

Annual Operating Plan 2020/21



Checklist									
Item	Done	Not Done	Item	Done	Not Done	Item	Done	Not Done	Item
1. Check fuel level			4. Check engine oil			7. Check battery			10. Check water level
2. Check engine oil			5. Check spark plug			8. Check alternator			11. Check propeller
3. Check battery			6. Check fuel filter			9. Check water pump			12. Check safety gear



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: Erin VanderMarel
Project: Riparian Conservation - Raven River Conservation Site

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



Project: Alberta Volunteer Amphibian Monitoring Program - Teaching Youth About Short-Horned Lizards
photo: Leta Pezderic

1.0 Introduction

Alberta Conservation Association's (ACA) *Annual Operating Plan 2020/21* 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 2020/21, 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.

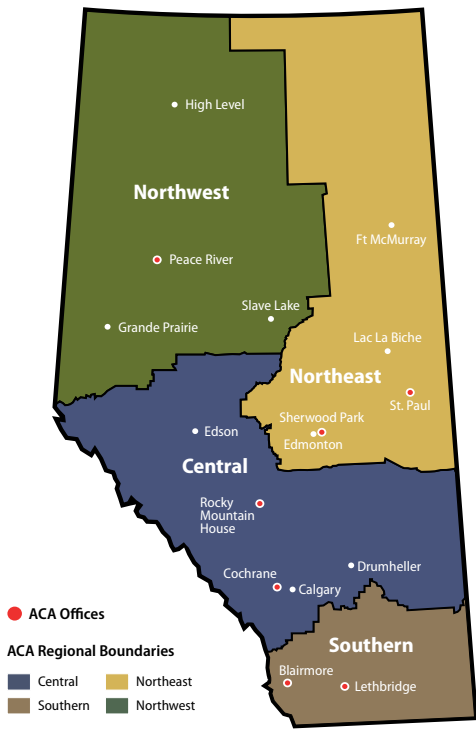
A significant part of our work involves developing and maintaining partnerships. These partnerships contribute to the success and scope of our conservation work. Our partnerships span across all our program areas, including fisheries, wildlife, land management, communications, and administration. We 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 2020/21

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 \$615,021	Ensure legal and contractual obligations are met.	
Partner \$41,000		
Total \$656,021	Provide accurate and timely information to ACA's decision makers.	
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 \$2,096,555		
Partner \$68,922		
Total \$2,165,476		



Projects: Riparian Conservation and Business Development Support - Corporate Partner Huvan Construction installing stiles at Raven River
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 multi-year business relationships through our Corporate Partners In Conservation program. In 2020/21, we will continue to explore ways of generating non-levy revenue, which will include: print and digital advertising sales, sponsorship of conservation projects in our Wildlife, Fisheries, and Land Management programs, support for outreach events such as Kids Can Catch, Taber Pheasant Festival, and Waterfowl Warmup, and corporate contributions to ACA grants and terrestrial conservation offsets.

Table 2: Business Development Projects for 2020/21

Project	Primary Purpose	Expected Outcomes
Business Development Support ACA \$381,425 Partner \$5,000 Total \$386,425	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 corporate partners and/or increase contributions or multi-year commitments from five existing Corporate Partners in Conservation.
ACA Store ACA \$19,311 Partner \$0 Total \$19,311	Provide opportunities for staff to receive ACA-branded clothing for work (office, field, meetings, and tradeshows) 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 2020/21, our focus continues to be on: 1) employee health and wellness, 2) training and development, and 3) creating a culture where employees are engaged and enthusiastic. 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 2020/21

Project	Primary Purpose	Expected Outcomes
Program Coordination ACA \$178,989 Partner \$0 Total \$178,989	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	<p>Improve the talent development of ACA employees through professional development, career development, and improved performance management.</p> <p>Enhance teamwork and inter-team collaboration.</p> <p>Support employees in academic upgrades.</p>	<ul style="list-style-type: none">• 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	<p>Encourage employees to contribute to self-regulating professional associations committed to promoting excellence in professional practices.</p>	<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	<p>Promote the achievement of work-life balance and wellness for our employees, ensuring they are incorporated into the culture of the organization.</p> <p>Promote a healthy workplace both physically and mentally.</p>	<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.• Assist and support employees in establishing and maintaining healthier lifestyles.
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	<p>Recognize employees for their loyalty, commitment, and achievements.</p>	<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	<p>Determine level of employee satisfaction with various aspects of ACA.</p>	<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>\$13,196</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$13,196</td></tr></table>	ACA	\$13,196	Partner	\$0	Total	\$13,196	<p>Compete in the job market to ensure only the best and talented employees are recruited to assist in meeting organizational goals.</p> <p>Create a corporate culture that attracts and retains employees of all generations.</p>	<ul style="list-style-type: none">• 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	\$13,196							
Partner	\$0							
Total	\$13,196							
<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	<p>Hire high-quality students for temporary summer work.</p> <p>Build employment relationships with students.</p>	<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 2020/21, 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 2020/21

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.• Continue to maintain and improve a Health and Safety Program that integrates workplace safety effectively into ACA 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, develop and implement corrective actions as required, and communicate results to all staff.• Operate the Health and Safety Program in a transparent and open manner.
ACA	\$124,406	
Partner	\$0	
Total	\$124,406	
	Continue to monitor, maintain, and improve upon the Health and Safety Program so that it remains comprehensive, efficient, effective, and current.	

2.5 Information Technology

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

Table 5: Information Technology Projects for 2020/21

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">· 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	\$446,352		Provide technical support to all areas of ACA's information technology and management systems.
Partner	\$8,000		
Total	\$454,352		
	Provide IT initiatives that reduce costs, environmental impacts, and provide future growth.		



Project: Kids Can Catch
photo: ACA, Budd Erickson

3.0 Resource Programs

3.1 Information, Education, and Communications

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

Communications defines conservation by building relationships and partnerships between our stakeholders, corporate citizens, and the general

public. This resource program portfolio includes corporate communications, brand management, and wildlife, fisheries, and land management resource program support.

