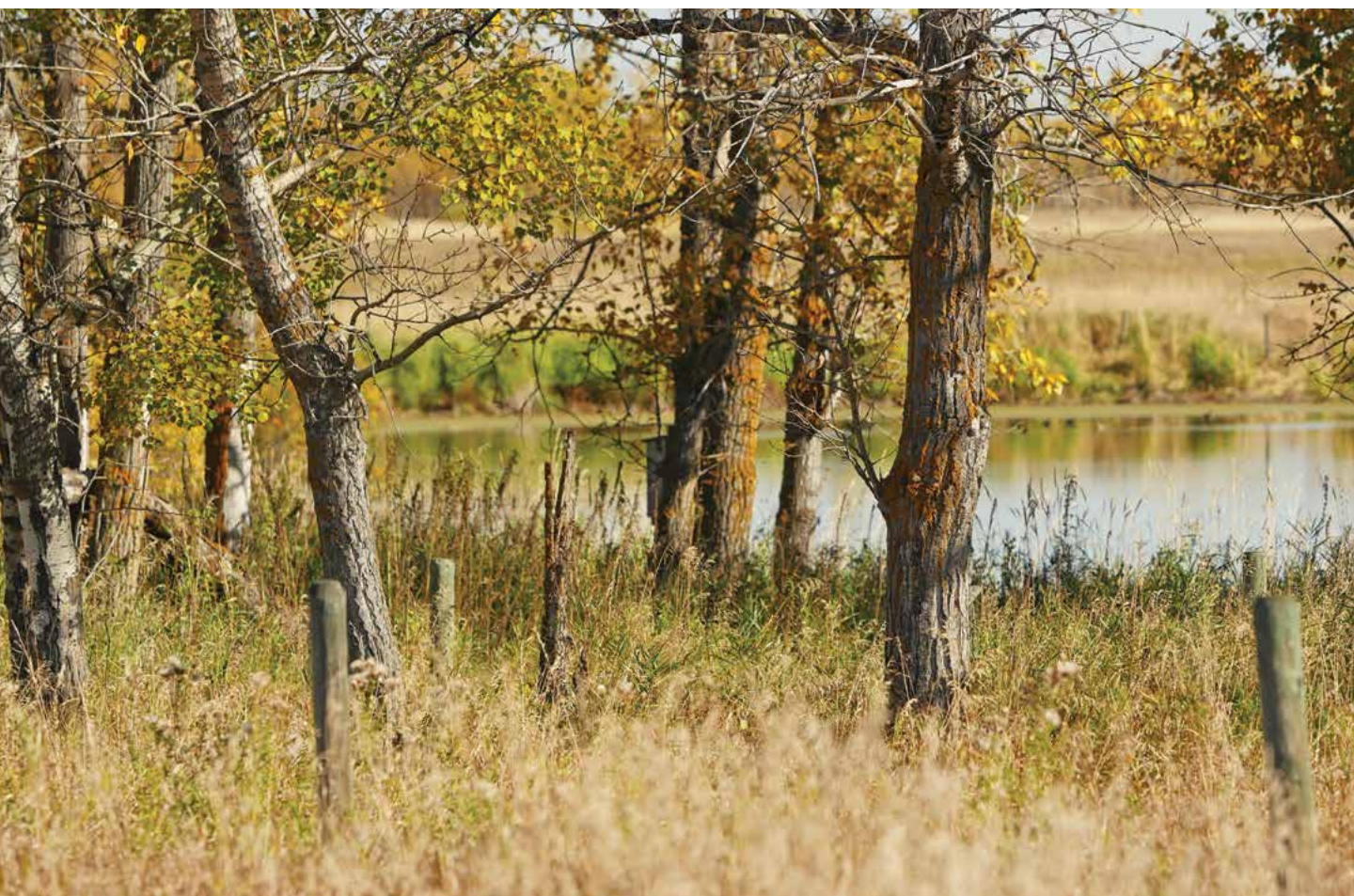


# Annual Operating Plan

## 2018/19







## 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.

# Contents

<b>1.0 Introduction</b>	<b>1</b>
1.1 Linkages to ACA's 2009 – 2019 Strategic Business Plan	2
1.2 Regional Boundary Map	2
<b>2.0 Business Program Areas</b>	<b>3</b>
2.1 Finance and Administration	3
2.2 Business Development	4
2.3 Human Resources	4
2.4 Health and Safety	6
2.5 Information Technology	7
<b>3.0 Resource Programs</b>	<b>8</b>
3.1 Information, Education, and Communications	8
3.2 Wildlife	14
3.3 Fisheries	20
3.4 Land Management	26
<b>4.0 Report A Poacher</b>	<b>30</b>
<b>5.0 ACA Grants</b>	<b>31</b>
<b>6.0 Compensation and Damage Prevention</b>	<b>33</b>
<b>7.0 Monitoring and Accountability</b>	<b>35</b>
<b>8.0 Financial Summary</b>	<b>37</b>

Cover photo: ACA, Colin Eyo  
Golden Ranches Conservation Site

Copies of this plan are available on our website at:  
[ab-conservation.com/aop](http://ab-conservation.com/aop)





Mountain Whitefish Overwintering Habitat project  
photo: ACA, Scott Seward

# 1.0 Introduction

Alberta Conservation Association’s (ACA) *Annual Operating Plan 2018/19* 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 Minister of Alberta Environment and Parks (AEP).

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, planning, 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 2018/19, we anticipate receiving roughly \$3 million in partner (non-levy) and/or in land value. Projected levy revenue from hunting and fishing licences is \$15 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 and will 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 Hunting for Tomorrow, we will continue to reimburse the cost of the first 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 fisheries, wildlife, land management, communications, and administration. We will continue to work closely with our member groups, non-member groups, corporate partners, and AEP.

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'd 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 2009 – 2019 Strategic Business Plan

The 2009 – 2019 Strategic Business Plan includes both a four-year and ten-year business plan. The objectives identified in the four-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 Programs focus on ensuring the smooth day-to-day operation of ACA. Tasks performed in these programs include payroll, payables, receivables, and administrative support for our managers and Board of Directors.

Table 1: Finance and Administration Projects for 2018/19

Project	Primary Purpose	Expected Outcomes
<b>Finance</b>	Provide financial services that safeguard company assets.	<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>
ACA                      \$596,059	Ensure legal and contractual obligations are met.	
Partner                \$24,500	Provide accurate and timely information to ACA's decision makers.	
Total                    \$620,559		
<b>Administration</b>	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>
ACA                      \$1,997,112		
Partner                \$104,922		
Total                    \$2,102,034		

Kids Can Catch  
photo: ACA, Colin Eyo



## 2.2 Business Development

The Business Development Program maintains strong collaborative relations with our existing business partners and fosters new partnerships with companies operating in Alberta. Business Development raises awareness of ACA in the business community and creates opportunities for companies to support our conservation work. We recognize our multi-year business relationships through our Corporate Partners in Conservation program. In 2018/19, we will continue to explore ways of generating non-levy revenue, which will include: print and digital advertising sales, sponsorship of conservation projects, sponsorship of outreach events such as Kids Can Catch, Taber Pheasant Festival, and Waterfowl Warmup, and corporate contributions to ACA grants and terrestrial conservation offsets.

Table 2: Business Development Projects for 2018/19

Project	Primary Purpose	Expected Outcomes
<b>Business Development Support</b> <div> <div>ACA</div> <div>\$265,076</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$265,076</div> </div>	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% minimum above previous fiscal year.</li> <li>· Sign on a minimum of five new business partners and/or increase contributions or multi-year commitments from five existing Corporate Partners in Conservation.</li> <li>· Business Development brings in non-levy funds that are allocated to other program areas.</li> </ul>
<b>ACA Store</b> <div> <div>ACA</div> <div>\$18,971</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$18,971</div> </div>	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 general public and business community.</li> <li>· Maintain employee satisfaction with branded merchandise.</li> </ul>

## 2.3 Human Resources

Human Resources implements strategies and policies that meet organizational objectives. In 2018/19, our continued focus is on: 1) retention and recruitment, 2) training and development, and 3) creating a culture where employees are engaged and enthusiastic. Having the right people with the right skills will help ACA achieve our strategic objectives.

