

Annual Operating Plan 2019/20





wildlife | fish | habitat

Our Vision

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

Our Mission

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

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Cover photo: ACA, Jason Blackburn
ACA staff conduct fish barrier passage assessment

Copies of this plan are available on our website at:
ab-conservation.com/aop



Kids Can Catch
photo: ACA, Colin Eyo

1.0 Introduction

Alberta Conservation Association's (ACA) *Annual Operating Plan 2019/20* 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 2019/20, we anticipate receiving roughly \$3 million in partner (non-levy) and/or in land value. Projected levy revenue from hunting and fishing licences is \$14 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 2019 – 2028 Strategic Business Plan

The 2019 – 2028 Strategic Business Plan includes both a three-year and ten-year business plan. The objectives identified in the three-year plan are reviewed annually and updated if a significant change in strategic direction is warranted. The Strategic Business Plan is a roadmap that keeps us focused on the strategies that influence our effectiveness. This clear sense of direction enables us to develop the most appropriate means of reaching our goals, which contributes to our success in fulfilling our Mission and achieving our Vision.

1.2 Regional Boundary Map



2.0 Business Program Areas

2.1 Finance and Administration

The Finance and Administration 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 2019/20

Project	Primary Purpose	Expected Outcomes
Finance	Provide financial services that safeguard company assets.	<ul style="list-style-type: none">Manage assets effectively.Provide complete and timely legal reporting.Support management’s information needs and facilitate effective decision-making.
ACA \$573,564	Ensure legal and contractual obligations are met.	
Partner \$41,000	Provide accurate and timely information to ACA’s decision makers.	
Total \$614,564		
Administration	Provide administrative support to all areas to enhance the efficiency and effectiveness of internal operations.	<ul style="list-style-type: none">Support Board of Directors, executive, and management.Maintain building operations throughout the province.
ACA \$1,890,776		
Partner \$68,922		
Total \$1,959,698		

Taber Pheasant Festival
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 2019/20, 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 2019/20

Project	Primary Purpose	Expected Outcomes
Business Development Support ACA \$353,761 Partner \$0 Total \$353,761	Strengthen existing partnerships and develop new relationships that support ACA programs and projects.	<ul style="list-style-type: none"> • Increase non-levy revenue by 5% minimum above previous fiscal year. • Sign on a minimum of five new business partners and/or increase contributions or multi-year commitments from five existing Corporate Partners in Conservation.
ACA Store ACA \$19,167 Partner \$0 Total \$19,167	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"> • Increase ACA brand recognition in the general public and business community. • Maintain employee satisfaction with branded merchandise.

2.3 Human Resources

Human Resources implements strategies and policies that meet organizational objectives. In 2019/20, our focus is on: 1) employee health and wellness, 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. Creating an environment conducive to learning through experience, coaching, mentoring, self-learning, as well as through training and development is a must in a well-functioning organization.

Table 3: Human Resources Projects for 2019/20

Project	Primary Purpose	Expected Outcomes
Program Coordination ACA \$164,165 Partner \$0 Total \$164,165	Maintain market competitiveness and Human Resources innovation. Deliver services, programs, and communications that are valued by prospective and current employees. Promote and maintain a safe hassle-free work environment.	<ul style="list-style-type: none"> • Create a corporate culture that attracts and retains employees. • Increase job satisfaction to foster a productive work environment with a higher retention rate. • Recognize human capital as the resource that drives organizational success. • Maintain management system targets and evaluate successes. • Create a culture where employees feel safe in bringing up concerns regarding work place harassment.

<div>Professional Development</div> <table><tr><td>ACA</td><td>\$27,500</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$27,500</td></tr></table>	ACA	\$27,500	Partner	\$0	Total	\$27,500	<div>Improve the talent development of ACA employees through professional development, career development, and improved performance management.</div> <div>Enhance teamwork and inter-team collaboration.</div> <div>Support employees in academic upgrades.</div>	<ul style="list-style-type: none">· Provide employees with opportunities to grow and take on new challenges through mentoring and training.· Invest in professional development programs to improve leadership capabilities, job skills, and employee productivity.· Maintain a work environment that motivates and inspires.· Well-trained employees receive personal satisfaction from a job well done.· Enhance capabilities and make the workplace an environment that supports people's initiative, creativity, responsibility, and meaning.
ACA	\$27,500							
Partner	\$0							
Total	\$27,500							
<div>Professional Memberships</div> <table><tr><td>ACA</td><td>\$4,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$4,000</td></tr></table>	ACA	\$4,000	Partner	\$0	Total	\$4,000	<div>Encourage employees to contribute to self-regulating professional associations committed to promoting excellence in professional practices.</div>	<ul style="list-style-type: none">· Increase awareness and credibility of ACA and our employees by promoting and maintaining high standards of professional competence and ethics.
ACA	\$4,000							
Partner	\$0							
Total	\$4,000							
<div>Health and Wellness</div> <table><tr><td>ACA</td><td>\$43,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$43,000</td></tr></table>	ACA	\$43,000	Partner	\$0	Total	\$43,000	<div>Promote the achievement of work-life balance and wellness for our employees, ensuring they are incorporated into the culture of the organization.</div> <div>Promote a healthy workplace both physically and mentally.</div>	<ul style="list-style-type: none">· Deliver a broader range of wellness programs and services for improved physical and mental health.· Maintain work-life balance through annual work plans.· Invest in employees to ensure an open and friendly culture and employee wellbeing.· 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.
ACA	\$43,000							
Partner	\$0							
Total	\$43,000							
<div>Service Awards</div> <table><tr><td>ACA</td><td>\$5,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$5,000</td></tr></table>	ACA	\$5,000	Partner	\$0	Total	\$5,000	<div>Recognize employees for their loyalty, commitment, and achievements.</div>	<ul style="list-style-type: none">· Provide service awards to employees who reach milestones.· Examine and source innovative service awards on an annual basis.
ACA	\$5,000							
Partner	\$0							
Total	\$5,000							
<div>Online Survey</div> <table><tr><td>ACA</td><td>\$1,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$1,000</td></tr></table>	ACA	\$1,000	Partner	\$0	Total	\$1,000	<div>Determine level of employee satisfaction with various aspects of ACA.</div>	<ul style="list-style-type: none">· Conduct annual employee survey.· Identify challenges and develop action plans for improvements.
ACA	\$1,000							
Partner	\$0							
Total	\$1,000							
<div>Recruitment</div> <table><tr><td>ACA</td><td>\$12,304</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,304</td></tr></table>	ACA	\$12,304	Partner	\$0	Total	\$12,304	<div>Compete in the job market to ensure only the best and talented employees are recruited to assist in meeting organizational goals.</div> <div>Create a corporate culture that attracts and retains employees of all generations.</div>	<ul style="list-style-type: none">· Promote ACA as an organization where employees can build their careers and expand their skills.· Hire employees with the knowledge, skills, and ability to perform the job and whose beliefs and behaviours fit our organizational culture.
ACA	\$12,304							
Partner	\$0							
Total	\$12,304							
<div>Career Fairs</div> <table><tr><td>ACA</td><td>\$2,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$2,000</td></tr></table>	ACA	\$2,000	Partner	\$0	Total	\$2,000	<div>Hire high-quality students for temporary summer work.</div> <div>Build employment relationships with students.</div>	<ul style="list-style-type: none">· Promote ACA to college and university students.· Provide co-op and intern opportunities to students.
ACA	\$2,000							
Partner	\$0							
Total	\$2,000							

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 2019/20, 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 2019/20

Project	Primary Purpose	Expected Outcomes
Health and Safety	Foster a company culture and working environment where all employees can work in a safe and healthy manner.	<ul style="list-style-type: none">Eliminate workplace injuries as well as loss or damage to property, facilities, materials, and equipment.Integrate workplace safety into daily operations.Provide ACA employees access to health and safety resources (e.g., forms, policies, procedures, and other reference materials).Provide employees with the necessary training, equipment, materials, and procedures required to conduct work in a healthy and safe manner.Respond to all health and safety incidents, including near misses.Operate the Health and Safety Program in a transparent and open manner.Continue to maintain and improve a Health and Safety Program that integrates effectively with ACA operations.
ACA	\$119,350	
Partner	\$0	
Total	\$119,350	

2.5 Information Technology

The Information Technology (IT) Program is responsible for the day-to-day operation, management, and strategic direction of ACA's information technology services. The program's primary activities and applications include: network and data security and backup, corporate telephone systems, intranet website, financial applications, payroll system, GIS applications, and several other applications and services. Core responsibilities also include ensuring workstation and network functionality, providing end-user support, and data recovery.