Projects include: advertising and marketing corporate communications / social media / wildlife cameras / *Conservation Magazine* / Harvest Your Own / Kids Can Catch

Table 6: Information, Education, and Communications Projects for 2020/21

Communications		
Project	Primary Purpose	Expected Outcomes
Advertising and Marketing ACA \$ 71,877 Partner \$0 Total \$ 71,877	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 Strategic Business Plan's four-year objectives. Coordinated cross media targeted advertising promoting hunting and angling in Alberta Online advertising. On-going
Harvest Your Own ACA \$140,842 Partner \$7,500 Total \$148,342	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. Positive annual audience growth. Attract advertising through audience capture. Maintain a viable and interesting resource year-round for hunters in Alberta. On-going
The Philip J. Currie Dinosaur Museum Display ACA \$39,111 Partner \$35,000 Total \$74,111	Increase awareness of ACA as an educational and scientific 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 its scope of stakeholders. Year 2 of 5
Social Media Facebook, Twitter, Instagram, YouTube, Constant Contact ACA \$53,479 Partner \$0 Total \$53,479	Use social media to connect and develop 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, youth hunting and other 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, wildlife 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 number of followers on following social media platforms: <ul style="list-style-type: none"> - Facebook 5 percent. - Twitter 2 percent. - Instagram 7 percent. 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

<div>Internal Communications Needs</div> <table><tr><td>ACA</td><td>\$21,012</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$21,012</td></tr></table>	ACA	\$21,012	Partner	\$0	Total	\$21,012	Support the ACA President and CEO; Business Development; Human Resources; and Wildlife, Fisheries, and Land Management programs.	<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 2020.Post Report Series by the end of April 2020.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. On-going
ACA	\$21,012							
Partner	\$0							
Total	\$21,012							
<div>Stakeholder Communications</div> <table><tr><td>ACA</td><td>\$6,034</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$6,034</td></tr></table>	ACA	\$6,034	Partner	\$0	Total	\$6,034	Assist member groups and stakeholders in communications support where viable.	<ul style="list-style-type: none">Provide creative and promotional support where possible fostering positive business relationships. On-going
ACA	\$6,034							
Partner	\$0							
Total	\$6,034							
<div>Emerging Issues</div> <table><tr><td>ACA</td><td>\$44,460</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$44,460</td></tr></table>	ACA	\$44,460	Partner	\$0	Total	\$44,460	Provide on-demand communications media.	<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. On-going
ACA	\$44,460							
Partner	\$0							
Total	\$44,460							
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>\$92,888</td></tr><tr><td>Partner</td><td>\$12,000</td></tr><tr><td>Total</td><td>\$104,888</td></tr></table>	ACA	\$92,888	Partner	\$12,000	Total	\$104,888	Publish a free magazine that engages multi-interest audiences and connects them with ACA and its conservation projects, member groups, stakeholders, and partners.	<ul style="list-style-type: none">Produce, publish, promote, and deliver 30,000 hard copies of <i>Conservation Magazine</i>, seasonally in spring and fall, with digital versions available online. On-going
ACA	\$92,888							
Partner	\$12,000							
Total	\$104,888							
<div>Alberta Discover Guide</div> <table><tr><td>ACA</td><td>\$70,898</td></tr><tr><td>Partner</td><td>\$15,000</td></tr><tr><td>Total</td><td>\$85,898</td></tr></table>	ACA	\$70,898	Partner	\$15,000	Total	\$85,898	<p>Provides a comprehensive reference to several hundred sites conserved for the purpose of habitat protection and made available for recreational use by our stakeholders.</p> <p>Promotes the value of habitat conservation and the benefits of securing that habitat for wildlife.</p>	<ul style="list-style-type: none">Produce, publish, promote, and deliver 40,000 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. On-going
ACA	\$70,898							
Partner	\$15,000							
Total	\$85,898							

Annual Operating Plan <table><tr><td>ACA</td><td>\$10,138</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$10,138</td></tr></table>	ACA	\$10,138	Partner	\$0	Total	\$10,138	Provide stakeholders with information on ACA resource program projects and operations.	<ul style="list-style-type: none">· Prepare the Annual Operating Plan draft for the ACA Board of Directors meeting, December 2020.· Coordinate, edit, and design the Annual Operating Plan.· Complete and post the Annual Operating Plan, after ACA Board of Directors approval, in April 2021, to coincide with the fiscal year. On-going
ACA	\$10,138							
Partner	\$0							
Total	\$10,138							
Annual Report <table><tr><td>ACA</td><td>\$9,639</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$9,639</td></tr></table>	ACA	\$9,639	Partner	\$0	Total	\$9,639	Provide stakeholders financial reporting and transparency in operations.	<ul style="list-style-type: none">· Produce the Annual Report by September 2020.· 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	\$9,639							
Partner	\$0							
Total	\$9,639							
Grants Reports and Forms <table><tr><td>ACA</td><td>\$6,872</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$6,872</td></tr></table>	ACA	\$6,872	Partner	\$0	Total	\$6,872	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 Grants Fund Annual Report by fall 2020 for grant eligible committee meeting in December 2020. On-going
ACA	\$6,872							
Partner	\$0							
Total	\$6,872							
On Site Signage <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 outdoor signs. On-going						
Other Publications <table><tr><td>ACA</td><td>\$7,476</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$7,476</td></tr></table>	ACA	\$7,476	Partner	\$0	Total	\$7,476	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	\$7,476							
Partner	\$0							
Total	\$7,476							
Final Reports <table><tr><td>ACA</td><td>\$4,614</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$4,614</td></tr></table>	ACA	\$4,614	Partner	\$0	Total	\$4,614	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	\$4,614							
Partner	\$0							
Total	\$4,614							

Guide App		
Project	Primary Purpose	Expected Outcomes
Alberta Discover Guide App ACA \$16,623 Partner \$0 Total \$16,623	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
Website		
Project	Primary Purpose	Expected Outcomes
Website Media and Development ACA \$77,728 Partner \$0 Total \$77,728	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"> Provide access and navigation for users to angling and hunting information. Provide ACA conservation projects enhanced profile. Provide online support for donations, event registration and public engagement. 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
Migratory GPS Project ACA \$1,000 Partner \$0 Total \$1,000	The ACA website provides streaming GPS information on collared species by the Federal Government to engage hunting and conservation audiences.	<ul style="list-style-type: none"> Create awareness of harvestable species to a cross interest audience. Create a platform that can expand to other species tracking in Canada and North America. Cultivate new conservation audiences. On-going