Table 3: Human Resources Projects for 2018/19

Project	Primary Purpose	Expected Outcomes
<b>Program Coordination</b> <div> <div>ACA</div> <div>\$170,865</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$170,865</div> </div>	Maintain market competitiveness and Human Resources innovation.  Deliver services, programs, and communications which are valued by prospective and current employees.  Commitment to promote and maintain environmentally responsible practices as an integral part of ACA business operations.	<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>· Recognize human capital as the resource that drives organizational success.</li> <li>· Maintain management system targets and evaluate successes.</li> <li>· Engaged employees who practice responsible practices in their work activities.</li> </ul>



<b>Professional Development</b> <hr/> ACA \$27,500 <hr/> Partner \$0 <hr/> Total \$27,500	<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>	<ul style="list-style-type: none"> <li>• Provide employees with opportunities to grow and take on new challenges through mentoring and training.</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 being well done.</li> <li>• Enhancing capabilities and making the workplace an environment that supports people's initiative, creativity, responsibility, and meaning.</li> </ul>
<b>Professional Memberships</b> <hr/> ACA \$4,000 <hr/> Partner \$0 <hr/> Total \$4,000	<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> <hr/> ACA \$43,000 <hr/> Partner \$0 <hr/> Total \$43,000	<p>Promote the achievement of work-life balance and wellness for our employees, ensuring they are incorporated into the culture of the organization.</p>	<ul style="list-style-type: none"> <li>• Deliver a broader range of wellness programs and services for improved physical and mental health.</li> <li>• Maintain work-life balance through annual work plans.</li> <li>• Invest in employees to ensure an open and friendly culture and employee well being.</li> <li>• Helping employees address issues with which they struggle are the real building blocks to creating a workplace that reflects great health and wellness that is also self-sustaining.</li> </ul>
<b>Service Awards</b> <hr/> ACA \$5,000 <hr/> Partner \$0 <hr/> Total \$5,000	<p>Recognize employees for their loyalty, commitment, and achievements.</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> <hr/> ACA \$1,000 <hr/> Partner \$0 <hr/> Total \$1,000	<p>Determine level of employee satisfaction with various aspects of ACA.</p>	<ul style="list-style-type: none"> <li>• Conduct annual employee survey.</li> <li>• Identify challenges and develop action plans for improvements.</li> </ul>
<b>Recruitment</b> <hr/> ACA \$11,912 <hr/> Partner \$0 <hr/> Total \$11,912	<p>Compete in the job market to ensure only the best and talented employees are recruited to assist in meeting organizational goals.</p> <p>Create a corporate culture that attracts and retains employees of all generations.</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> </ul>
<b>Career Fairs</b> <hr/> ACA \$2,000 <hr/> Partner \$0 <hr/> 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 and management 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 2018/19, 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 2018/19

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.  Continue to monitor, maintain, and improve upon the Health and Safety Program so that it remains comprehensive, efficient, effective, and current.	<ul style="list-style-type: none"><li>· Eliminate workplace injuries as well as loss or damage to property, facilities, materials, and equipment.</li><li>· Integrate workplace safety into daily 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.</li><li>· Operate the Health and Safety Program in a transparent and open manner.</li><li>· Continue to maintain and improve a Health and Safety program that integrates effectively with ACA operations.</li></ul>
ACA		
Partner		
Total		
	\$120,107	
	\$0	
	\$120,107	

# 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, 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 2018/19

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>Rollout new hardware and migrate to current operating systems.</li><li>Migrate software to latest version.</li></ul>
ACA                      \$459,387	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.	<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 support ACA's strategic goals and objectives.</li><li>Coordinate IT projects and processes with external consultants.</li></ul>
Partner                \$8,000		
Total                   \$467,387		

Harvest Your Own  
photo: Brad Fenson



## 3.0 Resource Programs

### 3.1 Information, Education, and Communications

The Information, Education, and Communications Program is responsible primarily for creating awareness and interest in conservation, Alberta Conservation Association, and its work in wildlife, fisheries, and habitat. The resource program uses professional in-house talent for writing, editing, graphic design, web development, and social media to provide creative promotions and profile.

Communications recognizes opportunities to build positive relationships between hunters, anglers, trappers, our stakeholders, our partners, and the general public with the ACA 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.

Projects include: advertising and marketing / corporate communications / event promotion / Report A Poacher branding and promotion / peregrine cameras / tradeshow collateral media / *Conservation Magazine* / Harvest Your Own

Taber Pheasant Festival  
photo: ACA, Colin Eyo



Table 6: Information, Education, and Communications Projects for 2018/19

Communications		
Project	Primary Purpose	Expected Outcomes
<b>Advertising and Marketing</b> ACA \$139,520 Partner \$0 Total \$139,520	Increase general public awareness of ACA as an organization, key ACA programs and projects, and conservation efforts in Alberta.	<ul style="list-style-type: none"> <li>Identify key advertising opportunities and implement strategies that align with the Strategic Business Plan's four-year objectives.</li> <li>Tradeshows.</li> <li>Online advertising.</li> </ul> On-going
<b>Harvest Your Own</b> ACA \$233,251 Partner \$0 Total \$233,251	Develop and maintain a hunting focused multi-media resource to retain and recruit hunters while building a positive profile of the hunting lifestyle benefits.	<ul style="list-style-type: none"> <li>Provide an educational resource on how to hunt and harvest in Alberta.</li> <li>Retain and recruit hunters.</li> <li>Attract advertising through audience capture.</li> <li>Maintain a viable and interesting resource year-round for hunters in Alberta.</li> </ul> On-going
<b>The Philip J. Currie Dinosaur Museum Display</b> ACA \$29,313 Partner \$25,000 Total \$54,313	Increase general public awareness of ACA as an organization, key ACA programs and projects, and conservation efforts in Alberta.	<ul style="list-style-type: none"> <li>Establish new business relationships and public awareness of conservation past, present, and future and the roles hunters, anglers, and trappers play.</li> </ul> On-going
<b>Social Media Facebook, Twitter, Instagram, YouTube, Constant Contact</b> ACA \$42,408 Partner \$0 Total \$42,408	<p>Use social media to connect with our existing stakeholders as well as new audiences by highlighting the projects, events, and values of ACA and member groups as well as related conservation issues in Alberta.</p> <p>Assist AEP with promotion of the Aquatic Invasive Species Program, Family Fishing Weekends, and Waterfowl Heritage Days youth initiatives.</p>	<ul style="list-style-type: none"> <li>Produce and deliver monthly Constant Contact e-newsletter as a tool to promote important news and events.</li> <li>Promote various ACA activities and events that occur throughout the year including: tradeshows, peregrine cameras, fish stocking dates, Taber Pheasant Festival, Kids Can Catch, Waterfowl Warmup, and provincial pheasant releases.</li> <li>Interact and engage daily with audiences on Facebook and Twitter.</li> <li>Increase awareness of conservation issues such as aquatic invasive species and member group activities.</li> <li>Assist member groups and other organizations and partnerships with social media resources.</li> </ul> On-going
<b>Internal Communication Needs</b> ACA \$28,232 Partner \$0 Total \$28,232	Support the ACA 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 communication needs as well as address any unforeseen opportunities, whether internally or sourced through third party.</li> <li>Complete online seasonal job postings by mid-December 2018.</li> <li>Post Report Series by the end of April 2019.</li> <li>Improve program representation in all materials by working closely with Program Managers and Regional Managers.</li> <li>Develop key communications materials to ensure appropriate branding and messaging (e.g., media releases, fact sheets, poster templates, presentations).</li> <li>Coordinate and facilitate support for program and project operations such as lake aeration notices and hay tender ads.</li> </ul> On-going



<b>Stakeholder Communications</b> ACA \$8,559 Partner \$0 Total \$8,559	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> On-going
<b>Emerging Issues</b> ACA \$37,047 Partner \$0 Total \$37,047	Provide on-demand communications media.	<ul style="list-style-type: none"> <li>Maintain ACA as an up-to-date resource within its operations and public relations.</li> </ul> On-going
<b>Publications/Print</b>		
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Conservation Magazine Spring/ Summer Fall/ Winter</b> ACA \$92,350 Partner \$16,000 Total \$108,350	Publish a publication that engages multi-interest audiences and connect them with ACA and its conservation projects, its 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> </ul> On-going
<b>Alberta Discover Guide</b> ACA \$81,177 Partner \$15,000 Total \$96,177	Provides a comprehensive reference to several hundred sites conserved for the purpose of habitat protection and made available for recreational use by our stakeholders.  Promotes the value of habitat conservation and the benefits of securing that habitat for wildlife.	<ul style="list-style-type: none"> <li>Produce, publish, promote, and deliver 50,000 hard copies of the Guide with digital versions available online.</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 AEP program messaging such as invasive species.</li> </ul> On-going
<b>Annual Operating Plan</b> ACA \$9,744 Partner \$0 Total \$9,744	Ensure our stakeholders are aware of how ACA is spending funds, what projects are being undertaken, and how our yearly activities link to our Strategic Business Plan.	<ul style="list-style-type: none"> <li>Prepare the <i>Annual Operating Plan</i> draft for ACA Board of Directors meeting, December 2018.</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 2019, to coincide with the fiscal year.</li> </ul> On-going
<b>Strategic Business Plan</b> ACA \$10,290 Partner \$0 Total \$10,290	Provide an update and review of business plan objectives completed since 2009 and the 2015 update.	<ul style="list-style-type: none"> <li>Prepare the <i>Strategic Business Plan</i> draft for ACA Board of Directors meeting, March 2019.</li> <li>Coordinate, edit, design, and distribute the <i>Strategic Business Plan</i>.</li> </ul> On-going
<b>Annual Report</b> ACA \$13,591 Partner \$0 Total \$13,591	Show stakeholders how ACA has spent funding, what conservation outcomes have been achieved, and how ACA has performed relative to our stated goals.	<ul style="list-style-type: none"> <li>Produce the <i>Annual Report</i> by September 2018.</li> <li>Report audited financial statements to stakeholders.</li> <li>Coordinate editing and post ~ 45 resource program annual summaries (Wildlife, Fisheries, Land) online by April 15, 2018.</li> </ul> On-going
<b>Grants Fund Annual Report</b> ACA \$5,250 Partner \$0 Total \$5,250	Provide stakeholders information about the ACA Grants Fund projects awarded, allocations, and activities.	<ul style="list-style-type: none"> <li>Post and promote interim reports, annual report, grant information, and important deadlines.</li> <li>Produce the <i>Grant Fund Annual Report</i> by fall 2018 for grant eligible committee meeting in December 2018.</li> </ul> On-going