Table 5: Information Technology Projects for 2019/20

Project	Primary Purpose	Expected Outcomes
Information Technology/ Systems	Manage and operate ACA's IT infrastructure on a daily basis.	<ul style="list-style-type: none">Rollout new hardware and migrate to current operating systems.Migrate software to latest version.Maintain security of ACA network and data structures.Ensure existing technology provides information in an efficient and effective manner.Research and review new technology that supports ACA's strategic goals and objectives.Coordinate IT projects and processes with external consultants.
ACA	\$436,620	
Partner	\$8,000	
Total	\$444,620	



Philip J. Currie Dinosaur Museum display
photo: ACA, Colin Eyo

3.0 Resource Programs

3.1 Information, Education, and Communications

The Information, Education, and Communications Program is responsible primarily for creating awareness, education, and interest in conservation, ACA, and its work in wildlife, fisheries, and habitat.

Communications recognizes and responds to 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. In addition, this resource program is also responsible for corporate communications, brand management, and wildlife, fisheries, and land management resource program support.

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

Table 6: Information, Education, and Communications Projects for 2019/20

Communications		
Project	Primary Purpose	Expected Outcomes
Advertising and Marketing	Increase awareness of ACA as an organization, key ACA programs and projects, and conservation efforts in Alberta.	<ul style="list-style-type: none">Identify key advertising opportunities and implement strategies that align with the <i>Strategic Business Plan's</i> four-year objectives.Tradeshow collateral media.Online advertising. On-going
ACA		
Partner		
Total		
Harvest Your Own	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">Provide an educational resource on how to hunt and harvest in Alberta.Retain and recruit hunters.Attract advertising through audience capture.Maintain a viable and interesting resource year-round for hunters in Alberta. On-going
ACA		
Partner		
Total		
The Philip J. Currie Dinosaur Museum Display	Increase awareness of ACA as an organization, key ACA programs and projects, and conservation efforts in Alberta.	<ul style="list-style-type: none">Engage student audiences in conservation issues.Increase public awareness of conservation and the scope of stakeholders. Year 1 of 5
ACA		
Partner		
Total		
Social Media Facebook, Twitter, Instagram, YouTube, Constant Contact	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. Assist AEP with promotion of the Aquatic Invasive Species Program, Family Fishing Weekends, and youth hunting initiatives.	<ul style="list-style-type: none">Produce and deliver monthly Constant Contact e-newsletter to inform and promote news and events.Promote various ACA activities and events that occur throughout the year including: tradeshow, peregrine cameras, fish stocking dates, grant applications, Taber Pheasant Festival, Kids Can Catch, Waterfowl Warmup, and provincial pheasant releases.Interact and engage daily with audiences on Facebook, Twitter, and Instagram.Increase awareness of conservation issues such as aquatic invasive species and member group activities.Assist member groups and other organizations and partnerships with social media resources. On-going
ACA		
Partner		
Total		

<div>Internal Communications Needs</div> <table><tr><td>ACA</td><td>\$28,810</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$28,810</td></tr></table>	ACA	\$28,810	Partner	\$0	Total	\$28,810	Support the ACA President and CEO; Business Development; Human Resources; and Wildlife, Fisheries, and Land Management programs.	<div><ul style="list-style-type: none">Provide all planned and approved communications needs as well as address any unforeseen opportunities, whether internally or sourced through third party.Complete online seasonal job postings by mid-December 2019.Post Report Series by the end of April 2019.Improve program representation in all materials by working closely with Program Managers and Regional Managers.Develop key communications materials to ensure appropriate branding and messaging (e.g., media releases, fact sheets, poster templates, presentations).Coordinate and facilitate support for program and project operations such as lake aeration notices and hay tender ads.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.</div> <div>On-going</div>
ACA	\$28,810							
Partner	\$0							
Total	\$28,810							
<div>Stakeholder Communications</div> <table><tr><td>ACA</td><td>\$7,943</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$7,943</td></tr></table>	ACA	\$7,943	Partner	\$0	Total	\$7,943	Assist member groups and stakeholders in communications support where viable.	<div><ul style="list-style-type: none">Provide creative and promotional support where possible fostering positive business relationships.</div> <div>On-going</div>
ACA	\$7,943							
Partner	\$0							
Total	\$7,943							
<div>Emerging Issues</div> <table><tr><td>ACA</td><td>\$48,111</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$48,111</td></tr></table>	ACA	\$48,111	Partner	\$0	Total	\$48,111	Provide on-demand communications media.	<div><ul style="list-style-type: none">Maintain ACA as an up-to-date resource within its operations and public relations.Respond as required to unforeseen communications needs, opportunities, and challenges.</div> <div>On-going</div>
ACA	\$48,111							
Partner	\$0							
Total	\$48,111							
Publications/Print								
Project	Primary Purpose	Expected Outcomes						
<div>Conservation Magazine</div> <div>Spring/ Summer</div> <div>Fall/ Winter</div> <table><tr><td>ACA</td><td>\$96,507</td></tr><tr><td>Partner</td><td>\$16,000</td></tr><tr><td>Total</td><td>\$112,507</td></tr></table>	ACA	\$96,507	Partner	\$16,000	Total	\$112,507	Publish a free magazine that engages multi-interest audiences and connects them with ACA and its conservation projects, member groups, stakeholders, and partners.	<div><ul style="list-style-type: none">Produce, publish, promote, and deliver 30,000 hard copies of <i>Conservation Magazine</i>, seasonally in spring and fall, with digital versions available online.Research the possibility of a third issue strictly in digital format to explore and capture new audiences.</div> <div>On-going</div>
ACA	\$96,507							
Partner	\$16,000							
Total	\$112,507							
<div>Alberta Discover Guide</div> <table><tr><td>ACA</td><td>\$79,764</td></tr><tr><td>Partner</td><td>\$20,000</td></tr><tr><td>Total</td><td>\$99,764</td></tr></table>	ACA	\$79,764	Partner	\$20,000	Total	\$99,764	<div>Provides a comprehensive reference to several hundred sites conserved for the purpose of habitat protection and made available for recreational use by our stakeholders.</div> <div>Promotes the value of habitat conservation and the benefits of securing that habitat for wildlife.</div>	<div><ul style="list-style-type: none">Produce, publish, promote, and deliver 45,000 hard copies of the Guide with digital versions available online.Foster relationships with conservation partners who are key contributors to the Guide, such as Alberta Fish & Game Association (AFGA) and its affiliated clubs, Ducks Unlimited Canada (DUC), and Nature Conservancy of Canada (NCC).Promote AEP program messaging such as invasive species.</div> <div>On-going</div>
ACA	\$79,764							
Partner	\$20,000							
Total	\$99,764							

