>Produce and deliver monthly Constant Contact e-newsletter to inform and promote news and events with an annual database supplied by the GoA WIN card purchases consent in April 2024.</li> <li>Promote various ACA activities and events that occur throughout the year including tradeshows, wildlife cameras, fish stocking dates, grant applications, Taber Pheasant Festival, Kids Can Catch, and provincial pheasant releases.</li> <li>Interact and engage daily with audiences on Facebook, Instagram, and X.</li> <li>Increase number of followers on social media platforms.</li> <li>Increase awareness of conservation issues such as aquatic invasive species, native trout, and member group activities.</li> <li>Assist ACA's member groups and partners with social media resources.</li> </ul> Ongoing
ACA	\$67,437							
Partner	\$0							
<b>Total</b>	<b>\$67,437</b>							

Project	Primary Purpose	Expected Outcomes
<b>Internal and Regional Communications</b> <hr/> ACA \$6,856 Partner \$0 Total \$6,856	Support ACA's President and CEO; Business Development; Human Resources; and Wildlife, Fisheries, and Land Management programs.	<ul style="list-style-type: none"> <li>Provide all planned and approved communications needs as well as address any unforeseen opportunities, whether internally or sourced through a third party.</li> <li>Complete online seasonal job postings by mid-December 2024.</li> <li>ACA vehicle/asset branding.</li> <li>Develop key communications materials to ensure appropriate branding and messaging (e.g., media releases, fact sheets, poster templates, presentations).</li> </ul> Ongoing
<b>Stakeholder Communications</b> <hr/> ACA \$3,828 Partner \$0 Total \$3,828	Assist member groups and stakeholders in communications support where viable.	<ul style="list-style-type: none"> <li>Provide creative and promotional support where possible fostering positive business relationships.</li> </ul> Ongoing
<b>Publications/Print</b>		
Project	Primary Purpose	Expected Outcomes
<b>Conservation Magazine</b> <b>Spring/Summer</b> <b>Fall/Winter</b> <hr/> ACA \$122,045 Partner \$6,000 Total \$128,045	Publish a free magazine that engages multi-interest audiences and connects them with ACA and its conservation projects, member groups, stakeholders, and partners.	<ul style="list-style-type: none"> <li>Produce, publish, promote, and deliver 30,000+ hard copies of <i>Conservation Magazine</i>, seasonally in spring and fall, with digital versions available online.</li> <li>Increase subscription base.</li> </ul> Ongoing
<b>Alberta Discover Guide</b> <hr/> ACA \$94,594 Partner \$10,000 Total \$104,594	<p>Provides a comprehensive reference to several hundred sites conserved for the purpose of habitat protection and made available for recreational use by our stakeholders.</p> <p>Promotes the value of habitat conservation and the benefits of securing that habitat for wildlife.</p>	<ul style="list-style-type: none"> <li>Produce, publish, promote, and deliver 25,000 hard copies of the Guide with digital versions available online.</li> <li>Update and refresh the <i>Alberta Discover Guide</i> app annually.</li> <li>Foster relationships with conservation partners who are key contributors to the Guide, such as Alberta Fish &amp; Game Association (AFGA) and its affiliated clubs, Ducks Unlimited Canada (DUC), and Nature Conservancy of Canada (NCC).</li> <li>Promote the GoA and ACA program messaging such as invasive species and the native trout recovery project and ABHuntLog.</li> </ul> Ongoing
<b>Annual Operating Plan</b> <hr/> ACA \$5,882 Partner \$0 Total \$5,882	Provide stakeholders with information on ACA resource programs' projects and operations.	<ul style="list-style-type: none"> <li>Prepare the <i>Annual Operating Plan</i> draft for the ACA Board of Directors meeting, December 2024.</li> <li>Coordinate, edit, and design the <i>Annual Operating Plan</i>.</li> <li>Complete and post the <i>Annual Operating Plan</i>, after ACA Board of Directors approval, in April 2024, to coincide with the fiscal year.</li> </ul> Ongoing
<b>Annual Report</b> <hr/> ACA \$7,719 Partner \$0 Total \$7,719	Provide stakeholders financial reporting and transparency in operations.	<ul style="list-style-type: none"> <li>Produce the <i>Annual Report</i> by September 2024.</li> <li>Report audited financial statements to stakeholders.</li> </ul> Ongoing

Project	Primary Purpose	Expected Outcomes						
<b>Grants Reporting</b> <table border="1"> <tr> <td>ACA</td> <td>\$1,119</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$1,119</b></td> </tr> </table>	ACA	\$1,119	Partner	\$0	<b>Total</b>	<b>\$1,119</b>	Provide stakeholders information about ACA Grants Fund projects awarded, allocations, and activities.	<ul style="list-style-type: none"> <li>Post and promote interim and final reports, grant information, and application deadlines online.</li> <li>Enhance the Grants Program communications.</li> </ul> Ongoing
ACA	\$1,119							
Partner	\$0							
<b>Total</b>	<b>\$1,119</b>							
<b>On Site Signage</b> <i>The budget is allocated within the Land Management and Fisheries programs.</i>	Work with the land and fisheries teams to produce branded conservation site signs, Fisheries Access Site signs, and specialty signs as required.	<ul style="list-style-type: none"> <li>Design and coordinate proofing, quotes, and printing of outdoor signs.</li> </ul> Ongoing						
<b>Strategic Business Plan</b> <table border="1"> <tr> <td>ACA</td> <td>\$3,065</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$3,065</b></td> </tr> </table>	ACA	\$3,065	Partner	\$0	<b>Total</b>	<b>\$3,065</b>	Provide an update and review of business plan objectives and goals completed since 2021.	<ul style="list-style-type: none"> <li>Prepare the Strategic Business Plan draft for the ACA Board of Directors meeting, March 2025.</li> <li>Post and publish the final Strategic Business Plan, April 2025.</li> </ul> Ongoing
ACA	\$3,065							
Partner	\$0							
<b>Total</b>	<b>\$3,065</b>							
<b>Final Reports</b> <table border="1"> <tr> <td>ACA</td> <td>\$10,272</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$10,272</b></td> </tr> </table>	ACA	\$10,272	Partner	\$0	<b>Total</b>	<b>\$10,272</b>	Provide publishing support for resource programs within research.	<ul style="list-style-type: none"> <li>Awareness and accessibility to ongoing project research by ACA.</li> <li>Coordinate editing and post ~ 70 resource program annual summaries (Wildlife, Fisheries, Land, and Communications) online by April 30, 2024.</li> </ul> Ongoing
ACA	\$10,272							
Partner	\$0							
<b>Total</b>	<b>\$10,272</b>							
<b>Website</b>								
Project	Primary Purpose	Expected Outcomes						
<b>Website Maintenance and Development</b> <table border="1"> <tr> <td>ACA</td> <td>\$70,110</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$70,110</b></td> </tr> </table>	ACA	\$70,110	Partner	\$0	<b>Total</b>	<b>\$70,110</b>	ACA's external websites provide an accessible information gateway that engages users and profiles our conservation projects, member groups, Corporate Partners in Conservation, events, and publications.	<ul style="list-style-type: none"> <li>Provide access and navigation for users to angling and hunting information.</li> <li>Provide ACA conservation projects enhanced profile.</li> <li>Provide online support for donations, event registration, and public engagement.</li> <li>Continually monitor and update website content to ensure the most recent and accurate information is provided and that all links, downloads, and postings are valid and functional.</li> <li>Always implement search engine optimization practices.</li> <li>Expand design, navigation, and advertising.</li> </ul> Ongoing
ACA	\$70,110							
Partner	\$0							
<b>Total</b>	<b>\$70,110</b>							

Education and Outreach Events		
Project	Primary Purpose	Expected Outcomes
<b>Wildlife Cameras</b> <hr/> ACA                    \$12,339 <hr/> Partner                \$0 <hr/> Total                    \$12,339	Engage the public by providing live-streaming camera feed from nesting peregrine falcons in various locations in Edmonton.	<ul style="list-style-type: none"> <li>• Maintain remote camera infrastructure at existing nest sites.</li> <li>• Educate the public about peregrine falcon behaviour, biology, and its <i>Threatened</i> status in Alberta, and other species with this designation such as the ferruginous hawk.</li> <li>• Increase traffic to our website and engage new audiences in ACA projects and events.</li> <li>• Explore opportunities for similar remote camera coverage of other species.</li> </ul> Ongoing
<b>Museum Project</b> <hr/> ACA                    \$40,864 <hr/> Partner                \$0 <hr/> Total                    \$40,864	Increase awareness of ACA to new audiences as an educational and scientific organization, key ACA programs and projects, and conservation efforts in Alberta working with the Royal Alberta Museum.	<ul style="list-style-type: none"> <li>• Engage and educate audiences in conservation with a focus on youth.</li> <li>• Capitalize on new partnerships and exhibits with the Royal Alberta Museum.</li> <li>• Create new opportunities for conservation awareness and scope of stakeholders.</li> </ul> NEW