<b>Conservation Site Signs</b> ACA \$3,790 Partner \$0 Total \$3,790 <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 signs for placement at conservation sites.</li> <li>Design, produce, and coordinate signs as required for all resource programs inclusive of, but not limited to, site boundaries, way-finding, thin-ice warning, and Use Respect.</li> </ul> On-going
<b>Other Publications</b> ACA \$25,170 Partner \$0 Total \$25,170	Work with Land Management, AEP, and Land Stewardship to rewrite and replace existing outdated publications: <i>Caring For Shorelines</i> and <i>On The Living Edge</i> .	<ul style="list-style-type: none"> <li>Design and coordinate content and editing, proofing, quotes, and printing. Publication to become joint resource for ACA, AEP, and Land Stewardship.</li> </ul> On-going
<b>Final Reports</b> ACA \$4,292 Partner \$0 Total \$4,292	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> </ul> On-going
<b>Guide App</b>		
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Alberta Discover Guide app</b> ACA \$17,042 Partner \$0 Total \$17,042	Provide digital version of the Guide for mobile devices which makes planning and finding conservation sites to hunt, fish, forage, and explore easier.	<ul style="list-style-type: none"> <li>Notify users through the in-app notification about when ponds and lakes are stocked with trout, ACA events, hunting initiatives, and conservation concerns, such as invasive aquatic species information.</li> </ul> On-going
<b>Website</b>		
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Website Maintenance and Development</b> ACA \$68,452 Partner \$0 Total \$68,452	The ACA 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>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>Implement search engine optimization practices at all times.</li> </ul> On-going

Table 7: Education and Outreach Events for 2018/19

<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Peregrine Cameras</b> ACA \$5,215 Partner \$7,000 Total \$12,215	Engage the general 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 five sites (Agrium Redwater, Bell Tower, Genesee Power Plant, U of A, Weber Centre).</li> <li>Educate the public about peregrine falcon behaviour, biology, and its <i>Threatened</i> status in Alberta and other species of 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> On-going

<b>Taber Pheasant Festival</b> <hr/> ACA                      \$240,829 <hr/> Partner                      \$50,000 <hr/> Total                      \$290,829	<p>Introduce youth and novice hunters to pheasant hunting, demonstrating responsible and ethical hunting practices.</p> <p>Provide additional pheasant hunting opportunities during this week-long festival.</p> <p>Provide a culinary feature during the week, which includes bringing in chefs to show hunters what they can do with pheasant meat.</p> <p>Promote municipal and farming practices that support wildlife and self-sustaining pheasant populations.</p>	<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>• Promote Taber Pheasant Festival through various media.</li> <li>• Design event materials (e.g., signs, banners, tickets, posters, presentations).</li> <li>• Manage the online registration system and questions.</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>• Provide opportunity for non-hunters to experience and sample dishes created from pheasant meat.</li> </ul> <p>On-going</p>
<b>Kids Can Catch</b> <hr/> ACA                      \$21,737 <hr/> Partner                      \$14,000 <hr/> Total                      \$35,737	<p>Encourage youth and families in communities across Alberta to get outdoors and enjoy angling.</p>	<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>• Work with local organizations and businesses to support and coordinate family fishing events in communities across Alberta.</li> <li>• Promote 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> <p>On-going</p>
<b>Waterfowl Warmup</b> <hr/> ACA                      \$3,842 <hr/> Partner                      \$15,000 <hr/> Total                      \$18,842	<p>Host an annual sporting clays fundraiser as an opportunity for the general public, businesses, and conservation organizations to support the Report A Poacher program.</p>	<ul style="list-style-type: none"> <li>• Increase awareness and funds for the Report A Poacher program.</li> <li>• Promote responsible and ethical hunting practices.</li> <li>• Strengthen corporate relationships in the pursuit of long-term partnerships in conservation.</li> </ul> <p>On-going</p>
<b>WIN card</b>		
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>WIN Card Reimbursement</b> <hr/> ACA                      \$19,250 <hr/> Partner                      \$0 <hr/> Total                      \$19,250	<p>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.</p>	<ul style="list-style-type: none"> <li>• Increase the number of youth 12 to 17 years old who complete the Alberta Hunter Education Instructors' Association hunter education program.</li> <li>• Introduce and connect young hunters to programs, information, and other groups to enhance their experience.</li> </ul> <p>On-going</p>



Pheasant release  
photo: ACA, Scott Seward



## 3.2 Wildlife

Our partnership with the Alberta Trappers' Association (ATA) is focused on efforts to develop a trapper based marten tracking system to provide reliable population indices. This grassroots effort is targeted to involve 100 or more trappers by winter 2019. We'll also be analysing our wolverine collaring data to better understand habitat selection and energy requirements of wolverines in the Birch Mountain system.

We work with hundreds of volunteers who provide location sightings of amphibians across the province through the Alberta Volunteer Amphibian Monitoring Program. This coming year we'll be determining if many historically recorded snake hibernacula are still in use. Snakes often use the same hibernacula year after year so conserving these areas is important for snake species.

Our work with pronghorn conservation shares support and effort with a variety of groups. We continue to support AFGA with their wildlife-friendly fencing efforts to enhance the movement of pronghorn across the landscape. While the process is quite straightforward, the sheer extent and density of fences that need modification remains vast. We're working with partners to identify road crossing bottlenecks along Highway 3, and the migration pathways for obligate grassland species in the Northern Sage Steppe.

The MULTISAR project has been very successful in developing long-lasting relationships within the ranching community to deliver practices that benefit both wildlife and profitable cattle operations. We work with grassland operations on over 400,000 acres in the Milk River and South Saskatchewan River drainages. We've also intensified our focus in the county of Taber through MULTISAR and our upland gamebird program working with the county, grazing associations, and irrigation districts.

Our upland gamebird program seeks to improve habitat on a working landscape in collaboration with farmers, ranchers, counties, and many other partners. The Enchant Project is a demonstration farm where we're partnered with a farming operation to trial approaches for improving upland bird densities and biodiversity while maintaining

a profitable intensive farming operation. Water is the key to life across the landscape and we're trialing methods to gain more value for wildlife in irrigated systems. We're also delivering the Alberta Pheasant Release Program where we provide hunting opportunities across an expanding geographic area. We're planning to establish a new release site on the west side of Edmonton in 2018. AFGA members continue to play an important role with weekly delivery of pheasants to many sights in southern Alberta. Our partnership with 4-H Alberta continues to gain interest with many of the participants in the Peace River area raising pheasants to support the Pheasant Release Program in the area.

For the past six years, we've been working with the County of Warner and AEP to improve water quality, wildlife connectivity, and hunter access around Ridge Reservoir. With the support of many funding partners, this collaborative group has improved over 30 km of shoreline with a habitat buffer established between the reservoir and crop, as well as the establishment of a large wetland. We continue to work with these partners to establish habitat and access around the entire reservoir over the next few years.

Turkeys are a highly sought after game bird but with relatively low current opportunity for hunting. This coming year we'll be scoping approaches for monitoring their year over year trends as well as exploring possible issues that could be influencing their population trajectory.

Table 8: Wildlife Projects for 2018/19

Wildlife Population Monitoring		
Project	Primary Purpose	Expected Outcomes
<b>Surveying Grizzly and Black Bear Numbers in Priority Landscapes – BMA 1</b> ACA \$4,490 Partner \$0 Total \$4,490	Estimate grizzly and black bear numbers using DNA from hair samples at lure sites.	<ul style="list-style-type: none"> <li>Collaborate with partners to estimate minimum number of grizzly bears in BMA 1 based on DNA from hair samples collected in 2017 from barbed wire corral trap lure sites in BMA 1.</li> <li>Partner with DMI, Miistakis, and AEP on citizen science app for sightings of grizzly bears (<i>Grizz-Tracker App</i>). Survey effort is also collected from users with track logs.</li> </ul> Year 2 of 2
<b>Snake Hibernaculum Monitoring</b> ACA \$77,601 Partner \$0 Total \$77,601	Survey the present use or non-use of historic snake hibernaculum.	<ul style="list-style-type: none"> <li>Determine occupancy of known hibernacula by sampling historic sites during peak snake emergence or ingress periods in the spring and autumn.</li> <li>Discuss key habitat needs and resources important for snakes and conservation of hibernacula with landowners that have hibernacula on their property.</li> </ul> Year 2 of 3
<b>Alberta Volunteer Amphibian Monitoring Program (AVAMP)</b> ACA \$12,645 Partner \$0 Total \$12,645	Volunteer collection of amphibian location data throughout Alberta.	<ul style="list-style-type: none"> <li>Coordinate volunteer collection of amphibian data from across Alberta (AVAMP).</li> </ul> On-going
Development of Detailed Status Reports		
Project	Primary Purpose	Expected Outcomes
<b>Alberta Wildlife Status Reports</b> ACA \$14,192 Partner \$5,000 Total \$19,192	Coordinate and develop detailed status reports.	<ul style="list-style-type: none"> <li>Complete and publish status reports initiated in previous year.</li> </ul> On-going
MULTISAR		
Project	Primary Purpose	Expected Outcomes
<b>MULTISAR – Milk River</b> ACA \$120,954 Partner \$180,935 Total \$301,889	Engage landowners with planning and implementation of habitat strategies along the Milk River Basin.	<ul style="list-style-type: none"> <li>Initiate habitat conservation strategies at three to four ranches. Evaluation of habitat conservation strategies on select properties.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> On-going
<b>MULTISAR – South Saskatchewan</b> ACA \$52,421 Partner \$371,387 Total \$423,808	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 at three to four ranches. Evaluation of habitat conservation strategies on select properties for wildlife.</li> <li>Ongoing consultation and relationship building with landowners and stakeholder community.</li> </ul> On-going
<b>MULTISAR – Taber</b> ACA \$19,293 Partner \$20,000 Total \$39,293	Engage landowners, county, and irrigation districts and other stakeholders in Taber county to develop and implement habitat strategies that benefit wildlife.	<ul style="list-style-type: none"> <li>Collaborate with grazing associations, irrigation districts, and the County to develop strategies to enhance upland and riparian habitat.</li> <li>Deliver upland and riparian enhancements focused on sharp-tailed grouse and rattlesnakes within the county.</li> </ul> On-going