Table 7: Education and Outreach Events for 2020/21

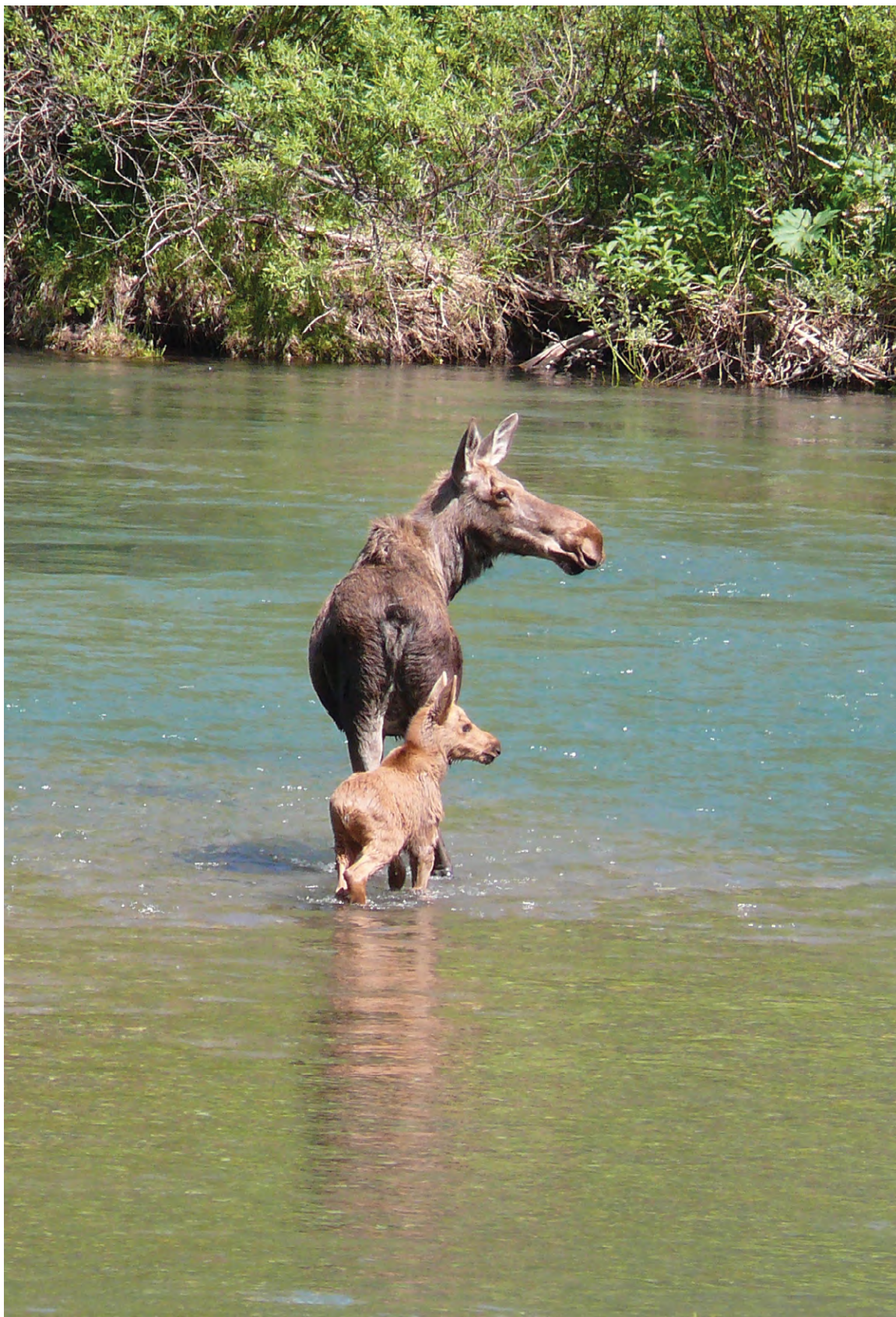
Project	Primary Purpose	Expected Outcomes
Wildlife Cameras ACA \$7,794 Partner \$7,500 Total \$15,294	Engage the general public by providing live-streaming camera feed from nesting peregrine falcons in various locations in Edmonton.	<ul style="list-style-type: none"> Maintain remote camera infrastructure at five sites (Agrium Redwater, Bell Tower, Genesee Power Plant, University of Alberta, Weber Centre). Educate the public about peregrine falcon behaviour, biology, and its Threatened 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		<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. <p>On-going</p>
ACA	\$249,485		
Partner	\$61,000		
Total	\$310,485		

Kids Can Catch		<p>Encourage youth and families in communities across Alberta to get outdoors and enjoy angling.</p>	<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). <p>On-going</p>
ACA	\$18,127		
Partner	\$35,500		
Total	\$53,627		

Waterfowl Warmup		<p>Host an annual sporting clays fundraiser as an opportunity for the general public, businesses, and conservation organizations to support the Report A Poacher program.</p>	<ul style="list-style-type: none">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. <p>On-going</p>
ACA	\$10,565		
Partner	\$24,500		
Total	\$35,065		

WIN card			
Project		Primary Purpose	Expected Outcomes
WIN Card Reimbursement		<p>Encourage recruitment of young people into hunting and allow ACA and our member groups to connect with new hunters when they purchase their first WIN card.</p>	<ul style="list-style-type: none">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. <p>On-going</p>
ACA	\$34,250		
Partner	\$0		
Total	\$34,250		



Project: Factors Effecting Moose Survivorship and Recruitment – Scoping
photo: ACA, Mike Jokinen

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 2020/21, 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 2020/21! 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 2020/21