Project: Kids Can Catch  
photo: ACA, Charmaine Brunos

Project	Primary Purpose	Expected Outcomes
<b>Native Trout Recovery</b> ACA                    \$1,480 Partner                \$5,833 Total                    \$7,313	Engage and educate public audiences to the Alberta Native Trout Recovery Program and support media efforts of the project partners: Canadian Parks and Wilderness Society (CPAWS), Trout Unlimited Canada (TUC), GoA, Cows & Fish.	<ul style="list-style-type: none"> <li>Promote key messaging of <i>Endangered</i> native trout species.</li> <li>Host the native trout recovery website.</li> <li>Explore media and point of purchase opportunities for education outreach.</li> <li>Develop and provide media assets as needed.</li> </ul> Ongoing
<b>Taber Pheasant Festival</b> ACA                    \$216,003 Partner                \$138,400 Total                    \$354,403	Introduce youth and novice hunters to pheasant hunting, demonstrating responsible and ethical hunting practices.  Provide additional pheasant hunting opportunities during this week-long festival.  Promote municipal and farming practices that support wildlife and self-sustaining pheasant populations.	<ul style="list-style-type: none"> <li>Continue to work with local organizations and businesses to support and coordinate the Taber Pheasant Festival.</li> <li>Increase awareness of upland game bird habitat requirements and increase landowner participation in habitat enhancement projects.</li> <li>Encourage continued interest in pheasant and upland game bird hunting beyond the event.</li> <li>Increase overall number of youth and families hunting upland game birds each year (increased hunting licence sales).</li> <li>Introduce non-hunters to positive experiences related to hunting through culinary events, education, and entertainment.</li> <li>Continue to partner with AHEIA, AFGA, Town of Taber, MD of Taber, Heritage Inn, Taber Chamber of Commerce, and Taber Economic Development.</li> </ul> Ongoing
<b>Kids Can Catch</b> ACA                    \$15,380 Partner                \$31,750 Total                    \$47,130	Encourage youth and families in communities across Alberta to get outdoors and enjoy angling.	<ul style="list-style-type: none"> <li>Promote the Kids Can Catch Program as a way for local organizations to introduce youth and adults to fishing, fish conservation, and responsible angling.</li> <li>Engage local organizations and businesses to support and coordinate family fishing events in communities across Alberta.</li> <li>Public promotion of Kids Can Catch events through various media.</li> <li>Help local organizers connect with resources and volunteers to mentor new and young anglers on responsible and ethical angling practices.</li> <li>Encourage continued interest in angling beyond Kids Can Catch events, including awareness of fishing opportunities at stocked and aerated lakes.</li> <li>Increase overall number of youth and families fishing each year (increased fishing licence sales).</li> </ul> Ongoing
<b>WIN card</b>		
Project	Primary Purpose	Expected Outcomes
<b>WIN Card Reimbursement</b> ACA                    \$35,150 Partner                \$0 Total                    \$35,150	Encourage recruitment of young people into hunting and allow ACA and our member groups to connect with new hunters when they purchase their first WIN card.	<ul style="list-style-type: none"> <li>Increase the number of youth 12-to-17 years old who complete the AHEIA hunter education program.</li> <li>Introduce and connect young hunters to programs, information, and other groups to enhance their experience.</li> </ul> Ongoing



Project: Pheasant Releases to Enhance Hunting Opportunities  
photo: ACA, Cassandra Hewitt



## 3.2 Wildlife

ACA's Wildlife Program takes on a wide range of projects based on the priorities we are provided from conversations with stakeholder groups and the GoA.

The future of wild turkeys within Alberta is far more optimistic going forward, as we continue with the translocation of wild birds. This long-term endeavour aims to disperse wild turkey groups with each large enough to sustain a breeding population through the tough years. We will continue bringing in wild birds from other jurisdictions, as well as within Alberta where the local population level has built up to allow a surplus for translocation to other areas. This will, in time, provide greater overall population sustainability, and more hunting opportunities for future generations.

Our stewardship activities with producers, counties, irrigations districts, and many others,

continue to thrive! We are working with these partners to improve wildlife habitat on more than 600,000 acres, with common goals that stretch into future decades.

Information from hunters and trappers is vitally important for conserving harvested species into the future. We continue collaborating with trappers and hunters to gather important wildlife metrics from sightings and harvest, which helps to better understand long-term trends. The ABHuntLog is going into its third year after doubling participation in 2022, while our work with ATA is going into its sixth year. Wildlife populations regularly rise and fall on a local level through time, so it's very important to take a long-term view to better understand trends well beyond just one or two years.

Table 7: Wildlife Projects for 2024/25

Wildlife Population Monitoring		
Project	Primary Purpose	Expected Outcomes
<b>Turkey Distribution and Surveys</b> <hr/> ACA                      \$8,866 Partner                      \$0 <hr/> Total                      \$8,866	Identify range and track annual trend of wild turkeys in southwestern (SW) Alberta.	<ul style="list-style-type: none"> <li>Work with landowners and stakeholders to identify the current range and trend of wild turkeys in SW Alberta.</li> <li>Develop data set to assess annual recruitment using poult to hen ratios contributed by citizen scientists. Detect change in recruitment among years as data set grows.</li> <li>Redistribute wild turkeys within SW Alberta from problem locations and those with high densities.</li> </ul> Ongoing
<b>Range Expansion of Wild Turkey</b> <hr/> ACA                      \$138,899 Partner                      \$35,000 <hr/> Total                      \$173,899	Establish wild turkeys in central Alberta and enhance population in SW Alberta.	<ul style="list-style-type: none"> <li>Translocate wild turkeys from other jurisdictions to expand their range in SW Alberta, and northward into central Alberta.</li> <li>Use a super stocking approach over at least 10 years to establish viable pocket locations of wild turkeys.</li> <li>Monitor survival and recruitment.</li> <li>Monitor potential conflict with local community.</li> </ul> Ongoing
<b>Alberta Volunteer Amphibian Monitoring Program</b> <hr/> ACA                      \$12,702 Partner                      \$0 <hr/> Total                      \$12,702	Volunteer collection of amphibian (and reptile) location data throughout Alberta. Alberta Volunteer Amphibian Monitoring Program (AVAMP).	<ul style="list-style-type: none"> <li>Coordinate volunteer collection of amphibian (and reptile) data from across Alberta.</li> <li>Submit data to the Alberta Government's Fisheries and Wildlife Management Information System (FWMIS) database.</li> </ul> Ongoing