Prairie rattlesnake  
photo: ACA, Mike Verhage

Implementation of Population Recovery and Management Plans				
Project		Primary Purpose	Expected Outcomes	
<b>Alberta Piping Plover Recovery</b>		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 sanctuary signage, and vegetation reduction, at select properties.</li> <li>Conduct inventory of plovers at select lakes.</li> </ul> On-going <ul style="list-style-type: none"> <li>Submit peer-reviewed paper focused on the success of population recovery using nest exclosures.</li> </ul> Year 5 of 5	
ACA	\$39,927			
Partner	\$26,000			
Total	\$65,927			
<b>Pronghorn Movement Enhancement and Monitoring</b>		Enhance pronghorn movement by assisting AFGA to identify and then modify fences.	<ul style="list-style-type: none"> <li>Provide key information to key partner (AFGA) for ranking where fence enhancements need to occur.</li> <li>Assist AFGA with removal of barbed or page wire and replace with smooth wire at 46 inches above the ground targeting 45 km per year modified.</li> </ul> On-going	
ACA	\$73,623			
Partner	\$10,820			
Total	\$84,443			
<b>Pronghorn Fence Crossing Enhancement</b>		Develop standards for multi-species wildlife-friendly fence design.	<ul style="list-style-type: none"> <li>Evaluate the response of pronghorn to fence enhancement techniques proposed for upland game birds and other ungulates to determine standards for wildlife-friendly fences.</li> </ul> Year 8 of 8	
ACA	\$19,230			
Partner	\$6,500			
Total	\$25,730			



Pronghorn Antelope  
photo: ACA, trail cam

<b>Pronghorn Road Crossing Enhancement</b>	Identify crossing hot spots along Hwy 3 near Medicine Hat.	<ul style="list-style-type: none"><li>Work with key partners (Miistakis, AEP, 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 SK).</li><li>Work with partners to improve road crossing movement and reduce mortalities along Hwy 3.</li></ul> Year 2 of 3	
ACA			\$25,240
Partner			\$0
Total			\$25,240
<b>Pronghorn as a Grassland Indicator</b>	Determine applicability of using pronghorn to conserve connectivity for multiple species.	<ul style="list-style-type: none"><li>Test suitability of pronghorn as an umbrella species for conserving habitat and seasonal / migratory pathways for grassland obligate species within the Northern Sage Steppe (sage grouse, grassland birds, and waterfowl).</li></ul> Year 2 of 2	
ACA			\$16,294
Partner			\$46,544
Total			\$62,838
<b>Upland Game Bird Enhancement Program</b>			
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>	
<b>Upland Bird 4-H Raise and Release Initiative</b>	Engage 4-H clubs and volunteers to raise upland birds (provincial).	<ul style="list-style-type: none"><li>Engage 4-H clubs and other volunteers, enabling them to raise and release upland birds (pheasants) in select locations. Target 11,000 chicks with 90 4-H members.</li><li>Communicate importance of suitable habitat with 4-H participants to foster long-term interest in habitat.</li></ul> On-going	
ACA			\$118,247
Partner			\$40,000
Total			\$158,247
<b>Upland Gamebird Fall Forecast</b>	Survey upland game bird to track population trends.	<ul style="list-style-type: none"><li>Survey pheasant and grey partridge populations to look at populations trends to promote hunter recruitment and evaluate habitat treatments.</li><li>Publish late summer survey results on our website (and partner websites) to encourage hunter interest.</li></ul> On-going	
ACA			\$11,508
Partner			\$0
Total			\$11,508



<b>Habitat Legacy Partnership</b> <hr/> ACA \$37,592 Partner \$5,000 <hr/> Total \$42,592	Enhance upland and riparian habitat for upland birds and decrease need for pheasant put-and-take release program in areas with suitable habitat.	<ul style="list-style-type: none"> <li>Implement and monitor habitat enhancements on select properties to improve upland bird densities and assess benefits for wider range of species (biodiversity). Monitor upland bird trends and provide annual prospectus on our website in early fall.</li> </ul> On-going
<b>Habitat Connectivity and Access – Ridge Reservoir</b> <hr/> ACA \$2,957 Partner \$86,686 <hr/> Total \$89,643	Improve habitat connectivity and hunter access in collaboration with irrigation districts, counties, AEP, and other stakeholders.	<ul style="list-style-type: none"> <li>Continue to build working partnerships with key stakeholders in Warner county.</li> <li>Advance to next phase of project to survey, fence, and implement habitat enhancements around Ridge Reservoir.</li> </ul> Year 6 of 8
<b>Habitat Connectivity and Access – Taber</b> <hr/> ACA \$58,366 Partner \$5,000 <hr/> Total \$63,366	Improve habitat connectivity and hunter access in collaboration with County of Taber, Taber Irrigation District, SMRID, and grazing associations within the county.	<ul style="list-style-type: none"> <li>Continue to build working partnerships with key stakeholders in Taber county to scope opportunities to enhance habitat, water quality and improve hunter access along public right-of-ways.</li> <li>Provide technical advice on habitat development plans to Taber Irrigation District and St Mary's Irrigation District. Assist with implementing enhancements.</li> <li>Scope and develop connectivity enhancements within the county that complement efforts through MULTISAR and Land Management. .</li> </ul> Year 1 of 10
<b>Demonstration Farm for Restoring Upland Bird Densities and Biodiversity</b> <hr/> ACA \$170,798 Partner \$0 <hr/> Total \$170,798	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 (song birds, amphibians, invertebrates) on modern profitable farms.</li> <li>Baseline inventory and monitoring upland birds and biodiversity (song birds, amphibians, invertebrates) to assess if treatments for upland birds also benefit other species.</li> </ul> On-going
<b>Pheasant Releases to Enhance Hunting Opportunities</b> <hr/> ACA \$792,677 Partner \$0 <hr/> Total \$792,677	Enhance hunter opportunity by releasing pheasants in select locations and, in particular, in areas with limited opportunity for native upland birds (provincial).	<ul style="list-style-type: none"> <li>Manage and coordinate pheasant release program within Alberta. Target 25,000 roosters.</li> <li>Engage volunteer groups to assist with delivery of pheasants at sites.</li> <li>Evaluate the efficiency of program and satisfaction of hunters through a hunter survey (hardcopy or smartphone).</li> <li>Update and maintain web-based platform to inform hunters of all release sites including detailed maps.</li> <li>Initiate new site on the west or north side of Edmonton.</li> <li>Evaluate and work with stakeholders to change historic release sites where additional hunting pressure may hinder self-sustaining populations of sharp-tail, pheasants, or grey partridge.</li> </ul> On-going
<b>Species Habitat Assessment and Restoration Partnership (SHARP)</b> <hr/> ACA \$66,747 Partner \$0 <hr/> Total \$66,747	Engage landowners, county, and other stakeholders to develop and implement habitat strategies that benefit sharp-tailed grouse and other wildlife.	<ul style="list-style-type: none"> <li>Scope and build relationships during this first year to find common ground with partners and develop a strategy to restore wildlife habitat. Geographic area to be scoped and selected (central or northern AB).</li> <li>Focus on sharp-tailed grouse.</li> </ul> New