Wildlife Population Monitoring								
Project	Primary Purpose	Expected Outcomes						
Turkey Distribution and Surveys <table><tr><td>ACA</td><td>\$50,743</td></tr><tr><td>Partner</td><td>\$5,000</td></tr><tr><td>Total</td><td>\$55,743</td></tr></table>	ACA	\$50,743	Partner	\$5,000	Total	\$55,743	Identify the range of turkeys in southwest AB, and conduct surveys to index trends.	<ul style="list-style-type: none">· Work with landowners and stakeholders to identify the current range of turkeys in southwest Alberta.· Develop approach to incorporate citizen science to track range and annual trends· Conduct field surveys in select areas to track range and annual trends.· Explore opportunities to expand the range of wild turkeys within central Alberta. Ongoing
ACA	\$50,743							
Partner	\$5,000							
Total	\$55,743							
Alberta Volunteer Amphibian Monitoring Program <table><tr><td>ACA</td><td>\$8,607</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$8,607</td></tr></table>	ACA	\$8,607	Partner	\$0	Total	\$8,607	Volunteer collection of amphibian location data throughout Alberta. (AVAMP).	<ul style="list-style-type: none">· Coordinate volunteer collection of amphibian data from across Alberta. On-going
ACA	\$8,607							
Partner	\$0							
Total	\$8,607							
Hunter App to Track Wildlife Sightings <table><tr><td>ACA</td><td>\$30,384</td></tr><tr><td>Partner</td><td>\$20,000</td></tr><tr><td>Total</td><td>\$50,384</td></tr></table>	ACA	\$30,384	Partner	\$20,000	Total	\$50,384	Develop app for hunters to track wildlife sightings to enhance their personal experience and supplement population monitoring.	<ul style="list-style-type: none">· Build on experience with Moose app to develop a tool valued by hunters to track their personal wildlife sightings (ie moose).· Develop functionality of app over 3 years· Ensure app has high value for individual hunters and that their personal data is secure.· Develop metrics from hunter input to benefit AUS data for moose conservation and allocation (gender ratios, age ratios, effort info, etc). New
ACA	\$30,384							
Partner	\$20,000							
Total	\$50,384							
Hunting Opportunities and Recruitment								
Project	Primary Purpose	Expected Outcomes						
Identify Access Barriers Influencing Hunter Retention and Recruitment <table><tr><td>ACA</td><td>\$92,536</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$92,536</td></tr></table>	ACA	\$92,536	Partner	\$0	Total	\$92,536	Assess potential access issues perceived by hunters and landowners.	<ul style="list-style-type: none">· Identify range of access requirements currently in play for representative areas: municipal lands, provincial grazing reserves, local grazing reserves, irrigation districts, eNGO lands, grazing leases (white zone), grazing leases (green zone).· Map areas with differing levels of permission required for hunting access from open access (no permission needed) to deeded land.· Develop survey approach to identify access issues as perceived by hunters: different areas, genders, ages, annual effort, etc.· Scope survey approach to identify access issues as perceived by landowners (farmers, ranchers, municipal, irrigation districts, eNGOs, etc).· Literature review to gain better understanding of the 3R movement across North America and the leading hypotheses that explain hunter number declines.· Implement survey to identify hunter access issues as perceived by landowners. New
ACA	\$92,536							
Partner	\$0							
Total	\$92,536							

Pheasant Releases to Enhance Hunting Opportunities <table><tr><td>ACA</td><td>\$839,025</td></tr><tr><td>Partner</td><td>\$31,000</td></tr><tr><td>Total</td><td>\$870,025</td></tr></table>	ACA	\$839,025	Partner	\$31,000	Total	\$870,025	Enhance hunter opportunity by releasing pheasants in select locations (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. On-going
ACA	\$839,025							
Partner	\$31,000							
Total	\$870,025							
Upland Gamebird Fall Forecast <table><tr><td>ACA</td><td>\$12,901</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,901</td></tr></table>	ACA	\$12,901	Partner	\$0	Total	\$12,901	Survey upland gamebirds to track population trends.	<ul style="list-style-type: none">Engage stakeholders to survey pheasant and grey partridge populations to look at populations trends to promote hunter recruitment.Publish early fall recruitment survey results on our website (and partner websites) to encourage hunter interest. On-going
ACA	\$12,901							
Partner	\$0							
Total	\$12,901							
Upland Bird 4-H Raise and Release Initiative <table><tr><td>ACA</td><td>\$78,445</td></tr><tr><td>Partner</td><td>\$20,000</td></tr><tr><td>Total</td><td>\$98,445</td></tr></table>	ACA	\$78,445	Partner	\$20,000	Total	\$98,445	Engage 4-H clubs and volunteers to raise upland birds (provincial).	<ul style="list-style-type: none">Engage 4-H clubs and volunteers enabling them to raise and release upland birds (pheasants) in select locations.Roosters may be used for additional public hunting opportunities.Communicate importance of suitable habitat with 4-H participants to foster long-term interest in habitat. On-going
ACA	\$78,445							
Partner	\$20,000							
Total	\$98,445							

Habitat Stewardship and Enhancement

Project	Primary Purpose	Expected Outcomes						
<div>MULTISAR – Milk River</div> <table><tr><td>ACA</td><td>\$177,131</td></tr><tr><td>Partner</td><td>\$145,000</td></tr><tr><td>Total</td><td>\$322,131</td></tr></table>	ACA	\$177,131	Partner	\$145,000	Total	\$322,131	Engage landowners with planning and implementation of habitat strategies along the Milk River Basin.	<ul style="list-style-type: none">Enhance habitat on collaborating ranch lands (8-10) including habitat to benefit sage grouse.Evaluation of habitat conservation strategies on select properties.Consultation and relationship building with landowners and stakeholder community. On-going
ACA	\$177,131							
Partner	\$145,000							
Total	\$322,131							
<div>MULTISAR – West</div> <table><tr><td>ACA</td><td>\$85,829</td></tr><tr><td>Partner</td><td>\$55,000</td></tr><tr><td>Total</td><td>\$140,829</td></tr></table> HPCO 5	ACA	\$85,829	Partner	\$55,000	Total	\$140,829	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. On-going
ACA	\$85,829							
Partner	\$55,000							
Total	\$140,829							
<div>MULTISAR – South Saskatchewan</div> <table><tr><td>ACA</td><td>\$52,032</td></tr><tr><td>Partner</td><td>\$240,000</td></tr><tr><td>Total</td><td>\$292,032</td></tr></table>	ACA	\$52,032	Partner	\$240,000	Total	\$292,032	Engage landowners with planning and implementation of habitat strategies through the South Saskatchewan Basin.	<ul style="list-style-type: none">Initiate habitat conservation strategies for one to two ranches.Evaluation of habitat conservation strategies on select properties for wildlife.Consultation and relationship building with landowners and stakeholder community. On-going
ACA	\$52,032							
Partner	\$240,000							
Total	\$292,032							