Project	Primary Purpose	Expected Outcomes
<b>ABHuntLog</b> ACA                   \$43,981 Partner               \$40,000 Total                   \$83,981	Tool within iHunter Alberta app for users to voluntarily track wildlife observations. Designed to enhance users' personal experience and provide supplemental population data.	<ul style="list-style-type: none"> <li>Continue to refine app-based tool that will be valued by hunters to track harvestable wildlife sightings and summarize observations in a personal dashboard.</li> <li>Continue to develop partnership with Métis community.</li> <li>Continue to ensure personal data are secure.</li> <li>Develop metrics from hunters for ungulates (e.g., gender ratios, age ratios, effort information) to help guide conservation and allocation in Wildlife Management Units (WMU's).</li> <li>Explore and test approaches for tracking game birds and metrics to indicate trends.</li> </ul> Ongoing
<b>Sturgeon River Wetland</b> ACA                   \$0 Partner               \$6,272 Total                   \$6,272	Habitat improvements on Sturgeon River Wetland property.	<ul style="list-style-type: none"> <li>Continue to meet with the Lac Ste. Anne County and other partners to determine the next steps regarding a future wetland project and potential landowner stewardship initiatives.</li> </ul> Year 2 of 5
<b>Hunting Opportunities and Recruitment</b>		
Project	Primary Purpose	Expected Outcomes
<b>Pheasant Releases to Enhance Hunting Opportunities</b> ACA                   \$862,878 Partner               \$5,765 Total                   \$868,643	Enhance hunter opportunity by releasing pheasants in select locations (provincial).	<ul style="list-style-type: none"> <li>Manage and coordinate pheasant release program within Alberta.</li> <li>Engage volunteer groups to assist with delivery of pheasants at sites.</li> <li>Update and maintain web-based platform to inform hunters of all release sites including detailed maps.</li> </ul> Ongoing
<b>Upland Game Bird Fall Forecast</b> ACA                   \$8,656 Partner               \$0 Total                   \$8,656	Survey upland game birds to track population trends.	<ul style="list-style-type: none"> <li>Engage citizen scientists to count game birds (e.g., pheasant, grey partridge, sharp-tailed grouse) to detect annual trends and promote hunter recruitment.</li> <li>Publish early fall recruitment results on our website (and partner websites) to encourage hunter interest.</li> </ul> Ongoing
<b>Upland Game Bird 4-H Initiative</b> ACA                   \$16,549 Partner               \$14,000 Total                   \$30,549	Engage and educate 4-H clubs and volunteers to value and raise upland game birds (provincial).	<ul style="list-style-type: none"> <li>Communicate importance of suitable habitat with 4-H participants to foster long-term interest in habitat.</li> <li>Engage 4-H clubs and volunteers enabling them to raise and sell pheasants.</li> <li>Birds may be sold for hunting opportunities.</li> </ul> Ongoing
<b>Habitat Stewardship and Enhancement</b>		
Project	Primary Purpose	Expected Outcomes
<b>MULTISAR – Milk River</b> ACA                   \$97,816 Partner               \$300,000 Total                   \$397,816	Engage landowners with planning and implementation of habitat strategies along the Milk River Basin.	<ul style="list-style-type: none"> <li>Enhance habitat on collaborating ranch lands (eight to ten) including habitat to benefit greater sage-grouse.</li> <li>Evaluation of habitat conservation strategies on select properties.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> Ongoing

Project	Primary Purpose	Expected Outcomes
<b>MULTISAR – West</b> <hr/> ACA                    \$57,711 <hr/> Partner                \$100,000 <hr/> Total                    \$157,711	Engage landowners with planning and implementation of habitat strategies west of Highway 22 in South Saskatchewan River Basin.	<ul style="list-style-type: none"> <li>Enhance habitat at two or three ranches.</li> <li>Initiate habitat conservation strategies for one to two ranches.</li> <li>Evaluation of habitat conservation strategies on select properties.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> Ongoing
<b>MULTISAR – South Saskatchewan</b> <hr/> ACA                    \$191,335 <hr/> Partner                \$450,000 <hr/> Total                    \$641,335	Engage landowners with planning and implementation of habitat strategies through the South Saskatchewan Basin.	<ul style="list-style-type: none"> <li>Initiate habitat conservation strategies for one to two ranches.</li> <li>Enhance habitat at three to six ranches.</li> <li>Monitor a subset of habitat enhancements every year.</li> <li>Evaluation of habitat conservation strategies on select properties for wildlife (reassessments).</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> Ongoing
<b>Piping Plover Recovery</b> <hr/> ACA                    \$37,555 <hr/> Partner                \$15,000 <hr/> Total                    \$52,555	Assist recovery of piping plovers through habitat enhancements, and report on success of recovery efforts.	<ul style="list-style-type: none"> <li>Implement enhancements including fencing, educational signage, and vegetation reduction at select properties.</li> <li>Support 2024 Canada-wide piping plover survey by conducting adult piping plover surveys on approximately 25 lakes in Alberta.</li> </ul> Ongoing
<b>Pronghorn Fence Enhancement Partnership</b> <hr/> ACA                    \$15,735 <hr/> Partner                \$20,000 <hr/> Total                    \$35,735	Enhance pronghorn movement by assisting AFGA to identify and modify fence lines.	<ul style="list-style-type: none"> <li>Provide planning map to partner (AFGA) that highlights fences with greater likelihood of limiting pronghorn movement.</li> <li>Assist AFGA to coordinate the removal of barbed or page wire by volunteers, replacing it with smooth wire at 46 inches above the ground; targeting 45 kilometres per year modified.</li> </ul> Ongoing
<b>SHARP – Species Habitat Assessments and Ranching Partnership</b> <hr/> ACA                    \$154,222 <hr/> Partner                \$30,000 <hr/> Total                    \$184,222	Engage landowners, county, and other stakeholders to develop and implement habitat strategies that benefit sharp-tailed grouse, ruffed grouse, moose, and other wildlife in central and northwestern Alberta.	<ul style="list-style-type: none"> <li>Initiate habitat conservation strategies for two to three ranches.</li> <li>Initiate inventories at two to three new ranches.</li> <li>Enhance habitat at two to three ranches.</li> <li>Consultation and relationship building with new landowners and stakeholder community.</li> <li>Foster wetland retention and restoration.</li> </ul> Ongoing
<b>Pronghorn Road Crossing Enhancement</b> <hr/> ACA                    \$14,637 <hr/> Partner                \$49,000 <hr/> Total                    \$63,637	Citizen Science approach to identify crossing barrier hot spots along highways near Medicine Hat.	<ul style="list-style-type: none"> <li>Work with key partners (Miistakis, the GoA, Alberta Transportation, Saskatchewan Ministry of Environment, and Saskatchewan Government Insurance) on the Pronghorn Xing citizen science project to identify pronghorn pinch points along highways in Alberta (and Saskatchewan).</li> <li>Assess feasibility of constructing an overpass at each pinch point and then prioritize the pinch points for mitigation strategies. Develop design specifications for underpasses/overpasses.</li> <li>Assess the ability of pronghorn to cross fence lines within the vicinity of Highway 1 and secondary highways.</li> </ul> Year 5 of 5

Upland Game Bird Enhancement		
Project	Primary Purpose	Expected Outcomes
<b>Habitat Connectivity and Access</b> <hr/> ACA                    \$156,097 <hr/> Partner                \$5,000 <hr/> Total                    \$161,097	Improve habitat connectivity for upland game birds and hunter access.	<ul style="list-style-type: none"> <li>Continue to build relationships with irrigation districts and counties to enhance habitat and water quality and improve hunter access.</li> <li>Map range and riparian health surrounding irrigation reservoirs and develop recommended management actions for improvement (three to four reservoirs/year).</li> <li>Collaborate with partners to enhance range and riparian habitat around reservoirs (13 reservoirs).</li> <li>Work with St. Mary River Irrigation District (SMRID) to design and enhance wildlife habitat on 158 acres on Sauder Reservoir. Engage additional project partners in the delivery of habitat plan.</li> </ul> Ongoing
<b>Demonstration Farm for Restoring Upland Bird Densities and Biodiversity</b> <hr/> ACA                    \$62,874 <hr/> Partner                \$0 <hr/> Total                    \$62,874	Collaborate with demonstration farm partners to evaluate approaches for improving upland bird densities on modern profitable farms.	<ul style="list-style-type: none"> <li>Evaluate approaches for improving recruitment and density of upland birds (pheasants, grey partridge) and other species (songbirds, amphibians, invertebrates) on modern profitable farms.</li> <li>Design approaches to improve water regulation, runoff control, while buffering nutrients and sediment.</li> <li>Demonstrate value of perennial habitat including wetlands within farmed systems.</li> </ul> Ongoing



Project: Piping Plover Recovery  
 photo: ACA, Amanda Rezansoff

Applied Research and Ecological Studies		
Project	Primary Purpose	Expected Outcomes
<b>Pronghorn Survival and Movement</b> <hr/> ACA                    \$273,314 <hr/> Partner                \$432,000 <hr/> Total                    \$705,314	Investigate the barriers to ungulate movement in southeastern (SE) Alberta and identify mitigation opportunities.	<ul style="list-style-type: none"> <li>· Develop snowscape layers and assess relative association with movement and survival.</li> <li>· Evaluate seasonal movement and assess if migration pathways are negatively affected by linear infrastructure.</li> <li>· Assess and predict the long-term risk to the annual north and south migration and the likelihood of northern herds becoming isolated from southern gene flow.</li> <li>· Evaluate the environmental drivers of pronghorn migration and the potential impacts on connectivity of migration corridors.</li> <li>· Identify potential mitigation efforts that would improve north-south migration.</li> <li>· Compare the survival of pronghorn between migrant and resident herds within and among years.</li> </ul> New: Year 1 of 7
<b>Forest Grouse Monitoring Initiative</b> <hr/> ACA                    \$4,872 <hr/> Partner                \$0 <hr/> Total                    \$4,872	Monitor forest grouse (especially spruce grouse) among WMUs to detect concerning trends.	<ul style="list-style-type: none"> <li>· Work with the GoA to obtain hunter metrics that will assist with calculating trends of forest grouse.</li> </ul> Year 4 of 4
<b>Furbearer Trends (ACA/ATA Partnership)</b> <hr/> ACA                    \$27,566 <hr/> Partner                \$0 <hr/> Total                    \$27,566	Refine approach for trappers to produce an index of furbearer population trends. (provincial)	<ul style="list-style-type: none"> <li>· Complete project report that assesses reliability of the logbook tracking system for detecting population trends for furbearers, particularly marten.</li> <li>· Evaluate marten harvest parameters (e.g., age class and trapping effort) used to model population trend over six trapping seasons.</li> <li>· Provide recommendations for adjusting the logbook program to maximize data quality, as well as research needs for testing assumptions used by the model (e.g., harvest susceptibility and natural mortality rate).</li> <li>· Assess the logbook system for quota species (wolverine, otter, lynx, and fisher), and the potential to apply a similar modelling approach as developed for marten.</li> </ul> Year 7 of 7