<div>Assessment and Enhancement of Turkeys</div> <table><tr><td>ACA</td><td>\$35,902</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$35,902</td></tr></table>	ACA	\$35,902	Partner	\$0	Total	\$35,902	<div>Survey annual trends and scope opportunities to expand turkey range.</div> <div><ul style="list-style-type: none"><li>Scope to determine what information is available on populations and trends in Alberta with AEP, and possible issues that could be influencing their trajectory.</li><li>Review previous survey information available and develop approach for assessing population trends.</li><li>Build relationships with landowners with existing populations to better understand any issues or conflict.</li><li>Work with AEP to explore opportunities to expand the range of turkeys within Alberta</li></ul></div> <div>Year 1 of 5</div>	
ACA	\$35,902							
Partner	\$0							
Total	\$35,902							
Applied Research and Ecological Studies								
Project	Primary Purpose	Expected Outcomes						
<div>Working with Trappers to Monitor Furbearer Trends (ACA/ATA partnership)</div> <table><tr><td>ACA</td><td>\$ 256,064</td></tr><tr><td>Partner</td><td>\$5,000</td></tr><tr><td>Total</td><td>\$261,064</td></tr></table>	ACA	\$ 256,064	Partner	\$5,000	Total	\$261,064	<div>Develop a method for trappers to produce an index of furbearer population trends across the province.</div>	<div><ul style="list-style-type: none"><li>Assist ATA and AEP to develop a tracking system for marten harvest and trapping effort that will provide reliable population indices. Target 100 trappers participating by winter 2019.</li><li>Determine if age-class ratios from harvested marten is a good approach for tracking population trends.</li><li>Scope a digital interface for log book entry to make the process less time consuming for users and managing data.</li></ul></div> <div>Year 2 of 5</div>
ACA	\$ 256,064							
Partner	\$5,000							
Total	\$261,064							
<div>Wolverine density, movement, and denning in the Birch Mountains</div> <table><tr><td>ACA</td><td>\$88,854</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$88,854</td></tr></table>	ACA	\$88,854	Partner	\$0	Total	\$88,854	<div>Provide information on boreal wolverine density and habitat use in an area with little industrial disturbance.</div>	<div><ul style="list-style-type: none"><li>Evaluate wolverine movement and habitat selection in presumed good-quality habitat in the Birch Mountains.</li><li>Collaborate with partners to determine daily energy expenditure of free-ranging wolverines.</li><li>Estimate how food resources (natural and introduced) may influence wolverine reproductive rates.</li><li>Provide a density estimate for wolverines that can be used as part of a status assessment.</li></ul></div> <div>Year 4 of 4</div>
ACA	\$88,854							
Partner	\$0							
Total	\$88,854							
<div>Assessment of Forest Moose declines</div> <table><tr><td>ACA</td><td>\$13,343</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$13,343</td></tr></table>	ACA	\$13,343	Partner	\$0	Total	\$13,343	<div>Scoping to determine extent of issue with moose declines and potential role for ACA going forward.</div>	<div><ul style="list-style-type: none"><li>Scoping exercise to determine what information is available on moose populations and trends in Alberta, and what issues could theoretically be influencing Alberta's forest moose populations,</li><li>Determine what role, if any, ACA should play in investigating these issues further, and how we fit with the rolls that other organizations (AEP, universities, etc.) may be well-suited to take on.</li><li>Assess the options available for a collaborative approach to identifying and answering specific questions.</li></ul></div> <div>Year 1 of 1</div>
ACA	\$13,343							
Partner	\$0							
Total	\$13,343							
<div>Amphibian Monitoring Using Environmental DNA</div> <table><tr><td>ACA</td><td>\$17,330</td></tr><tr><td>Partner</td><td>\$11,260</td></tr><tr><td>Total</td><td>\$28,590</td></tr></table>	ACA	\$17,330	Partner	\$11,260	Total	\$28,590	<div>Develop monitoring tool to detect amphibians (10 species) using a DNA-based sampling method.</div>	<div><ul style="list-style-type: none"><li>Refine collection method for water and sediment samples to improve consistency for detecting amphibians using eDNA.</li></ul></div> <div>On-going</div>
ACA	\$17,330							
Partner	\$11,260							
Total	\$28,590							



Westslope Cutthroat trout  
photo: ACA, Jason Blackburn

### 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.

The lake aeration and Enhanced Fish Stocking (EFS) 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. In 2018/19, we expand our aeration activities to include first time fall destratification at Little Bear Lake, resulting in a total of 21 lakes that we will aerate. In addition, we continue to work with the Municipal District of Greenview toward developing aeration facilities at West Dollar Lake.

Stocked fish populations are an important component of Alberta's recreational angling experience. Through EFS, we will stock approximately 100,000 catchable-sized (i.e., 20 cm) trout into 64 ponds, creating "put-and-take fisheries" that allow anglers to harvest up to five fish per day. Most EFS ponds are close to towns and cities, making them popular family destinations and ideal for the recruitment of new anglers. In addition to rainbow trout, we stock brown and brook trout into select ponds to provide anglers with greater diversity

in their fishing experience. Other supporting projects are designed to improve water quality in select ponds, identify new EFS waterbodies, and investigate potential predatory interaction in multi-species ponds.

Effective management of recreational fisheries requires accurate information on resource use. Our angler surveys describe angler demographics, effort, catch, and harvest at popular Alberta fisheries. This information is required by AEP fisheries managers and forms the basis for management and fishing regulation changes. The 2018/19 surveys on the Wapiti, lower Smoky, upper Oldman, and Livingstone rivers are of special interest, as they are linked directly to the implementation of two major native fish recovery programs, the North-Central Native Trout (NCNT) and Westslope cutthroat trout (WSCT) recovery programs.

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 and whitefish. The NCNT and WSCT recovery programs are two government-led initiatives that use an adaptive management framework to recover native trout and whitefish populations in watersheds of the East Slopes of Alberta. Several of our projects in 2018/19, including the angler surveys, were selected

to aid in implementation of these key initiatives. Other related projects will: determine abundance of native trout species in select watersheds; develop a standardized protocol for assessing upstream invasion risk of fish passage barriers; inventory and examine the conservation potential of fish passage barriers for native trout; update the status of WSCT in priority watersheds; and evaluate streams and lakes for WSCT range expansion. Paradoxically, recovery of native trout species is dependent on both reconnecting fragmented habitats and isolating strongholds where populations remain genetically pure, primarily because of barriers that impede upstream invasion by non-native species.

In 2018/19, we initiate a multi-year project to investigate the range of distribution of an invasive fish species (i.e., Prussian carp) across the province and its potential impact on native species. The spread of Prussian carp poses a serious threat to recreational fisheries in the province as such invasions are known to lead to devastating declines in native fish populations. The data we collect will aid the provincial Invasive Aquatic Species Program’s effort at managing and controlling the species. The Hasse Lake fishery restoration project seeks to

restore a once popular trout fishery that collapsed in recent years due to accelerated eutrophication. This initiative involves numerous partnerships with stakeholders throughout the watershed. The mountain whitefish overwintering habitat project will contribute to the development of instream flow-needs criteria to help protect fish habitat from winter water withdrawals and other human-caused impacts while projects in the Wilson creek and Cardinal and Ram river watersheds feed directly into the development of Fish Sustainability Index and management plans for priority species, including native trout, mountain whitefish and burbot. Partnerships developed with West Fraser Mills (Sundre) in support of some of these projects offer unique opportunities between the forestry industry and government land use planners to pool resources to address fish conservation issues of mutual interest.

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

Table 9: Fisheries Projects for 2018/19

Development and Implementation of Aeration and Enhanced Fish Stocking Plans		
Project	Primary Purpose	Expected Outcomes
<b>Lake Aeration</b> <div> <div>ACA</div> <div>\$349,636</div> </div> <div> <div>Partner</div> <div>\$12,500</div> </div> <div> <div>Total</div> <div>\$362,136</div> </div>	Create or enhance recreational angling opportunities for Albertans by aerating lakes to promote year-round survival of stocked fish.	<ul style="list-style-type: none"> <li>Reduce risk of summer and winter kills of stocked trout in 21 waterbodies distributed within ACA regional boundaries as follows:               <ol style="list-style-type: none"> <li>Northwest Region (six waterbodies): Cecil Thompson Pond and Figure Eight, Swan, Sulphur, East Dollar, and Spring lakes.</li> <li>Central Region (seven waterbodies): Beaver, Mitchell, Fiesta, Birch, Ironside, and Winchell lakes and Hansen's Reservoir.</li> <li>Southern Region (two waterbodies): Coleman Fish and Game Pond and Police Outpost Lake.</li> <li>Northeast Region (five waterbodies): Radway Pond, Muir, Spring, Millers, and Little Bear (new, see below) lakes.</li> </ol> </li> <li>Pilot study: deploy diffusers in Shell True North Pond to examine potential of summer aeration as a long-term means of improving winter oxygen conditions. Monitor summer and winter temperature and dissolved oxygen profiles.</li> </ul> <div>On-going</div>
<b>New Lake Aeration Development</b> <div> <div>ACA</div> <div>\$12,701</div> </div> <div> <div>Partner</div> <div>\$22,500</div> </div> <div> <div>Total</div> <div>\$35,201</div> </div>	Explore additional aeration opportunities across the province.	<ul style="list-style-type: none"> <li>Continue to work with AEP and the Municipal District of Greenview toward completion of aeration expansion from East to West Dollar Lake.</li> <li>Conduct first time fall destratification on Little Bear Lake in partnership with local AFGA.</li> <li>Identify and screen new candidate lakes.</li> </ul> <div>On-going</div>