Annual Operating Plan <table><tr><td>ACA</td><td>\$12,860</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,860</td></tr></table>	ACA	\$12,860	Partner	\$0	Total	\$12,860	Provide stakeholders with information on ACA resource program projects and operations.	<ul style="list-style-type: none">Prepare the <i>Annual Operating Plan</i> draft for the ACA Board of Directors meeting, December 2019.Coordinate, edit, and design the <i>Annual Operating Plan</i>.Complete and post the <i>Annual Operating Plan</i>, after ACA Board of Directors approval, in April 2020, to coincide with the fiscal year. On-going
ACA	\$12,860							
Partner	\$0							
Total	\$12,860							
Strategic Business Plan <table><tr><td>ACA</td><td>\$11,688</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$11,688</td></tr></table>	ACA	\$11,688	Partner	\$0	Total	\$11,688	Provide an update and review of business plan objectives completed since 2009 and the 2015 update.	<ul style="list-style-type: none">Prepare the <i>Strategic Business Plan</i> draft for the ACA Board of Directors meeting, March 2019.Coordinate, edit, design, and distribute the <i>Strategic Business Plan</i>. On-going
ACA	\$11,688							
Partner	\$0							
Total	\$11,688							
Annual Report <table><tr><td>ACA</td><td>\$15,914</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$15,914</td></tr></table>	ACA	\$15,914	Partner	\$0	Total	\$15,914	Provide stakeholders financial reporting and transparency in operations.	<ul style="list-style-type: none">Produce the <i>Annual Report</i> by September 2019.Report audited financial statements to stakeholders.Coordinate editing and post ~ 45 resource program annual summaries (Wildlife, Fisheries, Land, and Communications) online by April 15, 2020. On-going
ACA	\$15,914							
Partner	\$0							
Total	\$15,914							
Grants Fund Annual Report <table><tr><td>ACA</td><td>\$6,283</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$6,283</td></tr></table>	ACA	\$6,283	Partner	\$0	Total	\$6,283	Provide stakeholders information about the ACA Grants Fund projects awarded, allocations, and activities.	<ul style="list-style-type: none">Post and promote interim reports, annual report, grant information, and application deadlines.Produce the <i>Grants Fund Annual Report</i> by fall 2019 for grant eligible committee meeting in December 2019. On-going
ACA	\$6,283							
Partner	\$0							
Total	\$6,283							
Conservation Site Signs <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">Design and coordinate proofing, quotes, and printing of conservation site signage. On-going						
Other Publications <table><tr><td>ACA</td><td>\$12,750</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,750</td></tr></table>	ACA	\$12,750	Partner	\$0	Total	\$12,750	Work with ACA Resource programs, AEP, and member groups to update existing publications as determined.	<ul style="list-style-type: none">Provide publishing support through design, editing, proofing, and printing. On-going
ACA	\$12,750							
Partner	\$0							
Total	\$12,750							
Final Reports <table><tr><td>ACA</td><td>\$4,093</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$4,093</td></tr></table>	ACA	\$4,093	Partner	\$0	Total	\$4,093	Provide publishing support for resource programs within research.	<ul style="list-style-type: none">Awareness and accessibility to ongoing project research by ACA. On-going
ACA	\$4,093							
Partner	\$0							
Total	\$4,093							
Guide App								
Project	Primary Purpose	Expected Outcomes						
Alberta Discover Guide App <table><tr><td>ACA</td><td>\$20,415</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$20,415</td></tr></table>	ACA	\$20,415	Partner	\$0	Total	\$20,415	Provide digital version of the Guide for mobile devices that makes planning and finding conservation sites to hunt, fish, forage, and explore easier.	<ul style="list-style-type: none">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.Explore new updates and enhanced user experience. On-going
ACA	\$20,415							
Partner	\$0							
Total	\$20,415							

Website		
Project	Primary Purpose	Expected Outcomes
Website Maintenance and Development ACA \$73,652 Partner \$0 Total \$73,652	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"> 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. Implement search engine optimization practices at all times. Expand design, navigation, and advertising. On-going

Table 7: Education and Outreach Events for 2019/20

Project	Primary Purpose	Expected Outcomes
Peregrine Cameras ACA \$7,724 Partner \$7,000 Total \$14,724	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"> Maintain remote camera infrastructure at six sites (Agrium Redwater, Bell Tower, Genesee Power Plant, Misericordia Hospital, University of Alberta, Weber Centre). 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. Increase traffic to our website and engage new audiences in ACA projects and events. Explore opportunities for similar remote camera coverage of other species. On-going
Taber Pheasant Festival ACA \$249,939 Partner \$60,000 Total \$309,939	<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>Promote municipal and farming practices that support wildlife and self-sustaining pheasant populations.</p>	<ul style="list-style-type: none"> Continue to work with local organizations and businesses to support and coordinate the Taber Pheasant Festival. Increase awareness of upland game bird habitat requirements and increase landowner participation in habitat enhancement projects. Encourage continued interest in pheasant and upland game bird hunting beyond the event. Increase overall number of youth and families hunting upland game birds each year (increased hunting licence sales). Introduce non-hunters to positive experiences related to hunting through culinary events, education, and entertainment. On-going
Kids Can Catch ACA \$8,627 Partner \$35,500 Total \$44,127	Encourage youth and families in communities across Alberta to get outdoors and enjoy angling.	<ul style="list-style-type: none"> Promote the Kids Can Catch Program as a way for local organizations to introduce youth and adults to fishing, fish conservation, and responsible angling. Engage local organizations and businesses to support and coordinate family fishing events in communities across Alberta. Public promotion of Kids Can Catch events through various media. Help local organizers connect with resources and volunteers to mentor new and young anglers on responsible and ethical angling practices. Encourage continued interest in angling beyond Kids Can Catch events, including awareness of fishing opportunities at stocked and aerated lakes. Increase overall number of youth and families fishing each year (increased fishing licence sales). On-going

Waterfowl Warmup		Host an annual sporting clays fundraiser as an opportunity for the general public, businesses, and conservation organizations to support the Report A Poacher program.	<ul style="list-style-type: none">· Increase awareness of and funds for the Report A Poacher program.· Promote responsible and ethical hunting practices.· Strengthen corporate relationships in the pursuit of long-term partnerships in conservation. On-going
ACA	\$7,808		
Partner	\$20,000		
Total	\$27,808		
WIN card			
Project		Primary Purpose	Expected Outcomes
WIN Card Reimbursement		Encourage recruitment of young people into hunting and allow ACA and our member groups to connect with new hunters when they purchase their first WIN card.	<ul style="list-style-type: none">· Increase the number of youth 12 to 17 years old who complete the Alberta Hunter Education Instructors' Association hunter education program.· Introduce and connect young hunters to programs, information, and other groups to enhance their experience. On-going
ACA	\$34,250		
Partner	\$0		
Total	\$34,250		



Kids Can Catch
photo: ACA, Colin Eyo



MULTISAR South Saskatchewan Drainage Project
photo: ACA, Doug Manzer

3.2 Wildlife

Our work with the ranching community has been successful in developing long-lasting relationships to deliver practices that benefit both wildlife and sustainable beef in grassland systems. In 2019/20, we'll continue to expand our footprint through the Milk River and South Saskatchewan River drainages and expand our area of focus to include ranches west of Highway 22. We've also intensified our focus in the county of Taber through both MULTISAR and our upland game bird program working with the County, landowners, local grazing associations, and irrigation districts.

Building on the success of these relationships within the ranching community in southern Alberta, we've also expanded our efforts to initiate a landowner-based habitat program in central Alberta entitled SHARP (Species Habitat Assessment and Restoration Partnership). Similar to MULTISAR, the foundation will be long-lasting working partnerships with producers tailored to meet the needs on a location-by-location basis for both wildlife and sustainable beef. We've reframed this project to include focal habitat that goes beyond the needs of species in the species at risk classification. We're excited about this new focal area and have been granted three years of funding to launch this initiative.

Our upland game bird program seeks to improve habitat on a working landscape in collaboration with farmers, ranchers, counties, and many other partners. Over the past seven years, we've been working with partners in the County of Warner to help improve water quality, while also enhancing wildlife connectivity and hunter access around Ridge Reservoir. This work is enhancing upland bird habitat within the buffer zone around the reservoir. These efforts have led to new opportunities to work with irrigation districts across a variety of counties to help address concerns over water quality. We've expanded our focus to include partnerships with Taber Irrigation District and St Mary's Irrigation District to help them identify opportunities for improving habitat within buffer zones across their vast irrigation networks. Similar to Ridge Reservoir, this will directly benefit wildlife as well as improve hunter access.

We are developing a trapper-based marten tracking system through our partnership with Alberta Trappers' Association (ATA) to produce reliable population indices. We worked with more than 200 trappers this past year and anticipate more than 300 participating in 2019/20! We'll also be analysing and publishing 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 continuing efforts to determine 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. Through this work, we've established a track record of melding science-based evidence with on-the-ground enhancements both within Alberta, as well as efforts being carried out by groups in other jurisdictions.