<div>Alberta Piping Plover Recovery</div> <table><tr><td>ACA</td><td>\$28,509</td></tr><tr><td>Partner</td><td>\$14,000</td></tr><tr><td>Total</td><td>\$42,509</td></tr></table>	ACA	\$28,509	Partner	\$14,000	Total	\$42,509	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
ACA	\$28,509							
Partner	\$14,000							
Total	\$42,509							
<div>Pronghorn Fence Enhancement Partnership</div> <table><tr><td>ACA</td><td>\$20,376</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$20,376</td></tr></table>	ACA	\$20,376	Partner	\$0	Total	\$20,376	Enhance pronghorn movement by assisting AFGA to identify and modify fence lines.	<ul style="list-style-type: none">Provide planning map to partner (AFGA) that highlights fences with greater likelihood of limiting pronghorn movement.Assist AFGA coordinate the volunteer 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
ACA	\$20,376							
Partner	\$0							
Total	\$20,376							
<div>SHARP - Species Habitat Assessment and Restoration Partnership</div> <table><tr><td>ACA</td><td>\$193,547</td></tr><tr><td>Partner</td><td>\$136,667</td></tr><tr><td>Total</td><td>\$330,214</td></tr></table>	ACA	\$193,547	Partner	\$136,667	Total	\$330,214	Engage landowners, county, and other stakeholders to develop and implement habitat strategies that benefit sharp-tailed grouse, ruffed grouse, moose, and other wildlife.	<ul style="list-style-type: none">Initiate habitat conservation strategies at one to two ranches.Initiate inventories for habitat conservation strategies at one to two new ranches with collaborative long-term management plan signed.Consultation and relationship building with new landowners and stakeholder community.Foster wetland retention and restoration. On-going
ACA	\$193,547							
Partner	\$136,667							
Total	\$330,214							
<div>Pronghorn Road Crossing Enhancement</div> <table><tr><td>ACA</td><td>\$28,432</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$28,432</td></tr></table>	ACA	\$28,432	Partner	\$0	Total	\$28,432	Citizen Science approach to identify crossing barrier hot spots along highways 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).Assess the functionality of migration corridors along highways 1, 3 and 41.Work with partners to scope improvements for road crossing movement that reduce mortalities. Year 3 of 4
ACA	\$28,432							
Partner	\$0							
Total	\$28,432							
Upland Game Bird Enhancement								
Project	Primary Purpose	Expected Outcomes						
<div>Habitat Connectivity and Access – Ridge Reservoir</div> <table><tr><td>ACA</td><td>\$35,919</td></tr><tr><td>Partner</td><td>\$8,000</td></tr><tr><td>Total</td><td>\$43,919</td></tr></table>	ACA	\$35,919	Partner	\$8,000	Total	\$43,919	Improve habitat connectivity and hunter access in collaboration with irrigation districts, counties, AEP, and other stakeholders.	<ul style="list-style-type: none">Continue working with partnerships in Warner and Cardston Counties.Work with partners toward completion of enhancements in the remaining unfinished zone of the reservoir including boundary surveys, fencing, and implement habitat enhancements. Year 7 of 8
ACA	\$35,919							
Partner	\$8,000							
Total	\$43,919							
<div>Habitat Connectivity and Access</div> <table><tr><td>ACA</td><td>\$245,504</td></tr><tr><td>Partner</td><td>\$25,000</td></tr><tr><td>Total</td><td>\$270,504</td></tr></table>	ACA	\$245,504	Partner	\$25,000	Total	\$270,504	Improve habitat connectivity for upland gamebirds 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">Continue to build relationships with irrigation districts to enhance habitat and water quality and improve hunter access.Map range and riparian health surrounding irrigation reservoirs and develop recommended management actions for improvement (3-4 reservoirs/yr).Collaborate with partners to enhance range and riparian habitat around reservoirs (3-4 reservoirs).Work with SMRID to design and enhance wildlife habitat on 158 acres on Sauder Reservoir. Engage additional project partners in the delivery of habitat plan. On-going
ACA	\$245,504							
Partner	\$25,000							
Total	\$270,504							

Habitat Legacy Partnership <table><tr><td>ACA</td><td>\$12,051</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,051</td></tr></table>	ACA	\$12,051	Partner	\$0	Total	\$12,051	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">Monitor success of habitat enhancements on select properties designed to improve upland bird densities. On-going
ACA	\$12,051							
Partner	\$0							
Total	\$12,051							
Demonstration Farm for Restoring Upland Bird Densities and Biodiversity <table><tr><td>ACA</td><td>\$105,358</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$105,358</td></tr></table>	ACA	\$105,358	Partner	\$0	Total	\$105,358	Collaborate with demonstration farm partners to evaluate approaches for improving upland bird densities on modern profitable farms.	<ul style="list-style-type: none">Demonstrate value of wetlands on farmed systems and foster wetland restoration with producer community.Evaluate approaches for improving recruitment and density of upland birds (pheasants, grey partridge) and other species (songbirds, amphibians, invertebrates) on modern profitable farms. On-going
ACA	\$105,358							
Partner	\$0							
Total	\$105,358							
Applied Research and Ecological Studies								
Project	Primary Purpose	Expected Outcomes						
Factors Effecting Moose Survivorship and Recruitment – Scoping <table><tr><td>ACA</td><td>\$22,037</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$22,037</td></tr></table>	ACA	\$22,037	Partner	\$0	Total	\$22,037	Scope opportunities to better understand moose declines in Alberta.	<ul style="list-style-type: none">Interact with moose specialists from other jurisdictions to better understand the extent of moose declines.Scope factors related to moose declines across their range in other jurisdictions and identify leading hypotheses where possible.Identify current research related to moose declines and scope opportunities to collaborate on topics that contribute to understanding moose declines in AB. New
ACA	\$22,037							
Partner	\$0							
Total	\$22,037							
Furbearer Trends (ACA/ATA Partnership) <table><tr><td>ACA</td><td>\$99,237</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$99,237</td></tr></table>	ACA	\$99,237	Partner	\$0	Total	\$99,237	Refine approach for trappers to produce an index of furbearer population trends. (province).	<ul style="list-style-type: none">Assist ATA and AEP to develop tracking system for marten harvest and trapping effort that provides reliable population indices. Target 300 trappers participating.Determine if age-class ratios from harvested marten is a good approach for tracking population trends.Digital interface for logbook entry to make the process less time consuming for users and managing data.Complete a State of Knowledge report assessing if adequate information is available to complete a new Status Report for wolverines. Year 4 of 5
ACA	\$99,237							
Partner	\$0							
Total	\$99,237							
Pronghorn Movement Enhancement <table><tr><td>ACA</td><td>\$70,118</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$70,118</td></tr></table>	ACA	\$70,118	Partner	\$0	Total	\$70,118	Develop standards for multi-species wildlife-friendly fence design.	<ul style="list-style-type: none">Evaluate the response of pronghorn to fence enhancement techniques that benefit deer and elk to determine standards for wildlife-friendly fences. Year 5 of 5
ACA	\$70,118							
Partner	\$0							
Total	\$70,118							



Project: Westslope Cutthroat Trout Population and Habitat Monitoring
photo: ACA, Jason Blackburn

3.3 Fisheries

Our Fisheries Program helps sustain the ecological integrity of Alberta fish populations and their habitats, while ensuring recreational angling opportunities are maintained for future generations.

The lake aeration and 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 our Fish Stocking project, we will stock over 103,000 catchable-sized (i.e., 20 cm) trout into 64 ponds, creating "put-and- take fisheries" that allow anglers to harvest up to five fish per day. In addition to rainbow trout, we stock brown and brook trout into select ponds to provide anglers with greater diversity in their fishing experience. Other supporting projects are designed to determine angler use at stocked ponds in general, as well as on free family fishing long weekends, improve water quality in select ponds, and identify new waterbodies for stocking. Most stocked 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 2020, eight 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 fall of 2020 to provide winter aeration to support year-round survival of the stocked fish.