Project: Lake Aeration (Fence installation at Coleman Fish and Game Pond Conservation Site)  
photo: ACA, Mike Jokinen

### 3.3 Fisheries

Our Fisheries Program helps sustain the ecological integrity of Alberta fish populations and their habitats, while ensuring recreational angling opportunities are maintained for future generations. Lake aeration and fish stocking projects create recreational fisheries in areas of the province where such opportunities do not otherwise exist.

The lakes we aerate are prone to both summer and winter fish kills due to low dissolved oxygen (DO) but through aeration, we maintain DO at levels that promote year-round survival of stocked trout. Each year, ACA receives several requests for new aeration projects across the province. Given the substantial cost associated with aeration, we carefully screen requests, including doing field surveys where data is lacking, to ensure that we address GoA provincial-level priorities. In 2024/25, we will screen two new lakes.

Stocked fish populations are an important component of Alberta’s recreational angling experience. In 2024/25, we will stock over 112,000 catchable-sized (i.e., 20 cm) rainbow, brown, brook, and tiger trout into 64 ponds, creating “put-and-take fisheries” that allow anglers to harvest up to five fish per day. Most stocked ponds are close to towns and cities, making them popular family destinations and ideal for the recruitment of new

anglers. Other projects are designed to improve water quality and determine angler use at stocked ponds, identify new waterbodies for stocking, and enhance select walleye fisheries.

Over the past several decades, various anthropogenic activities have resulted in habitat degradation and population decline for most sport fish species across the province of Alberta, including native trout. ACA’s membership in the Native Trout Collaborative, a provincial stakeholder group led by the GoA that determines priorities for native trout conservation and recovery, ensures that our projects generate key data to aid in the implementation of the provincial Native Trout Recovery Program. Other projects generate data to support Arctic grayling restorations and wetland improvements on an ACA property.

Overall, our project complement reflects the emphasis of our Fisheries Program on the enhancement and diversity of recreational fishing opportunities across the province, as well as generating information required for the implementation of provincial and federal conservation initiatives, particularly targeted at sport fish species.

Table 8: Fisheries Projects for 2024/25

Development and Implementation of Aeration and ACA Fish Stocking Plans		
Project	Primary Purpose	Expected Outcomes
<b>Lake Aeration</b> ACA                    \$392,400 Partner                \$38,000 Total                    \$430,400	Create or enhance recreational angling opportunities for Albertans by aerating lakes to promote year-round survival of stocked fish.	· Reduce risk of summer and winter kills of stocked trout in 22 waterbodies distributed within ACA regional boundaries as follows: <ol style="list-style-type: none"> <li>Northwest Region (seven waterbodies): Cecil Thompson Pond and Figure Eight, Swan, Sulphur, Spring, East Dollar, and West Dollar lakes.</li> <li>Central Region (eight waterbodies): Beaver, Mitchell, Fiesta, Birch, Ironside, and Winchell lakes; Hansens Reservoir; and Kerbes Pond.</li> <li>Southern Region (one waterbody): Coleman Fish and Game Pond.</li> <li>Northeast Region (six waterbodies): Radway Pond; and Muir, Millers, Hasse, Peanut, and Little Bear lakes.</li> </ol> Ongoing

Project	Primary Purpose	Expected Outcomes
<b>New Lake Aeration Development</b> <hr/> ACA                    \$10,533 <hr/> Partner                \$0 <hr/> Total                    \$10,533	Explore additional aeration opportunities across the province.	<ul style="list-style-type: none"> <li>Screen new candidate lakes for potential aeration: Blue Ridge Pit.</li> </ul> Year 3 of 3
<b>Fish Stocking</b> <hr/> ACA                    \$328,496 <hr/> Partner                \$41,600 <hr/> Total                    \$370,096	Stock trout into waterbodies to provide Albertans with recreational angling opportunities in areas of the province where such fishing opportunities do not otherwise exist.	<ul style="list-style-type: none"> <li>Stock approximately 105,000 (20-centimetre) trout, consisting of rainbow, brook, brown, and tiger trout into 65 waterbodies.</li> </ul> Ongoing
<b>Fish Stocking Expansion – New Lakes</b> <hr/> ACA                    \$24,104 <hr/> Partner                \$0 <hr/> Total                    \$24,104	Expand scope and diversity in fish stocking activities to complement currently stocked trout.	<ul style="list-style-type: none"> <li>Continue to search for new ponds and develop previously identified ponds for inclusion in the fish stocking project.</li> <li>Candidate waterbodies currently under consideration include Chestermere Pond (Highways 1 and 9) and Sawmill Lake.</li> </ul> Ongoing
<b>Fish Stocking Expansion – Channel Catfish</b> <hr/> ACA                    \$24,223 <hr/> Partner                \$0 <hr/> Total                    \$24,223	Expand scope and diversity in fish stocking activities to complement currently stocked trout.	<ul style="list-style-type: none"> <li>Partner with the GoA and the Aquaculture Centre of Excellence in Lethbridge on experimental evaluation of catfish (channel or channel x blue catfish hybrid) for recreational angling enhancement in Alberta.</li> </ul> Ongoing
<b>Fish Stocking Expansion – Yellow Perch</b> <hr/> ACA                    \$59,373 <hr/> Partner                \$0 <hr/> Total                    \$59,373	Expand scope and diversity in fish stocking activities to complement currently stocked trout.	<ul style="list-style-type: none"> <li>Stock yellow perch into select ACA stocked ponds with marginal trout habitat. Candidate ponds are Mirror Reservoir, Legal Pond, and Two Hills Pond.</li> <li>Transfer yellow perch from GoA-approved donor lakes.</li> <li>Evaluate population abundance and survival of yellow perch post-stocking.</li> <li>Use trail cameras to determine angling effort and presence of avian predators.</li> <li>Monitor water quality at all stocked ponds.</li> </ul> Ongoing
<b>Fish Pond Rehabilitation</b> <hr/> ACA                    \$37,469 <hr/> Partner                \$0 <hr/> Total                    \$37,469	Improve water quality and physical characteristics of select stocked ponds. Examine potential of alum to improve DO conditions in treated ponds.	<ul style="list-style-type: none"> <li>Monitor water quality in Westlock and two untreated control ponds to evaluate efficacy of alum treatment.</li> </ul> Ongoing



Assessment of Angler Demographics, Effort, Catch, and Harvest		
Project	Primary Purpose	Expected Outcomes
<b>Fish Stocking Evaluation</b> ACA \$20,045 Partner \$0 Total \$20,045	Evaluate fish population demographics, fishing effort, and habitat quality at ACA stocked ponds.	<ul style="list-style-type: none"> <li>Use trail cameras to estimate angler effort at select stocked ponds.</li> <li>Evaluate fish habitat quality at select ponds.</li> </ul> Ongoing
<b>Low Profile Game Species Fisheries</b> ACA \$118,326 Partner \$0 Total \$118,326	Determine current and potential recreational fishing opportunities for lower profile game species: burbot, goldeye, and mooneye.	<ul style="list-style-type: none"> <li>Conduct population estimates for burbot at Lac Sante and Lac Ste. Anne.</li> <li>Promotion and public education: work with ACA Communications to promote angling of these species based on 2022 social science survey findings and interactive map of species distributions.</li> </ul> Ongoing



Project: Native Trout Recovery Evaluation  
 photo: ACA, Lindsay (Dowbush) Marley