Table 8: Wildlife Projects for 2019/20

Wildlife Population Monitoring								
Project	Primary Purpose	Expected Outcomes						
Snake Hibernaculum Monitoring <table><tr><td>ACA</td><td>\$74,501</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$74,501</td></tr></table>	ACA	\$74,501	Partner	\$0	Total	\$74,501	Survey the present use or non-use of historic snake hibernaculum.	<ul style="list-style-type: none">· Determine occupancy of known hibernacula by sampling historic sites during peak snake emergence or ingress periods in the spring and autumn.· Discuss key habitat needs and resources important for snakes and conservation of hibernacula with landowners that have hibernacula on their property. Year 3 of 3
ACA	\$74,501							
Partner	\$0							
Total	\$74,501							
Alberta Volunteer Amphibian Monitoring Program (AVAMP) <table><tr><td>ACA</td><td>\$10,014</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$10,014</td></tr></table>	ACA	\$10,014	Partner	\$0	Total	\$10,014	Volunteer collection of amphibian location data throughout Alberta.	<ul style="list-style-type: none">· Coordinate volunteer collection of amphibian data from across Alberta. On-going
ACA	\$10,014							
Partner	\$0							
Total	\$10,014							
Development of Detailed Status Reports								
Project	Primary Purpose	Expected Outcomes						
Alberta Wildlife Status Reports <table><tr><td>ACA</td><td>\$9,901</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$9,901</td></tr></table>	ACA	\$9,901	Partner	\$0	Total	\$9,901	Coordinate and develop detailed status reports.	<ul style="list-style-type: none">· Complete and publish status reports initiated in previous year.
ACA	\$9,901							
Partner	\$0							
Total	\$9,901							
MULTISAR								
Project	Primary Purpose	Expected Outcomes						
MULTISAR – Milk River <table><tr><td>ACA</td><td>\$85,379</td></tr><tr><td>Partner</td><td>\$148,540</td></tr><tr><td>Total</td><td>\$233,919</td></tr></table>	ACA	\$85,379	Partner	\$148,540	Total	\$233,919	Engage landowners with planning and implementation of habitat strategies along the Milk River Basin.	<ul style="list-style-type: none">· Initiate habitat conservation strategies at three to four ranches.· Evaluation of habitat conservation strategies on select properties.· Consultation and relationship building with landowners and stakeholder community. On-going
ACA	\$85,379							
Partner	\$148,540							
Total	\$233,919							
MULTISAR – West <table><tr><td>ACA</td><td>\$69,885</td></tr><tr><td>Partner</td><td>\$69,000</td></tr><tr><td>Total</td><td>\$138,885</td></tr></table>	ACA	\$69,885	Partner	\$69,000	Total	\$138,885	Engage landowners with planning and implementation of habitat strategies west of Hwy 22 in South Saskatchewan River Basin.	<ul style="list-style-type: none">· Initiate habitat conservation strategies at one to two ranches.· Evaluation of habitat conservation strategies on select properties.· Consultation and relationship building with landowners and stakeholder community. NEW
ACA	\$69,885							
Partner	\$69,000							
Total	\$138,885							
MULTISAR – South Saskatchewan <table><tr><td>ACA</td><td>\$152,923</td></tr><tr><td>Partner</td><td>\$193,464</td></tr><tr><td>Total</td><td>\$346,387</td></tr></table>	ACA	\$152,923	Partner	\$193,464	Total	\$346,387	Engage landowners with planning and implementation of habitat strategies through the South Saskatchewan Basin.	<ul style="list-style-type: none">· Initiate habitat conservation strategies at three to four ranches.· Evaluation of habitat conservation strategies on select properties for wildlife.· Consultation and relationship building with landowners and stakeholder community. On-going
ACA	\$152,923							
Partner	\$193,464							
Total	\$346,387							
MULTISAR – Taber <table><tr><td>ACA</td><td>\$28,192</td></tr><tr><td>Partner</td><td>\$15,000</td></tr><tr><td>Total</td><td>\$43,192</td></tr></table>	ACA	\$28,192	Partner	\$15,000	Total	\$43,192	Engage landowners, County, and other stakeholders in Taber County to develop and implement habitat strategies that benefit wildlife.	<ul style="list-style-type: none">· Collaborate with grazing associations and the County to develop strategies to enhance upland and riparian habitat.· Deliver upland and riparian enhancements focused on sharp-tailed grouse and rattlesnakes within the county. On-going
ACA	\$28,192							
Partner	\$15,000							
Total	\$43,192							

Implementation of Population Recovery and Management Plans		
Project	Primary Purpose	Expected Outcomes
Alberta Piping Plover Recovery ACA \$52,285 Partner \$25,000 Total \$77,285	Assist recovery of piping plovers through habitat enhancements, and report on success of recovery efforts.	<ul style="list-style-type: none"> Implement enhancements including fencing, educational sanctuary signage, and vegetation reduction at select properties. Conduct inventory of plovers at select lakes. On-going
Pronghorn Fence Crossing Enhancement ACA \$19,402 Partner \$6,500 Total \$25,902	Enhance pronghorn movement by assisting AFGA to identify and then modify fences.	<ul style="list-style-type: none"> Provide key information to key partner (AFGA) for ranking where fence enhancements need to occur. 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. On-going
Pronghorn Movement Enhancement ACA \$28,473 Partner \$122,352 Total \$150,825	Develop standards for multi-species wildlife-friendly fence design.	<ul style="list-style-type: none"> Evaluate the response of pronghorn to fence enhancement techniques proposed for upland game birds and other ungulates to determine standards for wildlife-friendly fences. Year 9 of 10
Pronghorn Road Crossing Enhancement ACA \$20,080 Partner \$0 Total \$20,080	Identify crossing hot spots along Hwy 3 near Medicine Hat.	<ul style="list-style-type: none"> 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 Saskatchewan). Work with partners to improve road crossing movement and reduce mortalities along Hwy 3. Year 3 of 4
Pronghorn as a Grassland Indicator ACA \$44,876 Partner \$13,049 Total \$57,925	Determine applicability of using pronghorn to conserve connectivity for multiple species.	<ul style="list-style-type: none"> 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). Year 4 of 6
Upland Game Bird Enhancement Program		
Project	Primary Purpose	Expected Outcomes
Upland Bird 4-H Raise and Release Initiative ACA \$80,933 Partner \$20,000 Total \$100,933	Engage 4-H clubs and volunteers to raise upland birds (provincial).	<ul style="list-style-type: none"> Engage 4-H clubs and other volunteers, enabling them to raise and release upland birds (pheasants) in select locations. Communicate importance of suitable habitat with 4-H participants to foster long-term interest in habitat. On-going
Upland Game Bird Fall Forecast ACA \$11,040 Partner \$0 Total \$11,040	Survey upland game bird to track population trends.	<p>Survey pheasant and grey partridge populations to look at populations trends to promote hunter recruitment and evaluate habitat treatments.</p> <p>Publish late summer survey results on our website (and partner websites) to encourage hunter interest.</p> On-going

Habitat Legacy Partnership <table><tr><td>ACA</td><td>\$16,842</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$16,842</td></tr></table>	ACA	\$16,842	Partner	\$0	Total	\$16,842	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">Implement and monitor habitat enhancements on select properties to improve upland bird densities and assess benefits for wider range of species (biodiversity). On-going
ACA	\$16,842							
Partner	\$0							
Total	\$16,842							
Habitat Connectivity and Access – Ridge Reservoir <table><tr><td>ACA</td><td>\$39,547</td></tr><tr><td>Partner</td><td>\$22,105</td></tr><tr><td>Total</td><td>\$61,652</td></tr></table>	ACA	\$39,547	Partner	\$22,105	Total	\$61,652	Improve habitat connectivity and hunter access in collaboration with irrigation districts, counties, AEP, and other stakeholders.	<ul style="list-style-type: none">Continue to build working partnerships with key stakeholders in Warner County.Advance to next phase of project to survey, fence, and implement habitat enhancements around Ridge Reservoir. Year 6 of 8
ACA	\$39,547							
Partner	\$22,105							
Total	\$61,652							
Habitat Connectivity and Access <table><tr><td>ACA</td><td>\$210,452</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$210,452</td></tr></table>	ACA	\$210,452	Partner	\$0	Total	\$210,452	Improve habitat connectivity and hunter access in collaboration with Taber Irrigation District, and St Mary's Irrigation District across their respective systems.	<ul style="list-style-type: none">Build working partnerships with irrigation districts to enhance habitat and water quality and improve hunter access.Deliver collaborative habitat plan for one irrigation district across their system identifying opportunities for enhancement. On-going
ACA	\$210,452							
Partner	\$0							
Total	\$210,452							
Demonstration Farm for Restoring Upland Bird Densities and Biodiversity <table><tr><td>ACA</td><td>\$143,842</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$143,842</td></tr></table>	ACA	\$143,842	Partner	\$0	Total	\$143,842	Collaborate with demonstration farm partners to evaluate approaches for improving upland bird densities on modern profitable farms.	<ul style="list-style-type: none">Evaluate approaches for improving recruitment and density of upland birds (pheasants, grey partridge) and other species (songbirds, amphibians, invertebrates) on modern profitable farms.Baseline inventory and monitoring upland birds and biodiversity (songbirds, amphibians, invertebrates) to assess if treatments for upland birds also benefit other species. On-going
ACA	\$143,842							
Partner	\$0							
Total	\$143,842							
Pheasant Releases to Enhance Hunting Opportunities <table><tr><td>ACA</td><td>\$841,459</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$841,459</td></tr></table>	ACA	\$841,459	Partner	\$0	Total	\$841,459	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">Manage and coordinate pheasant release program within Alberta.Engage volunteer groups to assist with delivery of pheasants at sites.Evaluate the efficiency of program and satisfaction of hunters through a hunter survey (hardcopy or smartphone).Update and maintain web-based platform to inform hunters of all release sites including detailed maps.Initiate new site on the west or north side of Edmonton.Evaluate and work with stakeholders to change historic release sites where additional hunting pressure may hinder self-sustaining populations of sharp-tailed grouse, pheasants, or grey partridge. On-going
ACA	\$841,459							
Partner	\$0							
Total	\$841,459							
SHARP - Species Habitat Assessment and Restoration Partnership <table><tr><td>ACA</td><td>\$135,438</td></tr><tr><td>Partner</td><td>\$136,667</td></tr><tr><td>Total</td><td>\$272,105</td></tr></table>	ACA	\$135,438	Partner	\$136,667	Total	\$272,105	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">Initiate inventories for habitat conservation strategies at two to three ranches.Collaborative long-term management plan signed off with key partners.Consultation and relationship building with landowners and stakeholder community. On-going
ACA	\$135,438							
Partner	\$136,667							
Total	\$272,105							