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. This year's surveys are of special interest as they address issues beyond those of previous routine angler surveys. The lake surveys evaluate the effects of various AEP-led alternative harvest manipulations at select walleye and northern pike fisheries while the Kakwa River survey is linked directly to the implementation of the Native Trout Recovery Program (NTRP).

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 NTRP is a government-led initiative that uses an adaptive management framework to recover native trout and whitefish populations in watersheds of the East Slopes. Several of our projects in 2020/21 were selected to aid implementation of this key initiative, as well as support the development of management plans for priority species. Projects in the McLeod, Ram, Bow, Oldman, Livingston, Narraway and Muskeg river systems will variously: determine the distribution, abundance, spawning, and habitat of native trout species. Other studies will assess the potential of fish passage barriers to serve as conservation agents for native trout, as well as evaluate streams and lakes for their potential to support 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, non-governmental organizations, counties/ municipalities, and other interested groups.

Table 9: Fisheries Projects for 2020/21

Development and Implementation of Aeration and ACA Fish Stocking Plans								
Project	Primary Purpose	Expected Outcomes						
Lake Aeration <table><tr><td>ACA</td><td>\$424,824</td></tr><tr><td>Partner</td><td>\$37,000</td></tr><tr><td>Total</td><td>\$461,824</td></tr></table>	ACA	\$424,824	Partner	\$37,000	Total	\$461,824	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 20 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 (eight waterbodies): Beaver, Mitchell, Fiesta, Birch, Ironside, and Winchell lakes, Hansen's Reservoir and Kerbe's Pond.Southern Region (two waterbodies): Coleman Fish and Game Pond and Police Outpost Lake.Northeast Region (four waterbodies): Radway Pond, Muir, Spring, and Millers lakes. <p>On-going</p>
ACA	\$424,824							
Partner	\$37,000							
Total	\$461,824							
New Lake Aeration Development <table><tr><td>ACA</td><td>\$9,013</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$9,013</td></tr></table>	ACA	\$9,013	Partner	\$0	Total	\$9,013	Explore additional aeration opportunities across the province.	<ul style="list-style-type: none">Screen four new candidate lakes for potential aeration: Bullshead Reservoir, Little Bear, Peanut, and Sauer lakes.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. <p>On-going</p>
ACA	\$9,013							
Partner	\$0							
Total	\$9,013							
Fish Stocking <table><tr><td>ACA</td><td>\$309,717</td></tr><tr><td>Partner</td><td>\$ 22,150</td></tr><tr><td>Total</td><td>\$331,867</td></tr></table>	ACA	\$309,717	Partner	\$ 22,150	Total	\$331,867	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 64 waterbodies. <p>On-going</p>
ACA	\$309,717							
Partner	\$ 22,150							
Total	\$331,867							
Fish Stocking Expansion – New Lakes <table><tr><td>ACA</td><td>\$32,493</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$32,493</td></tr></table>	ACA	\$32,493	Partner	\$0	Total	\$32,493	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, stock candidate waterbodies identified in 2019/20, including Chestermere and Enchant Demo Farm ponds, Barnwell Reservoir (Taber Irrigation District) and Boulder Lake.Continue to identify potential candidate waterbodies (including stormwater ponds and borrow pits) for screening.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. <p>On-going</p>
ACA	\$32,493							
Partner	\$0							
Total	\$32,493							
Fish Stocking Expansion – New Species <table><tr><td>ACA</td><td>\$50,074</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$50,074</td></tr></table>	ACA	\$50,074	Partner	\$0	Total	\$50,074	Expand scope and diversity in fish stocking activities: investigate suitability of new fish species to complement currently stocked trout.	<ul style="list-style-type: none">Identification of new species suitable for stocking to Alberta waters for recreational fisheries enhancement.Begin application process to the Alberta Introductions and Transfers Committee for importation and trial stocking of the identified species. <p>On-going – NEW FOCUS</p>
ACA	\$50,074							
Partner	\$0							
Total	\$50,074							

Fish Pond Rehabilitation <table><tr><td>ACA</td><td>\$59,859</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$59,859</td></tr></table>	ACA	\$59,859	Partner	\$0	Total	\$59,859	Improve water quality and physical characteristics of select stocked ponds. Examine potential of alum to improve winter dissolved oxygen conditions in treated ponds.	<ul style="list-style-type: none">Conduct pilot alum treatment on Westlock Pond to examine potential of alum to control phosphorus levels, as well as improve winter dissolved oxygen conditions.Collect baseline summer and winter water quality data in five additional ponds as part of a BACI experiment to determine if alum treatment improves winter dissolved oxygen. On-going – NEW FOCUS
ACA	\$59,859							
Partner	\$0							
Total	\$59,859							
Yellow Perch Stocking <table><tr><td>ACA</td><td>\$16,154</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$16,154</td></tr></table>	ACA	\$16,154	Partner	\$0	Total	\$16,154	Develop a yellow perch stocking plan for ACA toward establishment of successful pond fisheries.	<ul style="list-style-type: none">ACA yellow perch stocking plan outlining objectives, best practices and type of fishery (i.e., put-and-take or put-grow-and take).Identify candidate waterbodies for stocking.Transfer yellow perch from AEP-approved donor lakes. Year 1 of several
ACA	\$16,154							
Partner	\$0							
Total	\$16,154							
Enhancing Yellow Perch Fisheries in Joker Lake <table><tr><td>ACA</td><td>\$18,812</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$18,812</td></tr></table>	ACA	\$18,812	Partner	\$0	Total	\$18,812	Facilitate recovery of yellow perch population and fishery in the lake.	<ul style="list-style-type: none">Conduct surveys to establish baseline data on fish community composition in the lake.Transfer yellow perch from Mink Lake (AEP-approved donor) to Joker Lake. 1 year – NEW
ACA	\$18,812							
Partner	\$0							
Total	\$18,812							
Assessment of Angler Demographics, Effort, Catch, and Harvest								
Project	Primary Purpose	Expected Outcomes						
Angler Survey on the Kakwa River <table><tr><td>ACA</td><td>\$44,204</td></tr><tr><td>Partner</td><td>\$90,000</td></tr><tr><td>Total</td><td>\$134,204</td></tr></table>	ACA	\$44,204	Partner	\$90,000	Total	\$134,204	Provide information to aid sport fisheries management and support the provincial native trout conservation program.	<ul style="list-style-type: none">Describe angling effort, and associated fisheries demographics.Use of data by AEP to support native trout conservation program. On-going – NEW FOCUS
ACA	\$44,204							
Partner	\$90,000							
Total	\$134,204							
Walleye-Pike Angler Survey <table><tr><td>ACA</td><td>\$115,293</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$115,293</td></tr></table>	ACA	\$115,293	Partner	\$0	Total	\$115,293	Evaluate effect of different harvest strategies at select walleye and northern pike fisheries.	<ul style="list-style-type: none">Assess impacts of angling effort, harvest and angler perspective on fisheries under different harvest regimes.Use of data by AEP to inform evaluation of harvest management strategies for walleye and pike fisheries. Year 1 of 5 - NEW
ACA	\$115,293							
Partner	\$0							
Total	\$115,293							
Fish Stocking Evaluation <table><tr><td>ACA</td><td>\$134,736</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$134,736</td></tr></table>	ACA	\$134,736	Partner	\$0	Total	\$134,736	Evaluate fish population demographics and fishing pressure at ACA stocked ponds.	<ul style="list-style-type: none">Use trail cameras to estimate angler effort at select stocked ponds.Determine abundance of stocked fish population in select ponds.Use eDNA to assess presence of yellow perch in all stocked ponds.Evaluate angler participation at select ponds on the summer free family fishing day. On-going – NEW FOCUS
ACA	\$134,736							
Partner	\$0							
Total	\$134,736							