Applied Research		
Project	Primary Purpose	Expected Outcomes
<b>Walleye Fisheries Enhancement</b> <hr/> ACA                    \$35,000 <hr/> Partner                \$0 <hr/> Total                    \$35,000	Enhance walleye fisheries at select lakes using various tools.	<ul style="list-style-type: none"> <li>Reactivate Forty Mile Coulee Reservoir walleye rearing pond and grow fingerlings for stocking into the reservoir.</li> <li>In collaboration with the GoA, identify walleye fisheries that require enhancement to sustain populations.</li> </ul> Ongoing
<b>Sturgeon River Wetland (Fisheries)</b> <hr/> ACA                    \$0 <hr/> Partner                \$53,306 <hr/> Total                    \$53,306	Habitat improvements on Sturgeon River Wetland property.	<ul style="list-style-type: none"> <li>Complete a baseline fish community, macroinvertebrate, and water quality survey on the Sturgeon River from Matchayaw (aka Devil's Lake to the Highway 777 crossing at Onoway, in support of water quality improvement initiatives in Lac Ste. Anne County.</li> </ul> Year 2 of 2
Implementation of Approved Fish Species Recovery and Management Plans		
Project	Primary Purpose	Expected Outcomes
<b>Native Trout Recovery Evaluation</b> <hr/> ACA                    \$95,075 <hr/> Partner                \$37,910 <hr/> Total                    \$132,985	Evaluate native trout recovery efforts in focal watersheds of the Native Trout Recovery Program.	<ul style="list-style-type: none"> <li>Describe abundance, distribution, and habitat for at-risk native trout species to enable assessment of stream habitat remediation and other recovery initiatives.</li> <li>Focal watersheds for 2024/25 include the upper Clearwater and Oldman river watersheds.</li> </ul> Year 1 of 5
<b>Conservation Stocking of Native Trout</b> <hr/> ACA                    \$120,418 <hr/> Partner                \$28,695 <hr/> Total                    \$149,113	Support conservation stocking of native trout through the Native Trout Recovery Program.	<ul style="list-style-type: none"> <li>Emphasis on native westslope cutthroat (WSCT) trout range expansion in focal watersheds.</li> <li>Identify gamete sources in the Bow River watershed for development of a conservation broodstock.</li> <li>Fish community assessments in waterbodies targeted for WSCT conservation stocking.</li> <li>Evaluation of infrared thermal imaging drones as overwintering and spawning habitat detection tools, on known spawning tributaries.</li> </ul> Year 2 of 3
<b>Native Trout Habitat Remediation</b> <hr/> ACA                    \$48,611 <hr/> Partner                \$101,270 <hr/> Total                    \$149,881	Mitigate threats to native trout in support of the Native Trout Recovery Program.	<ul style="list-style-type: none"> <li>Emphasis on remediating impacts to critical native trout habitats where degradation is a result of public use; includes stream temperature and crossing evaluation to prioritize remediation effort.</li> <li>Focal watersheds for 2024/25 include the upper McLeod River, Trout, and Callum creek watersheds.</li> </ul> Year 3 of 4
<b>West-Central Culvert Remediation</b> <hr/> ACA                    \$31,385 <hr/> Partner                \$48,500 <hr/> Total                    \$79,885	Inspect and evaluate watercourse crossings in west-central Alberta in support of the Native Trout Recovery Program.	<ul style="list-style-type: none"> <li>Evaluate effectiveness of completed watercourse crossing remediation projects for recovery of native trout.</li> <li>Evaluate the colonization of newly reconnected habitats by native trout (Gonika, Logan, McCue, and Stud creeks).</li> <li>Promote awareness of watercourse crossing remediation as a tool for native trout recovery.</li> </ul> Year 2 of 3



Project: Native Trout Recovery Evaluation  
photo: ACA, Kevin Fitzsimmons



Project: Fisheries Access Site Management  
photo: ACA, Garrett McKen

## 3.4 Land Management

Our Land Management Program focuses on conserving, protecting, and enhancing wildlife and fish habitat. We also promote the recreational value associated with conserved land. We recognize the importance of collaborative partnerships and consider our partners an integral component of our Land Management Program. These partnerships require ongoing communication with a variety of conservation organizations and stakeholder groups.

The main components of ACA's Land Management Program are securement, enhancement, and management of fish and wildlife habitat, including inventory, assessment, enhancement, and monitoring of conservation sites and other habitat initiatives. We use several methods to conserve land including direct purchase, land donations, and habitat lease agreements.

We currently manage over 220,000 acres of habitat within Alberta. This includes fisheries access sites, managed Crown properties, ACA-titled lands, lands with conservation easements, and other habitat type projects. Management involves restoring and enhancing a variety of habitat, controlling invasive species, maintaining infrastructure, addressing industrial referrals, and installing new signage on all ACA conservation sites. Management of our conservation sites is directed through detailed management plans that provide short- and long-term objectives to achieve our conservation goals.

Enhancement of riparian habitat is another focus of our Land Management Program, using techniques to restore and enhance riparian habitat in priority drainages. We use a host of tools to enhance and protect riparian habitat, including streambank fencing, off-channel watering, bank stabilization, education and outreach, and habitat retention agreements. Success of our riparian program is attributed to collaborative partnerships with private landowners; watershed groups; industry; federal, provincial, and municipal governments; and a variety of granting agencies and other stakeholders.

Securement, enhancement, and management of recreational opportunity initiatives are an integral component of our Land Management Program. We currently manage and maintain 24 fisheries access sites across the province, providing angling opportunities to a variety of rivers, lakes, and stocked ponds. We are also in our sixth year of our Recreational Opportunity Enhancement project, which looks at increasing and enhancing hunting and angling opportunities. A key component of this project is to improve access to Crown waterbodies and to connect hunters with landowners to assist with managing hunter access. Our focus is to expand a hunter access sign-in system in southern Alberta and expand the program to other areas of the province.

The *Alberta Discover Guide*, and iPhone and Android apps, developed with ACA's Communications Program, are important tools that highlight the value of habitat conservation and the diversity of recreational opportunities available to Albertans. The 2024 edition is the 16th instalment and features over 790 ACA and partner-owned sites across the province including 299 sites owned by DUC and 10 by AFGA.

Another focus is the *Use Respect – Ask First* program that fosters respect between land users and landowners, by offering signage and increasing responsible access to privately owned lands. This program is delivered under our various Land Management projects.

Our conservation efforts focus on habitat conservation as well as an added benefit of providing a diversity of recreational opportunities such as hunting, fishing, photography, hiking, berry picking, and wildlife viewing for Albertans and our visitors.