<b>Enhanced Fish Stocking (EFS)</b> <table><tr><td>ACA</td><td>\$286,611</td></tr><tr><td>Partner</td><td>\$19,500</td></tr><tr><td>Total</td><td>\$306,111</td></tr></table>	ACA	\$286,611	Partner	\$19,500	Total	\$306,111	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 102,000 (20 cm) trout, consisting of approximately 91,000 rainbow, 6,000 brook, and 5,000 brown trout into 64 waterbodies.</li></ul> On-going
ACA	\$286,611							
Partner	\$19,500							
Total	\$306,111							
<b>Fish Stocking Expansion – New Lakes</b> <table><tr><td>ACA</td><td>\$27,599</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$27,599</td></tr></table>	ACA	\$27,599	Partner	\$0	Total	\$27,599	Identify and evaluate new waterbodies for stocking to increase recreational fishing opportunities, particularly close to urban areas.	<ul style="list-style-type: none"><li>Conduct first-time trout stocking and develop Taber Pond as EFS site in partnership with the Town of Taber.</li><li>Evaluate, and where suitable, develop EFS at candidate waterbodies identified in 2017/18.</li><li>Continue to evaluate new candidate ponds received through referral.</li><li>Explore partnership opportunities with local communities and organizations such as Alberta Transportation, EPCOR, AFGA, etc. to identify and enhance existing waterbodies or construct new ones for recreational fishing.</li></ul> On-going
ACA	\$27,599							
Partner	\$0							
Total	\$27,599							
<b>EFS Pond Rehabilitation</b> <table><tr><td>ACA</td><td>\$47,618</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$47,618</td></tr></table>	ACA	\$47,618	Partner	\$0	Total	\$47,618	Actively seek to improve water quality and physical characteristics of select EFS ponds in partnerships with municipalities.	<ul style="list-style-type: none"><li>Apply alum treatment to improve water quality at select EFS ponds.</li><li>Assess feasibility of other rehabilitation treatments (e.g., dredging) on select EFS ponds.</li><li>Improve riparian health at select ponds using various best management practice tools.</li></ul> On-going
ACA	\$47,618							
Partner	\$0							
Total	\$47,618							
<b>Assessment of Angler Demographics, Effort, Catch, and Harvest</b>								
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>						
<b>Angler Survey on Livingstone and Upper Oldman Rivers</b> <table><tr><td>ACA</td><td>\$168,031</td></tr><tr><td>Partner</td><td>\$10,000</td></tr><tr><td>Total</td><td>\$178,031</td></tr></table>	ACA	\$168,031	Partner	\$10,000	Total	\$178,031	Provide information to aid sport fisheries management and implementation of the westslope cutthroat trout (WSCT) recovery plan.	<ul style="list-style-type: none"><li>Describe angling effort, harvest, and associated fisheries demographics at Livingstone and upper Oldman rivers.</li><li>Use of data by AEP to formulate fisheries management plans.</li></ul> 1 year
ACA	\$168,031							
Partner	\$10,000							
Total	\$178,031							
<b>Angler Survey on Wapiti and lower Smoky rivers</b> <table><tr><td>ACA</td><td>\$101,010</td></tr><tr><td>Partner</td><td>\$30,000</td></tr><tr><td>Total</td><td>\$131,010</td></tr></table>	ACA	\$101,010	Partner	\$30,000	Total	\$131,010	Provide information to aid sport fisheries management and implementation of the North-Central Native Trout (NTNC) Recovery Program.	<ul style="list-style-type: none"><li>Describe angling effort, harvest, and associated fisheries demographics in Wapiti and lower Smoky rivers.</li><li>Use of data by AEP to formulate fisheries management plans.</li></ul> 1 year
ACA	\$101,010							
Partner	\$30,000							
Total	\$131,010							
<b>ACA Fish Stocking Evaluation</b> <table><tr><td>ACA</td><td>\$46,494</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$46,494</td></tr></table>	ACA	\$46,494	Partner	\$0	Total	\$46,494	Evaluate fish population demographics and fishing pressure at ACA stocked ponds.	<ul style="list-style-type: none"><li>Use trail cameras to estimate angler effort at select ACA stocked ponds.</li><li>Determine size structure and relative abundance of brown and rainbow trout in select ponds where both species are stocked; describe diet of brown trout in these ponds.</li></ul> On-going
ACA	\$46,494							
Partner	\$0							
Total	\$46,494							

Applied Research		
Project	Primary Purpose	Expected Outcomes
<b>Prussian Carp Distribution in Alberta</b> ACA \$108,728 Partner \$15,000 Total \$123,728	Aquatic invasive species: assess Prussian carp range, ecology, and impacts on native fisheries.	<ul style="list-style-type: none"> <li>Scoping year: Develop eDNA markers in collaboration with the University of Alberta and use to determine current distribution of Prussian carp in Alberta.</li> <li>Determine population structure and diet of Prussian carp in two test populations (i.e., Blood Indian Reservoir and Dewitt's Pond).</li> </ul> Year 1 of 4
<b>North Saskatchewan River Drainage FSI Data Gaps</b> ACA \$94,227 Partner \$10,000 Total \$104,227	Describe fish distribution and stream habitat in areas of mutual interest to provincial resource managers and industrial partners with emphasis on priority species for FSI development.	<ul style="list-style-type: none"> <li>Describe fish abundance, distribution, and stream habitat in watersheds within industry partner Forest Management Areas to aid in development of management plans and address FSI data deficiencies. Focal area is the Cardinal River (HUC 8) and Wilson Creek (HUC 10) watersheds.</li> </ul> Year 3 of 5
<b>Establishing Walleye Fisheries</b> ACA \$8,563 Partner \$0 Total \$8,563	Determine feasibility of establishing/enhancing various forms of walleye fisheries.	<ul style="list-style-type: none"> <li>Develop a list of potential methods for enhancement of current walleye lakes and development of new ones.</li> <li>Evaluate enhancement options.</li> </ul> Year 1 of 3
<b>Hasse Lake Sport Fishery Restoration</b> ACA \$57,309 Partner \$45,000 Total \$102,309	Re-establish sport fishery at Hasse Lake through improvements in lake and watershed health.	<ul style="list-style-type: none"> <li>Conduct experimental spring/summer put-and-take stocking of rainbow trout.</li> <li>Develop lake aeration infrastructure to support stocked fish and address water quality issues.</li> <li>Develop plan for alum treatment to reduce within lake phosphorous levels.</li> <li>Continue to pursue strategies to reduce overall watershed-level nutrient loading to the lake.</li> <li>Continue technical support to partners for on-the-ground restoration activities.</li> <li>Work with AEP area biologist to develop FMO for the lake.</li> <li>Monitor water quality and biota.</li> </ul> On-going
<b>Mountain Whitefish Overwintering Habitat</b> ACA \$24,665 Partner \$0 Total \$24,665	Collect data to support on-going AEP work to determine sensitivity of mountain whitefish (MNWH) overwintering habitat to winter water withdrawals.	<ul style="list-style-type: none"> <li>Describe MNWH movement, habitat use, and habitat availability during under-ice conditions.</li> <li>Develop a resource selection function model for MNWH and identify preferred under-ice habitat and flow velocities.</li> <li>Data to contribute to validating AEP instream flow needs model.</li> <li>Prepare manuscript with AEP collaborators for submission to a peer reviewed journal.</li> </ul> Year 2 of 2
Implementation of Approved Fish Species Recovery and Management Plans		
Project	Primary Purpose	Expected Outcomes
<b>Conservation Potential of Fish Passage Barriers for Westslope Cutthroat Trout</b> ACA \$69,863 Partner \$5,875 Total \$75,738	Develop a standard approach for assessing potential of man-made and natural barriers to mitigate hybridization risk of WSCT with non-natives.	<ul style="list-style-type: none"> <li>Develop a standardized protocol and manual for assessing upstream invasion risk and conservation potential of natural and man-made fish passage barriers for WSCT.</li> <li>Identify, classify, and rank passage barriers to help prioritize WSCT sub-populations for instream recovery actions.</li> <li>Compile existing and new data sets, including photos, on fish passage barriers into a single database.</li> </ul> Year 2 of 2

<b>Fish Barriers in North-Central Native Trout Recovery Program Drainages</b> <table><tr><td>ACA</td><td>\$9,160</td></tr><tr><td>Partner</td><td>\$1,500</td></tr><tr><td>Total</td><td>\$10,660</td></tr></table>	ACA	\$9,160	Partner	\$1,500	Total	\$10,660	Determine conservation potential of fish passage barriers in priority watershed in support of NCNT Recovery Program.	<ul style="list-style-type: none"><li>· Compile existing barrier location information within the NCNT program area into a centralized database. Focal watersheds include, Red Deer, North Saskatchewan, upper Athabasca, and Peace rivers.</li><li>· Compile existing habitat and fish community data associated with barriers.</li><li>· Use GIS tools to predict potential barrier locations for future ground-truthing.</li></ul> Year 1 of 3
ACA	\$9,160							
Partner	\$1,500							
Total	\$10,660							
<b>Westslope Cutthroat Trout Population and Habitat Protection - HSP</b> <table><tr><td>ACA</td><td>\$72,988</td></tr><tr><td>Partner</td><td>\$5,875</td></tr><tr><td>Total</td><td>\$78,863</td></tr></table>	ACA	\$72,988	Partner	\$5,875	Total	\$78,863	Collect data to update status of WSCT in priority HUC10 watershed in support of AEP multi-year recovery program. Complements both MULTISAR and ACA riparian restoration activities in the watershed.	<ul style="list-style-type: none"><li>· Determine distribution, abundance, and population structure of WSCT in priority HUC10 watersheds. Project involves up to twelve HUC10 watersheds to be sampled in collaboration with AEP; each HUC to be surveyed a minimum of three separate sampling years. Initial focal HUCs for ACA are upper Oldman/Livingstone rivers and Dutch/Racehorse creeks.</li></ul> Year 1 of 6
ACA	\$72,988							
Partner	\$5,875							
Total	\$78,863							
<b>Ram River Bull Trout Assessment</b> <table><tr><td>ACA</td><td>\$80,425</td></tr><tr><td>Partner</td><td>\$10,000</td></tr><tr><td>Total</td><td>\$90,425</td></tr></table>	ACA	\$80,425	Partner	\$10,000	Total	\$90,425	Determine abundance of native trout in response to management actions as part of NCNT Recovery Program in priority HUCs.	<ul style="list-style-type: none"><li>· Describe relative abundance of bull trout in lower Ram River, its tributaries, and the North Saskatchewan River around the Ram River confluence.</li><li>· Quantify bull trout catch-per-unit-effort in the lower Ram River and tributaries, including Fall Creek.</li><li>· Quantify number of bull trout redds in Fall Creek.</li></ul> Year 2 of 5
ACA	\$80,425							
Partner	\$10,000							
Total	\$90,425							
<b>Westslope Cutthroat Trout Range Expansion</b> <table><tr><td>ACA</td><td>\$21,382</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$21,382</td></tr></table>	ACA	\$21,382	Partner	\$0	Total	\$21,382	Evaluate streams and lakes above passage barriers for potential WSCT range expansion.	<ul style="list-style-type: none"><li>· Develop a range expansion framework for WSCT using concepts of conservation translocation and modified scoring systems for bull trout.</li><li>· Rank feasibility of WSCT range expansion for habitats and communities upstream of barriers based on scores calculated using the framework above.</li><li>· Provide AEP managers with a master table that ranks and score feasibilities of WSCT range expansion sites.</li></ul> Year 1 of 2
ACA	\$21,382							
Partner	\$0							
Total	\$21,382							