Applied Research								
Project	Primary Purpose	Expected Outcomes						
Prussian Carp Distribution in Alberta <table><tr><td>ACA</td><td>\$8,629</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$8,629</td></tr></table>	ACA	\$8,629	Partner	\$0	Total	\$8,629	Aquatic invasive species: assess Prussian carp range, ecology, and impacts on native fisheries.	<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. Task deferred from 2019/20 pending review of related information collected by AEP within river system that potentially included target study sites.Complete data analysis and produce final report. Year 3 of 3
ACA	\$8,629							
Partner	\$0							
Total	\$8,629							
East Slopes Fisheries Inventory <table><tr><td>ACA</td><td>\$85,265</td></tr><tr><td>Partner</td><td>\$33,615</td></tr><tr><td>Total</td><td>\$118,880</td></tr></table>	ACA	\$85,265	Partner	\$33,615	Total	\$118,880	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.	<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.Focal area for 2020/21 is upper McLeod River watershed (HUC 8) in the Athabasca watershed, identified through discussions with AEP. Year 5 of 6
ACA	\$85,265							
Partner	\$33,615							
Total	\$118,880							
Hasse Lake Sport Fishery Restoration <table><tr><td>ACA</td><td>\$51,431</td></tr><tr><td>Partner</td><td>\$50,000</td></tr><tr><td>Total</td><td>\$101,431</td></tr></table>	ACA	\$51,431	Partner	\$50,000	Total	\$101,431	Re-establish sport fishery at Hasse Lake through improvements in lake and watershed health and fish stocking.	<ul style="list-style-type: none">Conduct experimental summer put-and-take depletion stocking with rainbow trout, similar to our stocked pond fishery, as an interim measure to increase fishing opportunities in the larger Edmonton area while we work toward establishing aeration facilities at the lake by fall 2020.Work with Parkland County to develop lake aeration infrastructure by fall 2020 to support year-round stocked fishery on the lake.Conduct supplemental fall stocking with rainbow trout and other species (e.g., tiger trout).Continue to work with Parkland County to reduce overall watershed-level nutrient loading to the lake. On-going – NEW FOCUS
ACA	\$51,431							
Partner	\$50,000							
Total	\$101,431							
Impact of Beaver Dam Management on Sport Fisheries <table><tr><td>ACA</td><td>\$21,123</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$21,123</td></tr></table>	ACA	\$21,123	Partner	\$0	Total	\$21,123	Improve spawning habitat for sport species: evaluate impact of beaver dam removals on fish spawning in North Raven River to aid decisions on continued dam removal by ACA Land Management program.	<ul style="list-style-type: none">Continue field work started in 2019 to strengthen the baseline and address deficiencies in the 2019 dataset. Key task for 2020/21 is to characterize dissolved oxygen conditions in the river. This is a multi-disciplinary project with complementary components described in the Land Management section. Year 2 of 2
ACA	\$21,123							
Partner	\$0							
Total	\$21,123							

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>\$50,240</td></tr><tr><td>Partner</td><td>\$16,000</td></tr><tr><td>Total</td><td>\$66,240</td></tr></table>	ACA	\$50,240	Partner	\$16,000	Total	\$66,240	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">Conduct field surveys to identify, classify and rank fish passage barriers in Muskeg and Narraway river sub-watersheds to help prioritize native trout conservation/recovery actions.Compile existing and new data sets, including photos, on fish passage barriers into a single database.</div> <div>On-going</div>
ACA	\$50,240							
Partner	\$16,000							
Total	\$66,240							
<div>Westslope Cutthroat Trout Population and Habitat Monitoring</div> <table><tr><td>ACA</td><td>\$90,454</td></tr><tr><td>Partner</td><td>\$23,137</td></tr><tr><td>Total</td><td>\$113,591</td></tr></table>	ACA	\$90,454	Partner	\$23,137	Total	\$113,591	Monitor westslope cutthroat trout (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 3 of 5</div>
ACA	\$90,454							
Partner	\$23,137							
Total	\$113,591							
<div>Ram River Bull Trout Assessment</div> <table><tr><td>ACA</td><td>\$75,114</td></tr><tr><td>Partner</td><td>\$3,000</td></tr><tr><td>Total</td><td>\$78,114</td></tr></table>	ACA	\$75,114	Partner	\$3,000	Total	\$78,114	Determine abundance of native trout in response to management actions in priority HUCs as part of the Native Trout Recovery Program.	<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 4 of 5</div>
ACA	\$75,114							
Partner	\$3,000							
Total	\$78,114							
<div>Westslope Cutthroat Trout Range Expansion</div> <table><tr><td>ACA</td><td>\$24,424</td></tr><tr><td>Partner</td><td>\$2,000</td></tr><tr><td>Total</td><td>\$26,424</td></tr></table>	ACA	\$24,424	Partner	\$2,000	Total	\$26,424	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.Begin scoring habitats and develop working short lists of top candidates.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	\$24,424							
Partner	\$2,000							
Total	\$26,424							
<div>Fish Barriers in Bow River Drainage</div> <table><tr><td>ACA</td><td>\$69,629</td></tr><tr><td>Partner</td><td>\$30,000</td></tr><tr><td>Total</td><td>\$99,629</td></tr></table>	ACA	\$69,629	Partner	\$30,000	Total	\$99,629	Determine conservation potential of fish passage barriers in the drainage. Identify barriers isolating genetically pure populations of WSCT and/or potential habitats.	<div><ul style="list-style-type: none">Compile information on all potential fish barrier locations in the Bow River watershed.Ground-truth and complete assessments of all catalogued barriers in the Bow River watershed, and remaining ones in the Oldman River watershed.</div> <div>Year 1 of 2 – NEW</div>
ACA	\$69,629							
Partner	\$30,000							
Total	\$99,629							



Project: Riparian Conservation - Beaver Dam Survey
photo: ACA, Garret McKen

3.4 Land Management

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

The main components of ACA's Land Management Program are securement, enhancement, and management of fish and wildlife habitat, including inventory, assessment, enhancement, and monitoring of conservation sites and other habitat initiatives. We 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 within southern Alberta, and expand the program to other areas of the province.