Assessment and Enhancement of Turkeys	Survey annual trends and scope opportunities to expand turkey range.	<ul style="list-style-type: none">• Scope to determine what information is available on populations and trends in Alberta with AEP, and possible issues that could be influencing their trajectory.• Review previous survey information available and develop approach for assessing population trends.• Trial survey approaches for turkeys in select areas of SW Alberta.• Work with AEP to explore opportunities to expand the range of turkeys within Alberta. <p>Year 1 of 5</p>	
ACA			\$13,247
Partner			\$0
Total			\$13,247

Applied Research and Ecological Studies

Project	Primary Purpose	Expected Outcomes						
Working with Trappers to Monitor Furbearer Trends (ACA/ATA Partnership) <table><tr><td>ACA</td><td>\$102,743</td></tr><tr><td>Partner</td><td>\$5,000</td></tr><tr><td>Total</td><td>\$107,743</td></tr></table>	ACA	\$102,743	Partner	\$5,000	Total	\$107,743	Develop a method for trappers to produce an index of furbearer population trends across the province.	<ul style="list-style-type: none">Assist ATA and AEP to develop a tracking system for marten harvest and trapping effort that will provide reliable population indices. Target 300 trappers participating by winter 2020.Determine if age-class ratios from harvested marten is a good approach for tracking population trends.Scope a digital interface for logbook entry to make the process less time consuming for users and managing data. Year 3 of 5
ACA	\$102,743							
Partner	\$5,000							
Total	\$107,743							
Wolverine Density, Movement, and Denning in the Birch Mountains <table><tr><td>ACA</td><td>\$100,503</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$100,503</td></tr></table>	ACA	\$100,503	Partner	\$0	Total	\$100,503	Provide information on boreal wolverine density and habitat use in an area with little industrial disturbance.	<ul style="list-style-type: none">Evaluate wolverine movement and habitat selection in presumed good quality habitat in the Birch Mountains.Collaborate with partners to determine daily energy expenditure of free-ranging wolverines.Estimate how food resources (natural and introduced) may influence wolverine reproductive rates.Provide a density estimate for wolverines that can be used as part of a status assessment. Year 5 of 5
ACA	\$100,503							
Partner	\$0							
Total	\$100,503							
Amphibian Monitoring Using Environmental DNA <table><tr><td>ACA</td><td>\$12,416</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,416</td></tr></table>	ACA	\$12,416	Partner	\$0	Total	\$12,416	Develop monitoring tool to detect amphibians (10 species) using a DNA-based sampling method.	<ul style="list-style-type: none">Refine collection method for water and sediment samples to improve consistency for detecting amphibians using eDNA. Final year
ACA	\$12,416							
Partner	\$0							
Total	\$12,416							



Fisheries restoration presentation for Watershed Stewardship Day at Hasse Lake
photo: Mayatan Lake Management Association, Myrna Neilson

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 fish stocking projects create recreational fisheries in areas of the province where such opportunities do not otherwise exist. The lakes we aerate are prone to both summer and winter fish kills due to low dissolved oxygen (DO) but through aeration we maintain DO at levels that promote year-round survival of stocked trout. Each year, ACA receives several requests for new lake aeration across the province. Given the substantial cost associated with aeration, it is essential that we carefully screen requests to ensure that we address top AEP provincial-level priorities. After a preliminary review of the requests we received, we developed a short-list of lakes for further screening as potential candidates for future aeration.

Stocked fish populations are an important component of Alberta's recreational angling experience. Through the ACA Fish Stocking (AFS) project (formerly Enhanced Fish Stocking project), we will stock over 103,000 catchable-sized (i.e., 20 cm) trout into 63 ponds, creating "put-and-take fisheries" that allow anglers to harvest up to five fish per day; one additional pond will be stocked with yellow perch for the Kids Can Catch program. 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 AFS supporting projects are designed to determine angler use of ponds, improve water quality in select ponds, and identify new waterbodies for stocking. Most AFS ponds are close to towns and cities, making them popular family destinations and ideal for the recruitment of new anglers.

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. We will work with AEP to re-stock the lake during the spring of 2019, 10 years after the lake was last stocked. In partnership with Parkland County, we plan to install

electrical power and aeration infrastructure on the lake in the spring of 2019 to provide both summer and winter aeration to support year-round survival of the stocked fish.

Projects involving Sawn and Haig lakes explore the feasibility of enhancing walleye fisheries in these systems while those on Iosegun Lake-Fox Creek and North Raven River are designed to provide information on spawning habitat use to aid decisions related to beaver dam management in these rivers by the ACA Land Management Program.

In 2018/19, we initiated a multi-year project to investigate the distribution of Prussian carp across the province and its potential impact on native species. Prussian carp is a recent invasive fish species in Alberta and initial surveys suggest that its range is expanding exponentially across the province. However, the full extent of its distribution across the province is unclear. 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.

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 surveys on the Clearwater and Berland rivers are of special interest, as they are linked directly to the implementation of the North-Central Native Trout (NCNT) recovery program.

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 Westslope Cutthroat Trout (WSCT) Recovery Program are two government-led initiatives that use an adaptive management framework to recover native trout and whitefish populations in watersheds of the East Slopes. Several of our projects in 2019/20, including angler surveys, were selected to aid in

implementation of these key initiatives, as well as support the development of management plans for priority species. Projects on the Ram, James, upper Red Deer, upper Oldman, Livingston, and Narraway river systems will variously: determine the distribution, abundance, spawning, and habitat of native trout species; develop a standardized protocol for assessing fish passage barriers; and inventory and examine the conservation potential of fish passage barriers for native trout. Other studies will evaluate streams and lakes for westslope cutthroat trout range expansion.

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. Successful implementation of Fisheries Program activities involves the support of numerous partnerships consisting of provincial and federal governments, industry, watershed groups, non-governmental organizations, counties/ municipalities, and other interested groups.

Table 9: Fisheries Projects for 2019/20

Development and Implementation of Aeration and ACA Fish Stocking Plans		
Project	Primary Purpose	Expected Outcomes
Lake Aeration <div> <div>ACA</div> <div>\$424,740</div> </div> <div> <div>Partner</div> <div>\$15,000</div> </div> <div> <div>Total</div> <div>\$439,740</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"> Reduce risk of summer and winter kills of stocked trout in 19 waterbodies distributed within ACA regional boundaries as follows: <ol style="list-style-type: none"> Northwest Region (six waterbodies): Cecil Thompson Pond and Figure Eight, Swan, Sulphur, Dollar (both East & West), and Spring lakes. Central Region (seven waterbodies): Beaver, Mitchell, Fiesta, Birch, Ironside, and Winchell lakes and Hansen's Reservoir. Southern Region (two waterbodies): Coleman Fish and Game Pond and Police Outpost Lake. Northeast Region (four waterbodies): Radway Pond, Muir, Spring, and Millers lakes. On-going
New Lake Aeration Development <div> <div>ACA</div> <div>\$12,834</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$12,834</div> </div>	Explore additional aeration opportunities across the province.	<ul style="list-style-type: none"> Screen five new candidate lakes for potential aeration: Bullshead Reservoir, Little Bear, Peanut, Sauer lakes, and Kerbes Pond. Key screening criteria include: alignment with AEP/ACA provincial-level priorities; multi-year patterns in frequency and severity of fish kills, water quality data (particularly nutrients and dissolved oxygen profiles); lake depth and size; proximity to electrical power, roads, and major population center. On-going
ACA Fish Stocking (AFS) <div> <div>ACA</div> <div>\$302,355</div> </div> <div> <div>Partner</div> <div>\$15,865</div> </div> <div> <div>Total</div> <div>\$318,220</div> </div>	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"> Stock approximately 103,500 (20 cm) trout, consisting of 95,000 rainbow, 6,000 brook, and 2,500 brown trout into 63 waterbodies; one additional pond will be stocked with approximately 1,200 yellow perch. On-going
ACA Fish Stocking Expansion – New Lakes <div> <div>ACA</div> <div>\$27,730</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$27,730</div> </div>	Identify and evaluate new waterbodies for stocking to increase recreational fishing opportunities, particularly close to urban areas.	<ul style="list-style-type: none"> Evaluate, and where suitable, develop AFS at candidate waterbodies identified in 2018/19. Continue to evaluate new candidate ponds received through referral. Continue partnership discussions 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. On-going