Block net on Racehorse Creek  
photo: ACA, Jason Blackburn





Tiger Lily Conservation Site  
photo: ACA, Roy Schmelzeisen



## 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, and monitoring of conservation sites and other habitat initiatives. We secure important wildlife and fish habitat within 28 focal areas in Alberta—for our enjoyment now and for generations to come. We use several methods to secure land including direct purchase, land donations, and habitat lease agreements.

We currently manage over 209,000 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 providing short- and long-term visions, with objectives and actions to achieve these visions.

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 for livestock, 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 26 Fisheries Access Sites across the province, providing angling opportunities at a variety of rivers, lakes, and stocked ponds. We are also in our third year of a new project, "Recreational Opportunity Enhancement," which looks at increasing hunting and angling opportunities. A key component of this project is to explore opportunities to connect hunters with landowners who experience elk or deer depredation. Another focus is to expand a hunter access sign-in system in southern Alberta, with a goal of expanding the program to other areas of the province. The *Alberta Discover Guide* and Discover Guide 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 2018 edition is the 11th installment and features over 777 ACA and partner-owned sites across the province including 347 sites owned by Ducks Unlimited Canada and 86 by Alberta Fish & Game Association. Another focus is the "Use Respect – Ask First" program that fosters respect between land users and landowners, increasing responsible access to privately owned lands. This program is delivered under our Landowner Habitat Program.

Our conservation efforts provide a diversity of recreational opportunities such as hunting, fishing, photography, hiking, berry picking, and wildlife viewing for Albertans and our visitors.

Table 10: Land Management Projects for 2018/19

Securement , Enhancement and Management of Fish and Wildlife Habitat (includes Inventory, Assessment and Monitoring)		
Project	Primary Purpose	Expected Outcomes
<b>Conservation Site Management</b> <hr/> ACA \$491,042 Partner \$210,763 Total \$701,805	Manage, enhance, and maintain ACA conservation sites to provide a diversity of habitat for a variety of fish and wildlife species.	<ul style="list-style-type: none"> <li>Manage, enhance, and maintain over 209,000 acres of habitat on over 300 conservation sites in the province.</li> <li>Complete inspections on 50% of ACA managed conservation sites.</li> <li>Install new signage on 16 ACA conservation sites.</li> <li>Complete baseline inventories on six conservation sites and Range Health Assessments on two sites.</li> <li>Enhance wildlife and fish habitat on 11 conservation sites.</li> <li>Maintain and develop collaborative partnerships that assist with achieving management goals on conservation sites.</li> <li>Enhance sustainable recreational opportunities on ACA-owned and managed sites (access barriers, parking areas, v gates, pheasant release sites, etc.).</li> <li>Continue to work collaboratively with AEP on a disposition process for management of priority Crown conservation sites.</li> <li>Continue to develop guideline documents for permitted and non-permitted activities on conservation sites.</li> <li>Continue to advertise and promote conservation sites to stakeholders and general public using print and electronic newsletter (e.g., ACA web, <i>Conservation Magazine</i>, <i>Alberta Discover Guide</i>, electronic newsletter, social media, and conservation site signage).</li> </ul> On-going
<b>Habitat Securement</b> <hr/> ACA \$183,506 Partner \$0 Total \$183,506	Identify and conserve high-priority wildlife and fish habitat using ACA's Habitat Securement Fund and through collaboration with other conservation partners.	<ul style="list-style-type: none"> <li>Secure 750 acres of habitat through land purchase and land donations within focal areas.</li> <li>Maintain a collaborative partnership with Environment Canada's Habitat Stewardship Program (Species at Risk and Prevention Stream).</li> <li>Maintain, enhance, and expand other securement partnerships and conserve important habitat within focal areas across Alberta.</li> <li>Increase sustainable recreational opportunities across the province.</li> </ul> On-going
<b>Corporate Partners (Securement)</b> <hr/> ACA \$29,585 Partner \$250,000 Total \$279,585	Conserve, enhance, and restore priority wildlife and fish habitat with corporate partners.	<ul style="list-style-type: none"> <li>Secure 320 acres of habitat through direct purchase within focal areas.</li> <li>Maintain and expand current corporate partnerships.</li> <li>Increase the number of corporate partners actively donating to ACA (one new corporate partner).</li> <li>Conserve important wildlife and fish habitat within focal areas.</li> <li>Increase sustainable recreational opportunities across the province.</li> </ul> On-going
<b>Landowner Habitat Program (LHP)</b> <hr/> ACA \$89,639 Partner \$32,130 Total \$121,769	Conserve important habitat and increase recreational opportunities on privately owned lands through habitat lease agreements and Use Respect - Ask First signage.	<ul style="list-style-type: none"> <li>Conserve an additional 500 acres of important wildlife and fish habitat using 5- to 20-year term habitat retention agreements.</li> <li>Continue to inspect and monitor existing LHP agreements.</li> <li>Enhance sustainable recreational opportunities on deeded lands.</li> <li>Foster respect between land users and landowners.</li> <li>Deliver in collaboration with other conservation partners.</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>Circulate <i>Use Respect – Ask First</i> banners within ACA Regions to promote <i>Use Respect – Ask First</i> signage (Government and Municipality offices, trade shows, etc.)</li> </ul> On-going

<b>Riparian Conservation</b> 1) Owl River 2) Beaverlodge River 3) South Riparian Conservation 4) North Raven and Raven Rivers 5) Isle Lake	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 ten to 13 new riparian conservation projects and associated landowner agreements (e.g., fencing, off-channel watering, habitat retention agreements, tree planting, bank stabilization, etc.).</li> <li>Continue to inspect and monitor existing riparian agreements.</li> <li>Increase public interest and awareness of riparian conservation through community outreach, public presentations, and direct contact with key landowners, signage, advertisements, etc.</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>Continue to explore the option of ACA becoming a certified wetland restoration agency.</li> </ul> On-going
ACA	\$319,891	
Partner	\$107,485	
Total	\$427,376	

#### Development and Implementation of Habitat Management Plans

Project	Primary Purpose	Expected Outcomes
<b>Management Plan Development</b> ACA \$95,713 Partner \$0 Total \$95,713	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 100% of titled lands acquired in 2017/18.</li> <li>Prioritize and develop management plans for priority Crown conservation sites (sites with dispositions).</li> <li>Work with partners and update management plans as required.</li> </ul> On-going

#### Securement, Enhancement, and Management of Recreational Access sites

Project	Primary Purpose	Expected Outcomes
<b>Fisheries Access Site Management</b> ACA \$200,057 Partner \$51,488 Total \$251,545	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 26 fisheries access sites across the province.</li> <li>Install new infrastructure (e.g., floating docks, garbage cans, outhouses, and picnic tables) at two fisheries access sites.</li> <li>Complete site upgrades and repairs at five sites (e.g., road improvements, signage, and infrastructure repairs).</li> <li>Maintain infrastructure at all fisheries access sites.</li> <li>Continue to work collaboratively with AEP on Crown Fisheries Access sites (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 AEP and ACA's Fisheries Team on the identification of creating new angling opportunities and development of new Fisheries Access sites.</li> </ul> On-going



<b>Recreational Opportunity Enhancement</b> <hr/> ACA                      \$48,380 Partner                      \$0 <hr/> Total                      \$48,380	<p>Increase opportunities for hunting and angling, as well as other non-consumptive activities such as hiking, canoeing, or photography.</p>	<ul style="list-style-type: none"> <li>· Collaborate with Canadian Land Access Systems (CLAS) to support an online service that connects hunters with landowners who experience elk or deer depredation (NW AB, Grande Prairie area).</li> <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.</li> <li>· Collaborate with AEP, AFGA, landowners, and other stakeholders.</li> </ul> <p>On-going</p>
<b>Alberta Discover Guide</b> <hr/> <i>The budget is allocated within the Communications Program.</i>	<p>Promote the value of habitat conservation and the diversity of recreational opportunities available on ACA-owned and partner conservation sites.</p>	<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 11th edition of the Discover Guide (2018).</li> </ul> <p>On-going</p>



Riparian conservation: Raven River  
photo: ACA, Joe Hopkins



# 4.0 Report A Poacher

As part of the Report A Poacher (RAP) Program, we work with Alberta Justice and Solicitor General, Fish & Wildlife Enforcement Branch (AJSG) as well as AEP to ensure RAP retains a high profile and remains an important resource for the general public. As such, ACA is responsible for administering program funds and promotional activities. In 2018/19, we will continue to: 1) identify ways to educate the public about poaching in Alberta, 2) refine various promotional aspects such as the RAP education trailer, 3) improve public awareness of, and access to, the program, 4) support AJSG with funding and, 5) provide funds for cash rewards to members of the public who help in charging poachers.