Table 9: Land Management Projects for 2024/25

Securement, Enhancement, and Management of Fish and Wildlife Habitat (includes Inventory, Assessment, and Monitoring)								
Project	Primary Purpose	Expected Outcomes						
<p><b>Conservation Site Management</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$552,642</td> </tr> <tr> <td>Partner</td> <td>\$388,179</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$940,821</b></td> </tr> </table>	ACA	\$552,642	Partner	\$388,179	<b>Total</b>	<b>\$940,821</b>	<p>Manage, maintain, and enhance ACA conservation sites to provide a diversity of habitat for a variety of fish and wildlife species and provide recreational opportunities on ACA and partner-owned conservation sites.</p>	<ul style="list-style-type: none"> <li>Manage, maintain, and enhance over 220,000 acres of habitat on over 400 conservation sites in the province.</li> <li>Complete annual inspections on at least 60 percent of ACA-owned and managed conservation sites.</li> <li>Maintain and develop collaborative partnerships that assist with achieving management goals on conservation sites.</li> <li>Continue to work collaboratively with the GoA on the completion of long-term ACA dispositions for priority Crown conservation sites.</li> <li>Maintain fish and wildlife habitat on conservation sites (e.g., invasive vegetation control, beaver management, wildlife-habitat-supporting grazing and haying, natural disturbance emulation).</li> <li>Enhance wildlife habitat on 19 ACA conservation sites (e.g., tree/shrub planting; fence removal or upgrade to wildlife-friendly fence, native grassland restoration for greater sage-grouse, pronghorn, mule deer, and sharp-tailed grouse; etc.).</li> <li>Enhance sustainable recreational opportunities on ACA-owned and managed sites (e.g., barriers to unauthorized access, parking area and trail maintenance, v-gates, pheasant release sites, signage).</li> <li>Develop a better understanding of carbon sequestration, ecosystem services, and wetland replacement potential on ACA lands, as well as associated offset market opportunities.</li> </ul> <p>Ongoing</p>
ACA	\$552,642							
Partner	\$388,179							
<b>Total</b>	<b>\$940,821</b>							
<p><b>Biophysical Inventories and Monitoring</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$66,670</td> </tr> <tr> <td>Partner</td> <td>\$58,500</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$125,170</b></td> </tr> </table>	ACA	\$66,670	Partner	\$58,500	<b>Total</b>	<b>\$125,170</b>	<p>Provide baseline information on new properties and pre-treatment conditions for habitat work, followed by assessment of treatment/management success and habitat change over time.</p>	<ul style="list-style-type: none"> <li>Baseline report prepared for each new property, which will inform management plan development.</li> <li>Monitoring and reporting on key management plan indicators (e.g., list of species at risk found on a property, level of recreational use, etc.).</li> <li>Species records used for industry referrals and disposition conditions.</li> </ul> <p>NEW: A subset of these outcomes have previously been captured under Conservation Site Management. The goal of placing them under a separate project is to ensure consistency across the province and value throughout the program area. Data collection will be focused on funding-related obligations, species important for industry referrals and disposition conditions, and indicators related to the objectives of habitat treatments and management plans.</p>
ACA	\$66,670							
Partner	\$58,500							
<b>Total</b>	<b>\$125,170</b>							
<p><b>Habitat Securement</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$431,135</td> </tr> <tr> <td>Partner</td> <td>\$1,000,000</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$1,431,135</b></td> </tr> </table>	ACA	\$431,135	Partner	\$1,000,000	<b>Total</b>	<b>\$1,431,135</b>	<p>Identify and conserve high-priority wildlife and fish habitat using ACA's Habitat Securement Fund and through collaboration with other conservation partners.</p>	<ul style="list-style-type: none"> <li>Secure an additional 640 acres of important wildlife and/or fish habitat through land purchase and land donations within focal areas.</li> <li>Maintain a collaborative partnership with Environment and Climate Change Canada to conserve carbon and species at risk habitat in Central Parkland and Grassland natural regions.</li> <li>Maintain and expand current corporate partnerships. (Formerly identified as a separate project).</li> <li>Maintain, enhance, and expand other securement partnerships to conserve important habitat within focal areas across Alberta.</li> <li>Increase sustainable recreational opportunities across the province.</li> <li>Collaborate with government on conservation offset program where applicable.</li> <li>Apply to applicable grants to enhance securement opportunities (e.g., Land Trust Grant).</li> </ul> <p>Ongoing</p>
ACA	\$431,135							
Partner	\$1,000,000							
<b>Total</b>	<b>\$1,431,135</b>							

Project	Primary Purpose	Expected Outcomes
<b>Landowner Habitat Project (LHP)</b> <hr/> ACA                      \$71,755 Partner                      \$45,116 Total                      \$116,871	Conserve important habitat and increase recreational opportunities on privately owned lands through habitat lease agreements and <i>Use Respect – Ask First</i> signage.	<ul style="list-style-type: none"> <li>Conserve an additional 160 acres of important wildlife and fish habitat using five- to 20-year term habitat retention agreements.</li> <li>Continue to work with participating landowners that support conservation and recreation through LHP renewal agreements.</li> <li>Continue to inspect and monitor existing LHP agreements.</li> <li>Enhance sustainable recreational opportunities on deeded lands with reasonable public access requirements.</li> <li>Foster respect between land users and landowners.</li> <li>Increase awareness and enhance hunting and angling opportunities on privately owned lands across Alberta by distributing <i>Use Respect – Ask First</i> signage.</li> <li>Display <i>Use Respect – Ask First</i> banners within ACA Regions to promote <i>Use Respect – Ask First</i> (government and municipality offices, trade shows, etc.).</li> </ul> Ongoing
<b>Riparian Conservation Project (RCP)</b> 1. <b>NE Riparian</b> Owl River 2. <b>NW Riparian</b> Beaverlodge River 3. <b>South Riparian</b> Beaver, Callum, and Todd Creeks, Milk River Ridge Reservoir 4. <b>Central Riparian</b> North Raven and Raven Rivers, Dogpound Creek <hr/> ACA                      \$116,397 Partner                      \$145,282 Total                      \$261,679	Continue to enhance, restore, and protect riparian habitat through collaboration with private landowners, watershed groups, government, industry, and other stakeholders.	<ul style="list-style-type: none"> <li>Establish new riparian conservation projects and associated landowner agreements (e.g., fencing, off-channel watering, habitat retention agreements, tree planting, bank stabilization).</li> <li>Continue to inspect and monitor existing riparian agreements.</li> <li>Explore opportunities to expand riparian conservation programming in the various regions.</li> <li>Increase public interest and awareness of riparian conservation through community outreach, public presentations, direct contact with key landowners, signage, and advertisements.</li> <li>Complete riparian health assessments and inventories at new and existing project locations and conduct water sampling to monitor water quality.</li> <li>Participate in watershed groups, councils, and stewardship networks.</li> <li>Increase angling opportunities on private lands with reasonable public access requirements.</li> </ul> Ongoing
<b>Development and Implementation of Habitat Management Plans</b>		
Project	Primary Purpose	Expected Outcomes
<b>Management Plan Development</b> <hr/> ACA                      \$120,668 Partner                      \$0 Total                      \$120,668	Develop management plans for conservation sites ACA owns or manages.	<ul style="list-style-type: none"> <li>Develop habitat management and enhancement objectives and identify project partner roles and responsibilities for priority conservation sites.</li> <li>Complete management plans on any properties recently secured through the Habitat Securement Project in which ACA is the project lead.</li> <li>Prioritize and develop management plans for priority Crown conservation sites (where a disposition is being applied for).</li> <li>Work with partners and update management plans as required.</li> </ul> Ongoing

Securement, Enhancement, and Management of Recreational Access Sites								
Project	Primary Purpose	Expected Outcomes						
<b>Fisheries Access Site Management</b> <table border="1"> <tr> <td>ACA</td> <td>\$160,830</td> </tr> <tr> <td>Partner</td> <td>\$24,980</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$185,810</b></td> </tr> </table>	ACA	\$160,830	Partner	\$24,980	<b>Total</b>	<b>\$185,810</b>	Maintain and enhance fisheries access sites that support and increase recreational angling opportunities across the province.	<ul style="list-style-type: none"> <li>Manage and maintain 25 fisheries access sites across the province.</li> <li>Continue with maintenance contracts at fisheries access sites.</li> <li>Continue to work collaboratively with the GoA on Crown Fisheries Access Site dispositions.</li> <li>Continue providing access for anglers to key streams, rivers, lakes, and trout ponds.</li> <li>Maintain and develop collaborative partnerships to assist with maintenance costs associated with managing fisheries access sites.</li> <li>Collaborate with the GoA and ACA's Fisheries Team to identify and create new angling opportunities and develop new Fisheries Access sites. <ul style="list-style-type: none"> <li>Initiate development of public access to Chestermere Pond.</li> <li>Continue investigating Women's Coulee Reservoir as a future fisheries access site (pending prioritization by the GoA).</li> </ul> </li> <li>Continue to complete minor maintenance on agreed-to water control structures.</li> </ul> <p>Ongoing</p>
ACA	\$160,830							
Partner	\$24,980							
<b>Total</b>	<b>\$185,810</b>							
<b>Recreational Opportunity Enhancement</b> <table border="1"> <tr> <td>ACA</td> <td>\$24,431</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$24,431</b></td> </tr> </table>	ACA	\$24,431	Partner	\$0	<b>Total</b>	<b>\$24,431</b>	Increase opportunities for hunting and angling, as well as other non-consumptive activities such as hiking, canoeing, or photography.	<ul style="list-style-type: none"> <li>Expand the access sign-in process currently employed in Southern Alberta.</li> <li>Explore the use of seasonal or permanent leases to allow for access to Crown waterbodies across private land. <ul style="list-style-type: none"> <li>Complete a feasibility study for three candidate waterbodies.</li> <li>Collaborate with the GoA, AFGA, landowners, and other stakeholders.</li> </ul> </li> </ul> <p>Ongoing</p>
ACA	\$24,431							
Partner	\$0							
<b>Total</b>	<b>\$24,431</b>							
<b>Alberta Discover Guide</b> <i>The budget is allocated within the Communications Program.</i>	Promote the value of habitat conservation and the diversity of recreational opportunities available on ACA-owned and partner conservation sites.	<ul style="list-style-type: none"> <li>Continue to promote and distribute the <i>Alberta Discover Guide</i>.</li> <li>Review and update the conservation site database with new ACA conservation sites and partner-owned properties for the 2025 edition of the <i>Alberta Discover Guide</i>.</li> </ul> <p>Ongoing</p>						



Project: Habitat Securement  
photo: ACA, Colin Eyo



# 4.0 Report A Poacher

As part of the Report A Poacher (RAP) Program, we work with Alberta Justice and Solicitor General (AJSG) – Fish and Wildlife Enforcement Services – Sheriffs Branch, as well as other departments within the GoA to ensure RAP retains a high profile and remains an important resource for the public. As such, ACA is responsible for administering program funds and promotional activities. We also partner with AHEIA to aid in delivering the program through operation of the RAP

education trailer and interacting with the public at tradeshow and other public events.