<div>ACA Fish Stocking Expansion – New Species</div> <table><tr><td>ACA</td><td>\$50,815</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$50,815</td></tr></table>	ACA	\$50,815	Partner	\$0	Total	\$50,815	Expand scope and diversity in fish stocking activities: investigate suitability of new fish species/ strains to complement currently stocked rainbow trout under the ACA fish stocking project.	<div><ul style="list-style-type: none">Use tag-return approach to estimate the relative return-to-creel of brook and rainbow trout at selected ACA stocked ponds.Estimate angler participation at tag-return study ponds.Increase angler awareness of the AFS project.</div> <div>1 year</div>
ACA	\$50,815							
Partner	\$0							
Total	\$50,815							
<div>AFS Pond Rehabilitation</div> <table><tr><td>ACA</td><td>\$19,592</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$19,592</td></tr></table>	ACA	\$19,592	Partner	\$0	Total	\$19,592	Actively seek to improve water quality and physical characteristics of select AFS ponds in partnerships with municipalities.	<div><ul style="list-style-type: none">Develop and submit application to AEP to conduct a pilot alum treatment at Westlock AFS pond.Assess feasibility of other rehabilitation treatments (e.g., dredging) on select AFS ponds.</div> <div>On-going</div>
ACA	\$19,592							
Partner	\$0							
Total	\$19,592							
Assessment of Angler Demographics, Effort, Catch, and Harvest								
Project	Primary Purpose	Expected Outcomes						
<div>Angler Survey on the Berland River</div> <table><tr><td>ACA</td><td>\$93,670</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$93,670</td></tr></table>	ACA	\$93,670	Partner	\$0	Total	\$93,670	Provide information to aid sport fisheries management.	<div><ul style="list-style-type: none">Describe angling effort, and associated fisheries demographics; data will also support the provincial native trout conservation program.Use of data by AEP to formulate fisheries management plans.</div> <div>1 year</div>
ACA	\$93,670							
Partner	\$0							
Total	\$93,670							
<div>Angler Survey on Clearwater/North Raven Rivers</div> <table><tr><td>ACA</td><td>\$149,639</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$149,639</td></tr></table>	ACA	\$149,639	Partner	\$0	Total	\$149,639	Provide information to aid sport fisheries management.	<div><ul style="list-style-type: none">Describe angling effort, and associated fisheries demographics; data on the Clearwater River will also support the provincial native trout conservation program.Use of data by AEP to formulate fisheries management plans.</div> <div>1 year</div>
ACA	\$149,639							
Partner	\$0							
Total	\$149,639							
<div>Low-Effort Angler Surveys on Graham, Peerless, Vandersteen, and Round Lakes</div> <table><tr><td>ACA</td><td>\$22,113</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$22,113</td></tr></table>	ACA	\$22,113	Partner	\$0	Total	\$22,113	Provide information to aid sport fisheries management.	<div><ul style="list-style-type: none">Use trail cameras to estimate angler effort (fishing pressure) at these lakes.Use of data by AEP in fishing regulation review to formulate fisheries management plans.</div> <div>1 year</div>
ACA	\$22,113							
Partner	\$0							
Total	\$22,113							
<div>ACA Fish Stocking Evaluation</div> <table><tr><td>ACA</td><td>\$19,157</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$19,157</td></tr></table>	ACA	\$19,157	Partner	\$0	Total	\$19,157	Evaluate fish population demographics and fishing pressure at ACA stocked ponds.	<div><ul style="list-style-type: none">Use trail cameras to estimate angler effort at select ACA stocked ponds.</div> <div>On-going</div>
ACA	\$19,157							
Partner	\$0							
Total	\$19,157							

Applied Research								
Project	Primary Purpose	Expected Outcomes						
<div>Prussian Carp Distribution in Alberta</div> <table><tr><td>ACA</td><td>\$44,415</td></tr><tr><td>Partner</td><td>\$36,820</td></tr><tr><td>Total</td><td>\$81,235</td></tr></table>	ACA	\$44,415	Partner	\$36,820	Total	\$81,235	Aquatic invasive species: assess Prussian carp range, ecology, and impacts on native fisheries.	<div><ul style="list-style-type: none">Determine Prussian carp population structure and habitat characteristics at sites that tested positive for eDNA in 2018/19, but lack population-level data.Collect eDNA samples from sites where 2018/19 results were inconclusive and update provincial distribution map.Use occupancy modelling to examine Prussian carp detection probability using eDNA, as well as determine if there are specific environmental variables that predict presence and zones at greatest risk to Prussian carp invasion.</div> <div>Year 2 of 4</div>
ACA	\$44,415							
Partner	\$36,820							
Total	\$81,235							
<div>East Slopes Fisheries Inventory</div> <table><tr><td>ACA</td><td>\$86,228</td></tr><tr><td>Partner</td><td>\$25,000</td></tr><tr><td>Total</td><td>\$111,228</td></tr></table>	ACA	\$86,228	Partner	\$25,000	Total	\$111,228	Describe fish abundance, distribution, and stream habitat in areas of mutual interest to provincial resource managers and industrial partners with emphasis on priority fish species and watersheds/HUCs.	<div><ul style="list-style-type: none">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 includes select Red Deer River tributaries upstream of, and including the James River.Identify watersheds/HUCs with dated fisheries inventory in the East Slopes for future sampling.</div> <div>Year 4 of 7</div>
ACA	\$86,228							
Partner	\$25,000							
Total	\$111,228							
<div>Establish/Enhance Walleye Fisheries</div> <table><tr><td>ACA</td><td>\$24,408</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$24,408</td></tr></table>	ACA	\$24,408	Partner	\$0	Total	\$24,408	Determine feasibility of establishing/enhancing various forms of walleye fisheries.	<div><ul style="list-style-type: none">Scoping year: assess feasibility of improving connectivity between Haig and Sawn lakes to facilitate movement of walleye from Haig into Sawn Lake; walleye population is very strong in Haig Lake but poor in Sawn Lake.</div> <div>On-going</div>
ACA	\$24,408							
Partner	\$0							
Total	\$24,408							
<div>Hasse Lake Sport Fishery Restoration</div> <table><tr><td>ACA</td><td>\$24,186</td></tr><tr><td>Partner</td><td>\$55,950</td></tr><tr><td>Total</td><td>\$80,136</td></tr></table>	ACA	\$24,186	Partner	\$55,950	Total	\$80,136	Re-establish sport fishery at Hasse Lake through improvements in lake and watershed health.	<div><ul style="list-style-type: none">Work with AEP area biologist to develop FMO and stock trout in the lake.Develop year-round lake aeration infrastructure to support stocked fish.Develop plan for alum treatment to reduce internal phosphorous loading.Continue to pursue strategies to reduce overall watershed-level nutrient loading to the lake.Continue technical support to partners for on-the-ground watershed-level restoration activities.Monitor water quality and biota.</div> <div>On-going</div>
ACA	\$24,186							
Partner	\$55,950							
Total	\$80,136							
<div>Impact of Beaver Dam Management on Sport Fisheries</div> <table><tr><td>ACA</td><td>\$37,706</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$37,706</td></tr></table>	ACA	\$37,706	Partner	\$0	Total	\$37,706	Improve spawning habitat for sport species: evaluate impact of beaver dam removals on fish spawning in North Raven River and Fox Creek to aid decisions on continued dam removal by ACA Land Management program.	<div><ul style="list-style-type: none">North Raven River – baseline year: review relevant literature and collect baseline data on timing, location, and magnitude of beaver and trout spawning activity in the river.Fox Creek: determine use of Fox Creek as spawning system for Iosegun Lake walleye to aid decisions on continued beaver dam removal between Fox Creek and Iosegun Lake.</div> <div>Year 1 of 2</div>
ACA	\$37,706							
Partner	\$0							
Total	\$37,706							