Table 11: Report A Poacher Projects for 2018/19

Project	Primary Purpose	Expected Outcomes
<b>Report A Poacher Promotion</b> <div> <div>ACA</div> <div>\$131,690</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$131,690</div> </div>	Continue promotion of the RAP program.  Provide support for the RAP toll-free phone line and online form.	<ul style="list-style-type: none"> <li>· Increase awareness and understanding of poaching and the RAP Program by the general public through:               <ul style="list-style-type: none"> <li>- Using various media to increase RAP program exposure and use.</li> <li>- Completing update of RAP education trailer.</li> <li>- Maintaining sufficient stock of promotional items used for trade shows and community/stakeholder events, as well as research new items that maximize exposure.</li> </ul> </li> <li>· Increase general public access and use of the RAP program by:               <ul style="list-style-type: none"> <li>- RAP toll-free line has an operator available at all times, with increased capacity during peak periods.</li> <li>- Promotion and support of the Alberta Government online reporting form.</li> </ul> </li> </ul>
<b>Enforcement Funding</b> <div> <div>ACA</div> <div>\$80,000</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$80,000</div> </div>	Provide funding to Alberta Justice and Solicitor General, Fish and Wildlife Enforcement Branch.	<ul style="list-style-type: none"> <li>· Assist in maintaining effectiveness of Alberta Justice and Solicitor General, Fish and Wildlife Enforcement Branch.</li> </ul>
<b>RAP Rewards</b> <div> <div>ACA</div> <div>\$80,000</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$80,000</div> </div>	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>

# Blood Trail.

DNA science convicts poachers.

**REPORT A POACHER**  
[www.reportapoacher.com](http://www.reportapoacher.com)  
 1-800-642-3800

## 5.0 ACA Grants

ACA has three separate grants that are available through open competition:

ACA Conservation, Community, and Education Grants support conservation activities 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.

ACA Research Grants 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 that can provide a high-quality research proposal.

ACA Grants in Biodiversity provide research funds to outstanding graduate students doing Alberta-based research. The mandate of the program is to train future conservation professionals, while at the same time increasing knowledge of the flora and fauna of Alberta, covering broadly the fields of biodiversity, conservation biology, and ecology. This grant is administered in collaboration with the Alberta Cooperative Conservation Research Unit, which represents a consortium of Alberta universities, including University of Alberta, University of Calgary, and the University of Lethbridge. This grant is available only to graduate students undertaking research within Alberta (they may be attending universities outside of the province, but their research must be Alberta-based).

A fourth 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.



Invasive goldfish from stormwater pond  
photo: Town of Okotoks

Table 12: Grants Program for 2018/19

Project	Primary Purpose	Expected Outcomes						
<div>ACA Conservation, Community, and Education Grants</div> <table><tr><td>ACA</td><td>\$650,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$650,000</td></tr></table>	ACA	\$650,000	Partner	\$0	Total	\$650,000	ACA Conservation, Community, and Education Grants 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 which increase the level of attendance and awareness of outdoor opportunities, while developing knowledge and respect for conservation.	<ul style="list-style-type: none"><li>· Increase in quality and quantity of habitat available for wildlife, especially Alberta’s endangered species, and fish populations.</li><li>· Engagement of Albertans in stewardship activities.</li><li>· Increase in urban 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	\$650,000							
Partner	\$0							
Total	\$650,000							
<div>ACA Research Grants</div> <table><tr><td>ACA</td><td>\$350,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$350,000</td></tr></table>	ACA	\$350,000	Partner	\$0	Total	\$350,000	ACA Research Grants funds high-quality research projects on wildlife, fish, and habitat which inform the effective management of wildlife and fish populations, and habitat in Alberta.	<ul style="list-style-type: none"><li>· Provide a scientific basis for natural resource management in Alberta, including: aiding the recovery of Alberta’s endangered species and clarifying the status of data deficient species; developing inventory tools to determining relative density and range of ungulates; 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	\$350,000							
Partner	\$0							
Total	\$350,000							
<div>ACA Grants in Biodiversity (administrated by U of A. ACA/Syncrude Partnership)</div> <table><tr><td>ACA</td><td>\$175,000</td></tr><tr><td>Partner</td><td>\$50,000</td></tr><tr><td>Total</td><td>\$225,000</td></tr></table>	ACA	\$175,000	Partner	\$50,000	Total	\$225,000	ACA Grants in Biodiversity support the training of future professional biologists and facilitate graduate student research that focuses on the conservation of Alberta’s biological diversity.	<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.</li><li>· Support high-quality research and study in Alberta by graduate students, with at least 20 students supported annually.</li></ul>
ACA	\$175,000							
Partner	\$50,000							
Total	\$225,000							
<div>ACA Chair in Fisheries and Wildlife at the U of A</div> <table><tr><td>ACA</td><td>\$20,500</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$20,500</td></tr></table>	ACA	\$20,500	Partner	\$0	Total	\$20,500	Provide educational initiatives to wildlife professionals through the ACA Chair.	<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							
Total	\$20,500							

# 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 in order 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 Alberta Justice and Solicitor General, Fish and Wildlife Enforcement Branch (AJSG). ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule. In 2018/19, 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 AJSG, while ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule.

Table 13: Compensation and Damage Prevention Projects for 2018/19

Project	Primary Purpose	Expected Outcomes
<b>Waterfowl Crop Damage Prevention</b> <div> <div>ACA</div> <div>\$1,794</div> </div> <div> <div>Partner</div> <div>\$500</div> </div> <div> <div>Total</div> <div>\$2,294</div> </div>	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> <div> <div>ACA</div> <div>\$350,000</div> </div> <div> <div>Partner</div> <div>\$350,000</div> </div> <div> <div>Total</div> <div>\$700,000</div> </div>	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 claims.</li> </ul>
<b>Shot Livestock Compensation</b> <div> <div>ACA</div> <div>\$15,000</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$15,000</div> </div>	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 claims.</li> </ul>





Black bear  
photo: Brad Fenson

## 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, 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 and then are reviewed externally. 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.

In addition to our operational controls, we continue to involve our Board of Directors in our monitoring and accountability process, through the Standards Review Committee. This committee selects a group of projects or programs and reviews their merits for scientific credibility, efficiency, and ability to positively impact conservation in Alberta. The Standards Review Committee's recommendations are brought to the Board of Directors and are given to management for immediate implementation, as required.

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 Alberta Environment and Parks (AEP), our member groups, and to the general 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 general 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.





Bull moose  
photo: ACA, Mike Jokinen

## 8.0 Financial Summary

Our 2018/19 operating budget, including projected land donations and funds donated for land purchase, is \$18,283,954.

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. 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 2018/19 budget is based on a levy revenue projection of \$15,002,563 established from 2017/18 actual receipts, a projection of partner (non-levy) revenue for projects of \$2,431,391 and a projection of partner (non-levy) donations of land or funds for land purchase of \$1,025,000.

\$14,436,514 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 96.2 percent of the levy revenue value collected from hunters and anglers being put directly back into our natural resources.

Table 14: Summary Budget for 2018/19

Program	ACA (Levy Funds)	Partner Funds	Total Budget
Administration	\$1,997,112	\$104,922	\$2,102,034
Finance	\$596,059	\$24,500	\$620,559
Business Development	\$265,076	\$5,000	\$270,076
Human Resources	\$267,277	\$0	\$267,277
Health and Safety	\$120,107	\$0	\$120,107
Information Technology	\$459,387	\$8,000	\$467,387
Information, Education, and Communications	\$1,358,800	\$142,000	\$1,500,800
Wildlife	\$2,731,919	\$770,632	\$3,502,551
Fisheries	\$2,183,638	\$187,750	\$2,371,388
Land Management	\$2,097,210	\$613,587	\$2,710,797
Report A Poacher (RAP)	\$274,000	\$0	\$274,000
Compensation and Damage Prevention	\$365,000	\$350,000	\$715,000
Grants	\$1,546,351	\$50,000	\$1,596,351
<b>Subtotal Budget</b>	<b>\$14,261,936</b>	<b>\$2,256,391</b>	<b>\$16,518,327</b>
Land Donations and Funds for Land Purchases	\$740,627	\$1,025,000	\$1,765,627
<b>TOTAL BUDGET</b>	<b>\$15,002,563</b>	<b>\$3,281,391</b>	<b>\$18,283,954</b>





Upland Gamebird Productivity Survey  
photo: ACA, Aiden Bateman



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## Member Groups

Alberta Fish & Game Association

Alberta Hunter Education Instructors' Association

Alberta Professional Outfitters Society

Alberta Trappers' Association

Nature Alberta

Pheasants Forever, Alberta Council

Treaty 8 First Nations of Alberta

Trout Unlimited Canada

Wild Sheep Foundation Alberta







Alberta Conservation  
Association

*Conserving Alberta's Wild Side*

[www.ab-conservation.com](http://www.ab-conservation.com)