As such, in 2024/25, we will continue to: 1) identify ways to educate the public about poaching in Alberta; 2) improve public awareness of, and access to, the program; 3) support AJSG with funding; 4) continue to partner with AHEIA on the RAP education trailer; and 5) provide funds for cash rewards to members of the public who help in charging poachers.

Table 10: Report A Poacher Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Report A Poacher Promotion</b> <hr/> ACA \$142,227 Partner \$0 Total \$142,227	Continue promotion of the RAP Program.  Provide support for the RAP toll-free phone line.	<ul style="list-style-type: none"> <li>Increase public awareness and understanding of poaching and maintain/increase use of RAP Program by the public through:                             <ul style="list-style-type: none"> <li>Using various media to increase the general exposure of the RAP Program.</li> <li>Working with AHEIA to operate the RAP education trailer and making it available for use by AJSG and the GoA.</li> <li>Maintaining sufficient stock of promotional items used for trade shows and community/stakeholder events, as well as researching new items that maximize exposure.</li> <li>Ensuring the RAP toll-free line always has an operator available, with increased capacity during peak periods.</li> </ul> </li> </ul>
<b>Enforcement Funding</b> <hr/> ACA \$80,000 Partner \$0 Total \$80,000	Provide funding to AJSG.	<ul style="list-style-type: none"> <li>Assist in maintaining effectiveness of AJSG.</li> </ul>
<b>RAP Rewards</b> <hr/> ACA \$80,000 Partner \$0 Total \$80,000	Provide funding for rewards paid to members of the public who provide information leading to a poaching-related conviction.	<ul style="list-style-type: none"> <li>Increase public participation in the RAP Program through monetary incentives.</li> </ul>

## What's in your tacklebox?

Licences are cheaper than fines.  
Fish responsibly.



REPORT A  
POACHER

www.reportapoacher.com

1-800-642-3800



Project: ACA Grants (CCEG, Pathfinder and Trailblazer North 2022)  
photo: Eva Melo

## 5.0 ACA Grants

The ACA Grants Program offers four separate grants available through open competition.

ACA Conservation, Community, and Education Grants (CCEG) support conservation activities in Alberta by individuals (with appropriate insurance coverage), organizations, and communities that contribute 1) to fish and wildlife population conservation and the conservation or enhancement of wildlife and fish habitats; or 2) to the understanding, appreciation, and use of the natural environment. Projects that increase participation in, and awareness of, outdoor opportunities, while developing knowledge and respect for conservation, are funded through this grant program.

ACA Research Grants (RG) fund high-quality research projects on wildlife, fish, and habitat that inform the effective management of wildlife and fish populations or habitat in Alberta. These grants are generally applied for by professional researchers, but are available to any individual, organization, or community, with the exception of federal or provincial government employees and ACA staff, which can provide a high-quality research proposal.

ACA Grants in Biodiversity (GiB) provide research funds to outstanding graduate students doing Alberta-based research. The mandate of the program is to increase knowledge of the flora and fauna of Alberta, covering broadly the fields of biodiversity, conservation biology, ecology, and social sciences. By enabling graduate students in these areas, the program also trains future conservation professionals. This grant is available only to master's and doctorate students undertaking research within Alberta (they may be attending universities outside of the province, but their research must be Alberta-based).

The Minister's Special Licence Raffle Funds Grants (MSL RFG) are funds raised from the 2023 Minister's Special Licence Raffle (administered by ACA under contract with the GoA) for special tags for six species (bighorn sheep, elk, moose, mule deer, pronghorn, and

turkey). These funds will be awarded to projects that can demonstrate how their project or program benefits wildlife, fish, and habitat in Alberta. The money raised through the MSL Raffle funds projects that directly benefit bighorn sheep, elk, moose, mule deer pronghorn, and turkey, as well as education programs and habitat enhancements. The MSL program provides funding for conservation activities that benefit all Albertans.

A fifth grant, the ACA Chair in Fisheries and Wildlife Grant, is made available to ensure the ACA Chair in Fisheries and Wildlife is able to provide a link between academic research and ACA and other resource management personnel.

Table 11: Grants Program for 2024/25

Project	Primary Purpose	Expected Outcomes						
<p><b>ACA Conservation, Community, and Education Grants</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$970,000</td> </tr> <tr> <td>Partner</td> <td>\$39,000</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$1,009,000</b></td> </tr> </table>	ACA	\$970,000	Partner	\$39,000	<b>Total</b>	<b>\$1,009,000</b>	<p>ACA CCEGs fund conservation activities by individuals (with appropriate insurance coverage), organizations, and communities that contribute to healthy wildlife and fish populations, to a healthy environment for wildlife and fish in Alberta, and to the understanding, appreciation, and use of that environment. This grant program will also fund projects that increase the level of attendance and awareness of outdoor opportunities, while developing knowledge and respect for conservation.</p>	<ul style="list-style-type: none"> <li>· Increase in quality and quantity of habitat available for wildlife, especially Alberta's <i>Endangered</i> species and fish populations.</li> <li>· Engagement of Albertans in stewardship activities.</li> <li>· Increase in fishing opportunities in Alberta.</li> <li>· Greater understanding of the impact of non-native species on native species in Alberta.</li> <li>· Increase in numbers of active hunters, anglers, and trappers and increased awareness of hunting/fishing/trapping opportunities in Alberta.</li> <li>· Increase in awareness of conservation issues in Alberta and the relationship between conservation and hunting, fishing, and trapping.</li> </ul>
ACA	\$970,000							
Partner	\$39,000							
<b>Total</b>	<b>\$1,009,000</b>							
<p><b>ACA Research Grants</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$330,000</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$330,000</b></td> </tr> </table>	ACA	\$330,000	Partner	\$0	<b>Total</b>	<b>\$330,000</b>	<p>ACA RG funds high-quality research projects on wildlife, fish, and habitat that inform the effective management of wildlife and fish populations, and habitat in Alberta.</p>	<ul style="list-style-type: none"> <li>· Provide a scientific basis for natural resource management in Alberta, including: aiding the recovery of Alberta's <i>Endangered</i> species and clarifying the status of data deficient species; developing inventory tools to determine relative density and range of wildlife and fish species; assessing impact of non-native species on native species; evaluating the social demographics of hunting and angling; and investigating methods to reduce spread/impact of wildlife or fish related diseases, to name a few.</li> </ul>
ACA	\$330,000							
Partner	\$0							
<b>Total</b>	<b>\$330,000</b>							
<p><b>ACA Grants in Biodiversity</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$180,226</td> </tr> <tr> <td>Partner</td> <td>\$50,000</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$230,226</b></td> </tr> </table>	ACA	\$180,226	Partner	\$50,000	<b>Total</b>	<b>\$230,226</b>	<p>ACA GiB support the training of future professional researchers and facilitate graduate student research that focuses on the conservation of Alberta's biological diversity.</p>	<ul style="list-style-type: none"> <li>· Increase in knowledge of Alberta's heritage of living resources, specifically the flora and fauna.</li> <li>· Promote the development of highly qualified, Alberta-based conservation biologists and researchers.</li> <li>· Support high-quality research and study in Alberta by graduate students, with an average of 20 students supported annually.</li> </ul>
ACA	\$180,226							
Partner	\$50,000							
<b>Total</b>	<b>\$230,226</b>							
<p><b>ACA Chair in Fisheries and Wildlife at the U of A</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$20,500</td> </tr> <tr> <td>Partner</td> <td>\$0</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$20,500</b></td> </tr> </table>	ACA	\$20,500	Partner	\$0	<b>Total</b>	<b>\$20,500</b>	<p>Provide educational initiatives to wildlife professionals through the ACA Chair.</p>	<ul style="list-style-type: none"> <li>· Maintain a close connection between the ACA Chair and ACA programs.</li> <li>· Ensure research knowledge is being transferred to biologists involved in conservation, management, and policy development.</li> </ul>
ACA	\$20,500							
Partner	\$0							
<b>Total</b>	<b>\$20,500</b>							
<p><b>Minister's Special Licence Raffle Funds Grant</b></p> <table border="1"> <tr> <td>ACA</td> <td>\$0</td> </tr> <tr> <td>Partner</td> <td>\$225,000</td> </tr> <tr> <td><b>Total</b></td> <td><b>\$225,000</b></td> </tr> </table>	ACA	\$0	Partner	\$225,000	<b>Total</b>	<b>\$225,000</b>	<p>MSL RFGs fund conservation activities in Alberta by individuals (with appropriate insurance coverage), organizations, and communities that contribute to healthy wildlife populations, conservation, or enhancement of habitat that wildlife depend on, as well as education and training programs for hunters.</p>	<ul style="list-style-type: none"> <li>· Increase in quality and quantity of habitat in Alberta available for wildlife, especially bighorn sheep, pronghorn, mule deer, elk, moose, or turkey populations.</li> <li>· Monitor and develop mechanisms to reduce the spread of <i>Mycoplasma ovipneumoniae</i> in bighorn sheep and chronic wasting disease (CWD) in mule deer, elk, or moose in Alberta.</li> <li>· Identify mortality factors for Alberta's bighorn sheep, pronghorn, mule deer, elk, moose, or turkey populations.</li> <li>· Increase in numbers of hunters and hunting mentors in Alberta.</li> <li>· Increase awareness of the positive impact hunters have on conservation of wildlife and habitat in Alberta.</li> </ul>
ACA	\$0							
Partner	\$225,000							
<b>Total</b>	<b>\$225,000</b>							