Prussian Carp Distribution Project
photo: ACA, Jamie Card

Implementation of Approved Fish Species Recovery and Management Plans								
Project	Primary Purpose	Expected Outcomes						
<div>Conservation Potential of Fish Passage Barriers for Native Trout</div> <table><tr><td>ACA</td><td>\$52,445</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$52,445</td></tr></table>	ACA	\$52,445	Partner	\$0	Total	\$52,445	Determine conservation potential of fish passage barriers in the Red Deer, North Saskatchewan, upper Athabasca, and Peace river watersheds.	<div><ul style="list-style-type: none">• Compile existing fish passage barrier location information within the Red Deer, North Saskatchewan, Athabasca, and Peace watersheds into a centralized database.• Compile existing habitat and fish community data associated with barriers.• Use GIS tools to predict potential barrier locations for future ground truthing.• Ground truth barrier locations in a select HUC8 watershed (Narraway watershed).</div> <div>On-going</div>
ACA	\$52,445							
Partner	\$0							
Total	\$52,445							
<div>Westslope Cutthroat Trout Population and Habitat Monitoring</div> <table><tr><td>ACA</td><td>\$125,018</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$125,018</td></tr></table>	ACA	\$125,018	Partner	\$0	Total	\$125,018	Monitor WSCT population responses in priority HUC10 watersheds to land-use management changes under the new Livingstone-Porcupine Hills Recreation Management Plan.	<div><ul style="list-style-type: none">• Determine distribution, abundance, and population structure of WSCT in four high priority HUC10 watersheds in the upper Oldman system: upper Oldman and Livingstone rivers and Dutch and Hidden creeks.</div> <div>Year 2 of 5</div>
ACA	\$125,018							
Partner	\$0							
Total	\$125,018							
<div>Ram River Bull Trout Assessment</div> <table><tr><td>ACA</td><td>\$65,780</td></tr><tr><td>Partner</td><td>\$10,000</td></tr><tr><td>Total</td><td>\$75,780</td></tr></table>	ACA	\$65,780	Partner	\$10,000	Total	\$75,780	Determine abundance of native trout in response to management actions as part of NCNT Recovery Program in priority HUCs.	<div><ul style="list-style-type: none">• Describe relative abundance of bull trout in tributaries to the Ram River.• Estimate the number of adult (i.e., >249 mm FL) bull trout exiting Fall Creek post-spawn.• Estimate the number of bull trout redds in Fall Creek and associated observer error.</div> <div>Year 3 of 5</div>
ACA	\$65,780							
Partner	\$10,000							
Total	\$75,780							
<div>Westslope Cutthroat Trout Range Expansion</div> <table><tr><td>ACA</td><td>\$35,573</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$35,573</td></tr></table>	ACA	\$35,573	Partner	\$0	Total	\$35,573	Evaluate streams and lakes above fish passage barriers for potential WSCT range expansion.	<div><ul style="list-style-type: none">• Develop a range expansion framework for WSCT using concepts of conservation translocation and modified scoring systems developed for bull trout.• Rank feasibility of WSCT range expansion for habitats and communities upstream of barriers based on scores calculated using the framework above.• Provide AEP managers with a master table that ranks feasibilities of WSCT translocation sites based on habitat and community metrics.</div> <div>Year 2 of 4</div>
ACA	\$35,573							
Partner	\$0							
Total	\$35,573							



Logging riparian conservation data along the North Raven River
photo: ACA, Erin Vandermare!

3.4 Land Management

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

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

We currently manage over 210,000 acres of habitat within Alberta. This includes fisheries access sites, managed Crown properties, ACA-titled lands, lands with conservation easements, and other habitat type projects. Management involves restoring and enhancing a variety of habitat, controlling invasive species, maintaining infrastructure, addressing industrial referrals, and installing new signage on all ACA conservation sites. Management of our conservation sites is directed through detailed management plans that provide short- and long-term objectives to achieve our conservation goals.

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

Securement, enhancement, and management of recreational opportunity initiatives are an integral component of our Land Management Program. We currently manage and maintain 26 Fisheries Access Sites across the province, providing angling opportunities to a variety of rivers, lakes, and stocked ponds. We are also in our fourth year of our “Recreational Opportunity Enhancement project” which looks at increasing and enhancing hunting and angling opportunities. A key component of this project is to 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 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 2019 edition is the 12th installment and features over 789 ACA and partner-owned sites across the province including 345 sites owned by Ducks Unlimited Canada and 102 by Alberta Fish & Game Association.

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

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

Table 10: Land Management Projects for 2019/20

Securement, Enhancement, and Management of Fish and Wildlife Habitat (includes Inventory, Assessment, and Monitoring)		
Project	Primary Purpose	Expected Outcomes
Conservation Site Management ACA \$343,241 Partner \$122,937 Total \$466,178	Manage, enhance, and maintain ACA conservation sites to provide a diversity of habitat for a variety of fish and wildlife species and provide recreational opportunities on ACA and partner-owned conservation sites.	<ul style="list-style-type: none"> Manage, enhance, and maintain over 210,000 acres of habitat on over 300 conservation sites in the province. Complete inspections on 50% of ACA managed conservation sites. Install new signage on six ACA conservation sites. Complete baseline inventories on two conservation sites and Range Health Assessments on one site. Enhance wildlife and fish habitat on seven conservation sites. Maintain and develop collaborative partnerships that assist with achieving management goals on conservation sites. Enhance sustainable recreational opportunities on ACA-owned and managed sites (access barriers, parking areas, v gates, pheasant release sites, etc.). Continue to work collaboratively with AEP on a disposition process for management of priority Crown conservation sites. Continue to develop guideline documents for permitted and non-permitted activities on conservation sites. 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). On-going
Habitat Securement ACA \$158,416 Partner \$35,000 Total \$193,416	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"> Secure 750 acres of habitat through land purchase and land donations within focal areas. Maintain a collaborative partnership with Environment Canada's Habitat Stewardship Program (Species at Risk and Prevention Stream). Maintain, enhance, and expand other securement partnerships and conserve important habitat within focal areas across Alberta. Increase sustainable recreational opportunities across the province. On-going
Corporate Partners (Securement) ACA \$28,775 Partner \$0 Total \$28,775	Conserve, enhance, and restore priority wildlife and fish habitat with corporate partners.	<ul style="list-style-type: none"> Secure 600 acres of important wildlife and/or fish habitat through direct purchase within focal areas. Maintain and expand current corporate partnerships. Increase the number of corporate partners actively donating to ACA. Increase sustainable recreational opportunities across the province. On-going
Landowner Habitat Program (LHP) ACA \$159,115 Partner \$28,495 Total \$187,610	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"> Conserve an additional 500 acres of important wildlife and fish habitat using five- to 20-year term habitat retention agreements. Continue to inspect and monitor existing LHP agreements. Enhance sustainable recreational opportunities on deeded lands. Foster respect between land users and landowners. Deliver in collaboration with other conservation partners. Increase awareness and enhance hunting and angling opportunities on privately owned lands across Alberta by distributing Use Respect – Ask First signage Circulate Use Respect – Ask First banners within ACA Regions to promote Use Respect – Ask First signage (government and municipality offices, trade shows, etc.) On-going

Riparian Conservation 1) Owl River 2) Beaverlodge River 3) South Riparian Conservation 4) North Raven and Raven Rivers 5) Isle Lake <hr/> ACA \$266,672 <hr/> Partner \$69,673 <hr/> Total \$336,345	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"> Establish eight new riparian conservation projects and associated landowner agreements (e.g., fencing, off-channel watering, habitat retention agreements, tree planting, bank stabilization, etc.). Continue to inspect and monitor existing riparian agreements. Explore opportunities to expand riparian conservation programming in the Central and NW regions. Increase public interest and awareness of riparian conservation through community outreach, public presentations, and direct contact with key landowners, signage, advertisements, etc. Complete riparian health assessments and inventories at new and existing project locations and conduct water sampling to monitor water quality. Participate in watershed groups, councils, and stewardship networks. Continue to explore the option of ACA becoming a certified wetland restoration agency and explore the opportunity of a wetland banking system. On-going
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Development and Implementation of Habitat Management Plans

Project	Primary Purpose	Expected Outcomes
Management Plan Development <hr/> ACA \$106,250 <hr/> Partner \$0 <hr/> Total \$106,250	Develop management plans for conservation sites ACA owns or manages.	<ul style="list-style-type: none"> Develop habitat management and enhancement objectives and identify project partner roles and responsibilities for priority conservation sites. Complete management plans on 100% of titled lands acquired in 2018/19. Prioritize and develop management plans for priority Crown conservation sites (sites with dispositions). Work with partners and update management plans as required. On-going