# 6.0 Compensation and Damage Prevention

Compensation and Damage Prevention consists of the Waterfowl Crop Damage Prevention Program, the Wildlife Predator Compensation Program, and the Shot Livestock Compensation Program. ACA is responsible for the administration and implementation of these programs in Alberta.

## Waterfowl Crop Damage Prevention Program

This program assists agricultural producers to help prevent depredation losses to crops caused by waterfowl, by providing information on loss-prevention techniques and scare cannons. These activities complement the joint federal–provincial financial compensation program, which requires that a prevention program be provided for agricultural producers to qualify for compensation funding.

## Wildlife Predator Compensation Program

This program provides financial compensation to agricultural producers who have incurred losses to livestock (cattle, swine, sheep, goats,

and bison) because of predation by wildlife (bears, wolves, cougars, or eagles). Assessment of losses is undertaken by AJSJG. ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule. In 2024/25, the federal government will continue to supply 48 percent of the funding required for compensation payments.

## Shot Livestock Compensation Program

This program provides financial compensation to agricultural producers who have incurred losses to livestock because of accidental shooting by third parties during an open hunting season. Compensation covers losses of horses and livestock covered under the predator program, as well as veterinary costs for wounded animals. Assessment of the losses is undertaken by AJSJG, while ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule.

Table 12: Compensation and Damage Prevention Projects for 2024/25

Project	Primary Purpose	Expected Outcomes
<b>Waterfowl Crop Damage Prevention</b> <hr/> ACA \$2,580 Partner \$0 Total \$2,580	Provide assistance to agricultural producers in preventing crop depredation losses as a result of waterfowl.	<ul style="list-style-type: none"> <li>Provide access to information on techniques for reducing crop depredation to agricultural producers.</li> <li>Ensure the prevention program meets requirements so that Alberta's agricultural producers qualify for the joint federal–provincial compensation program.</li> </ul>
<b>Wildlife Predator Compensation</b> <hr/> ACA \$150,000 Partner \$150,000 Total \$300,000	Reimburse livestock producers for losses or injury to specified livestock because of predation by wolves, cougars, grizzly bears, black bears, or eagles.	<ul style="list-style-type: none"> <li>Provide compensation payments within 30 days of receiving processed claims from the GoA.</li> </ul>
<b>Shot Livestock Compensation</b> <hr/> AACA \$15,000 Partner \$0 Total \$15,000	Reimburse livestock producers for losses or injury to specified livestock as a result of accidental shooting by a third party during an open hunting season.	<ul style="list-style-type: none"> <li>Provide compensation payments within 30 days of receiving processed claims from the GoA.</li> </ul>



Project: Biophysical Inventories and Monitoring  
photo: ACA, Garrett McKen

# 7.0 Monitoring and Accountability

*On time, on budget, highest quality, and done safely* continue to be the cornerstones by which we measure every project.

Project leads are responsible for providing monthly updates to their manager who reports results to the Management Team, ensuring projects are on track. These updates allow us to address and resolve any issues in a timely manner. In addition, project leads prepare annual summary reports that are posted on our website by April 30 each year. These summary reports are reviewed as part of an internal quality control process. Posting our reports on the website allows our stakeholders to assess the quality of our work. Whether praise for a job well done or constructive criticism on how to improve our work, we encourage stakeholder feedback.

We assure financial accountability through a number of processes, including internal controls and a yearly external audit. We also make all financial statements available to the public on our website.

Our *Annual Report* is released each September to the GoA, our member groups, and to the public. This document clearly and concisely outlines the projects we have completed, the funds we have spent, and the results we have produced. It is this document that our stakeholders should review to ensure that we are providing good conservation value.

Perhaps the most important monitoring and accountability process is our staff, who are always willing to engage with our partners, stakeholders, and the public about our organization, our work, and our projects. We pride ourselves on being open and transparent and willing to answer questions about any of our projects.



Project: Native Trout Recovery Evaluation  
photo: ACA, Nikita Lebedynski

## 8.0 Financial Summary

Our 2024/25 operating budget, including projected land donations and funds donated for land purchase, is \$20,614,205

In accordance with the Canadian Institute of Chartered Accountants Standards and Collection Handbook, our year-end financial statements for land donations and funds donated for land purchase are presented as assets, rather than revenue. However, showing these partner donations in our annual budget fairly represents the next 12 months of work and our efforts to increase conservation activities through non-levy funding.

Our 2024/25 budget is based on a levy revenue projection of \$14,726,742 (established from prior year levy revenue.), a projection of partner (non-levy) revenue for projects of \$4,887,462 and a projection of partner (non-levy) donations of land or funds for land purchase of \$1,000,000.

\$15,704,246 is allocated to Wildlife, Fisheries, Land Management (including land purchase and donations), Information, Education, and Communications, RAP, Grant, and Compensation programs. This amount is equivalent to 106.6% percent of the levy revenue value collected from hunters and anglers being put directly back into our natural resources.

Table 14: Summary Budget for 2024/25

Program	ACA (Levy Funds)	Partner Funds	Total Budget
Administration	\$1,454,108	\$45,493	\$1,499,601
Finance	\$842,068	\$1,372,110	\$2,214,178
Business Development	\$318,834	\$0	\$318,834
Human Resources	\$307,745	\$0	\$307,745
Health and Safety	\$142,641	\$0	\$142,641
Information Technology	\$426,960	\$0	\$426,960
Information, Education, and Communications	\$1,272,709	\$191,983	\$1,464,692
Wildlife	\$3,115,404	\$1,593,984	\$4,709,388
Fisheries	\$2,275,778	\$442,589	\$2,718,367
Land Management	\$2,222,701	\$777,304	\$3,000,005
Report A Poacher (RAP)	\$302,227	\$0	\$302,227
Compensation and Damage Prevention	\$167,580	\$150,000	\$317,580
Grants	\$1,577,987	\$314,000	\$1,891,987
<b>Subtotal Budget</b>	<b>\$14,426,742</b>	<b>\$4,887,462</b>	<b>\$19,314,205</b>
Land Donations and Funds for Land Purchases	\$300,000	1,000,000	\$1,300,000
<b>TOTAL BUDGET</b>	<b>\$14,726,742</b>	<b>\$5,887,462</b>	<b>\$20,614,205</b>





Project: Riparian Conservation Project  
photo: ACA, Jeff Forsyth



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Alberta Bowhunters Association

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Alberta Hunter Education Instructors’ Association

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Alberta Professional Outfitters Society

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Backcountry Hunters & Anglers – Alberta Chapter

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Nature Alberta

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Pheasants Forever, Alberta Council

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Treaty 8 First Nations of Alberta

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Trout Unlimited Canada

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