Securement, Enhancement, and Management of Recreational Access sites

Project	Primary Purpose	Expected Outcomes
Fisheries Access Site Management <hr/> ACA \$167,436 <hr/> Partner \$6,620 <hr/> Total \$174,056	Maintain and enhance fisheries access sites that support and increase recreational angling opportunities across the province.	<ul style="list-style-type: none"> Manage and maintain 26 fisheries access sites across the province. Complete site upgrades and repairs at two sites (e.g., parking lot upgrades, gates, trails, and infrastructure repairs). Continue with maintenance contracts at fisheries access sites. Assess potential of two new fisheries access sites (Chestemere and Bennet Pond) Continue to work collaboratively with AEP on Crown Fisheries Access sites (dispositions). Continue providing access for anglers to key streams, rivers, lakes, and trout ponds. Maintain and develop collaborative partnerships to assist with maintenance costs associated with managing fisheries access sites. Collaborate with AEP and ACA's Fisheries Team on the identification of creating new angling opportunities and development of new Fisheries Access sites. Continue to complete minor maintenance on agreed to water control structures. On-going

<div>Recreational Opportunity Enhancement</div> <table><tr><td>ACA</td><td>\$42,852</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$42,852</td></tr></table>	ACA	\$42,852	Partner	\$0	Total	\$42,852	Increase opportunities for hunting and angling, as well as other non-consumptive activities such as hiking, canoeing, or photography.	<ul style="list-style-type: none">Collaborate with Canadian Land Access Systems (CLAS) to support an online landowner-hunter service that connects hunters with landowners who experience elk or deer depredation (NW AB, Grande Prairie area).Expand the access sign-in process currently employed in Southern Alberta.Explore the use of seasonal or permanent leases to allow for access to Crown waterbodies across private land.Collaborate with AEP, AFGA, landowners, and other stakeholders. On-going
ACA	\$42,852							
Partner	\$0							
Total	\$42,852							
<div>Alberta Discover Guide</div> <div>The budget is allocated within the Communications Program.</div>	Promote the value of habitat conservation and the diversity of recreational opportunities available on ACA-owned and partner conservation sites.	<ul style="list-style-type: none">Continue to promote and distribute the <i>Alberta Discover Guide</i>.Review and update the conservation site database with new ACA conservation sites and partner-owned properties for the 13th edition of the Discover Guide (2020). On-going						



Deer Creek Recreational Opportunity Enhancement site
photo: ACA, Dean Ostafichuck

4.0 Report A Poacher

As part of the Report A Poacher (RAP) Program, we work with Alberta Justice and Solicitor General, Fish and 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 2019/20, we will continue to: 1) identify ways to

educate the public about poaching in Alberta, 2) refine various promotional aspects of the program, 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 2019/20

Project	Primary Purpose	Expected Outcomes
Report A Poacher Promotion <div> <div>ACA</div> <div>\$104,300</div> </div> <div> <div>Partner</div> <div>\$10,000</div> </div> <div> <div>Total</div> <div>\$114,300</div> </div>	Continue promotion of the RAP Program. Provide support for the RAP toll-free phone line.	<ul style="list-style-type: none"> · Increase public awareness and understanding of poaching and maintain/increase use of RAP Program by the general public through: <ul style="list-style-type: none"> - Using various media to increase the general exposure of the RAP Program. - Maintaining RAP education trailer and making available for use by AJSG and AEP. - Maintaining sufficient stock of promotional items used for trade shows and community/stakeholder events, as well as research new items that maximize exposure. · RAP toll-free line has an operator available at all times, with increased capacity during peak periods.
Enforcement Funding <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 AJSG.	<ul style="list-style-type: none"> · Assist in maintaining effectiveness of AJSG.
RAP Rewards <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"> · Increase public participation in the RAP program through monetary incentives.



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.



Grant Project: Conserving and Restoring Arctic Grayling in the Upper Pembina River Watershed – Habitat Restoration Planning
photo: Northern Lights Fly Fishers - Trout Unlimited Canada, Paul Fitt

Table 12: Grants Program for 2019/20

Project	Primary Purpose	Expected Outcomes
ACA Conservation, Community, and Education Grants ACA \$970,000 Partner \$0 Total \$970,000	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"> · Increase in quality and quantity of habitat available for wildlife, especially Alberta's endangered species and fish populations. · Engagement of Albertans in stewardship activities. · Increase in urban fishing opportunities in Alberta. · Greater understanding of the impact of non-native species on native species in Alberta. · Increase in numbers of active hunters, anglers, and trappers and increased awareness of hunting/fishing/trapping opportunities in Alberta. · Increase in awareness of conservation issues in Alberta and the relationship between conservation and hunting, fishing, and trapping.
ACA Research Grants ACA \$330,000 Partner \$0 Total \$330,000	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"> · 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 determine 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.
ACA Grants in Biodiversity (administrated by U of A. ACA/Syncrude Partnership) 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"> · Increase in knowledge of Alberta's heritage of living resources, specifically the flora and fauna. · Promote the development of highly qualified, Alberta-based conservation biologists. · Support high-quality research and study in Alberta by graduate students, with at least 20 students supported annually.
ACA Chair in Fisheries and Wildlife at the U of A ACA \$20,500 Partner \$0 Total \$20,500	Provide educational initiatives to wildlife professionals through the ACA Chair.	<ul style="list-style-type: none"> · Maintain a close connection between the ACA Chair and ACA programs. · Ensure research knowledge is being transferred to biologists involved in conservation, management, and policy development.

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 AJSG. ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule. In 2019/20, 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 2019/20

Project	Primary Purpose	Expected Outcomes
Waterfowl Crop Damage Prevention <div> <div>ACA\$2,666</div> <div>Partner\$500</div> <div>Total\$3,166</div> </div>	Provide assistance to agricultural producers in preventing crop depredation losses as a result of waterfowl.	<ul style="list-style-type: none"> Provide access to information on techniques for reducing crop depredation to agricultural producers. Ensure the prevention program meets requirements so that Alberta's agricultural producers qualify for the joint federal-provincial compensation program.
Wildlife Predator Compensation <div> <div>ACA\$315,000</div> <div>Partner\$300,000</div> <div>Total\$615,000</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"> Provide compensation payments within 30 days of receiving processed claims from AEP.
Shot Livestock Compensation <div> <div>ACA\$15,000</div> <div>Partner\$0</div> <div>Total\$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"> Provide compensation payments within 30 days of receiving processed claims from AEP.



Cougar track
photo: ACA



Provincial Snake Hibernaculum Survey
photo: ACA, Mike Jokinen

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.

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 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.

8.0 Financial Summary

Our 2019/20 operating budget, including projected land donations and funds donated for land purchase, is \$17,096,181.

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

Our 2019/20 budget is based on a levy revenue projection of \$13,628,848 established from 2018/19 actual receipts, a projection of partner (non-levy) revenue for projects of \$2,467,333 and a projection of partner (non-levy) donations of land or funds for land purchase of \$1,000,000.

\$13,324,059 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 97.7 percent of the levy revenue value collected from hunters and anglers being put directly back into our natural resources.

Table 14: Summary Budget for 2019/20

Program	ACA (Levy Funds)	Partner Funds	Total Budget
Administration	\$1,890,769	\$68,922	\$1,959,691
Finance	\$573,564	\$41,000	\$614,564
Business Development	\$192,928	\$180,000	\$372,928
Human Resources	\$260,969	\$0	\$260,969
Health and Safety	\$119,350	\$0	\$119,350
Information Technology	\$436,620	\$8,000	\$444,620
Information, Education, and Communications	\$975,602	\$131,000	\$1,106,602
Wildlife	\$2,508,627	\$990,100	\$3,498,727
Fisheries	\$1,973,898	\$203,635	\$2,177,533
Land Management	\$1,960,870	\$494,676	\$2,455,546
Report A Poacher (RAP)	\$274,300	\$0	\$274,300
Compensation and Damage Prevention	\$315,000	\$300,000	\$615,000
Grants	\$1,546,351	\$50,000	\$1,596,351
Subtotal Budget	\$13,028,848	\$2,467,333	\$15,496,181
Land Donations and Funds for Land Purchases	\$600,000	\$1,000,000	\$1,600,000
TOTAL BUDGET	\$13,628,848	\$3,467,333	\$17,096,181



Securing smooth wire 46 cm off the ground
photo: ACA, Mike Verhage



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