The *Alberta Discover Guide*, and iPhone and Android apps, developed with ACA's Communications Program, are important tools that highlight the value of habitat conservation and the diversity of recreational opportunities available to Albertans. The 2020 edition is the 13th 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 2020/21

Securement , Enhancement, and Management of Fish and Wildlife Habitat (includes Inventory, Assessment, and Monitoring)								
Project	Primary Purpose	Expected Outcomes						
<div>Conservation Site Management</div> <table><tr><td>ACA</td><td>\$576,429</td></tr><tr><td>Partner</td><td>\$235,864</td></tr><tr><td>Total</td><td>\$812,294</td></tr></table>	ACA	\$576,429	Partner	\$235,864	Total	\$812,294	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 percent 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 (barriers to unauthorized access, 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 (title/ dispositions/divestment).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
ACA	\$576,429							
Partner	\$235,864							
Total	\$812,294							
<div>Habitat Securement</div> <table><tr><td>ACA</td><td>\$170,778</td></tr><tr><td>Partner</td><td>\$35,000</td></tr><tr><td>Total</td><td>\$205,778</td></tr></table>	ACA	\$170,778	Partner	\$35,000	Total	\$205,778	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 important wildlife and/or fish 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) to conserve SAR habitat in South Saskatchewan River Watershed.Maintain, enhance, and expand other securement partnerships and conserve important habitat within focal areas across Alberta.Increase sustainable recreational opportunities across the province.Collaborate with government on conservation offset program where applicable.Apply to applicable grants to enhance securement opportunities (e.g. Land Trust Grant). On-going
ACA	\$170,778							
Partner	\$35,000							
Total	\$205,778							
<div>Corporate Partners (Securement)</div> <table><tr><td>ACA</td><td>\$36,768</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$36,768</td></tr></table>	ACA	\$36,768	Partner	\$0	Total	\$36,768	Conserve, enhance, and restore priority wildlife and fish habitat with corporate partners.	<ul style="list-style-type: none">Secure 480 acres of important wildlife and/or fish habitat through direct land 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
ACA	\$36,768							
Partner	\$0							
Total	\$36,768							

<div><div><div>Landowner Habitat Program (LHP)</div><table><tr><td>ACA</td><td>\$189,005</td></tr><tr><td>Partner</td><td>\$28,944</td></tr><tr><td>Total</td><td>\$217,949</td></tr></table></div></div>	ACA	\$189,005	Partner	\$28,944	Total	\$217,949	<div>Conserve important habitat and increase recreational opportunities on privately owned lands through habitat lease agreements and Use Respect – Ask First signage.</div>	<div><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 with reasonable public access requirements.Foster respect between land users and landowners.Increase awareness and enhance hunting and angling opportunities on privately owned lands across Alberta by distributing Use Respect – Ask First signageDisplay Use Respect – Ask First banners within ACA Regions to promote Use Respect – Ask First signage (government and municipality offices, trade shows, etc.)</div> <div>On-going</div>
ACA	\$189,005							
Partner	\$28,944							
Total	\$217,949							
<div><div><div>Riparian Conservation</div><div><div>1. NE Riparian Conservation</div><div>Owl River</div><div>2. NW Riparian Conservation</div><div>Beaverlodge River</div><div>3. South Riparian Conservation</div><div>Todd Creek</div><div>4. Central Riparian Conservation</div><div>North Raven and Raven Rivers, Dogpound Creek</div></div><table><tr><td>ACA</td><td>\$242,964</td></tr><tr><td>Partner</td><td>\$56,988</td></tr><tr><td>Total</td><td>\$299,952</td></tr></table></div></div>	ACA	\$242,964	Partner	\$56,988	Total	\$299,952	<div>Continue to enhance, restore, and protect riparian habitat through collaboration with private landowners, watershed groups, government, industry, and other stakeholders.</div>	<div><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 various regions.Increase public interest and awareness of riparian conservation through community outreach, public presentations, and direct contact with key landowners, signage, advertisements.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 involved in wetland restoration and examine the opportunity of a wetland banking system.Increase angling opportunities on private lands with reasonable public access requirements.</div> <div>On-going</div>
ACA	\$242,964							
Partner	\$56,988							
Total	\$299,952							
Development and Implementation of Habitat Management Plans								
Project	Primary Purpose	Expected Outcomes						
<div><div><div>Management Plan Development</div><table><tr><td>ACA</td><td>\$96,732</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$96,732</td></tr></table></div></div>	ACA	\$96,732	Partner	\$0	Total	\$96,732	<div>Develop management plans for conservation sites ACA owns or manages.</div>	<div><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 percent of titled lands acquired in 2019/20Prioritize and develop management plans for priority Crown conservation sites (sites with dispositions).Work with partners and update management plans as required.</div> <div>On-going</div>
ACA	\$96,732							
Partner	\$0							
Total	\$96,732							

Securement, Enhancement, and Management of Recreational Access sites								
Project	Primary Purpose	Expected Outcomes						
<div>Fisheries Access Site Management</div> <table><tr><td>ACA</td><td>\$178,954</td></tr><tr><td>Partner</td><td>\$3,600</td></tr><tr><td>Total</td><td>\$182,554</td></tr></table>	ACA	\$178,954	Partner	\$3,600	Total	\$182,554	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 (Chestermere and Bennet Pond)Continue to work collaboratively with AEP on Crown Fisheries Access sites (disposition/title option).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 to identify and create new angling opportunities and develop new Fisheries Access sites.Continue to complete minor maintenance on agreed-to water control structures. On-going
ACA	\$178,954							
Partner	\$3,600							
Total	\$182,554							
<div>Recreational Opportunity Enhancement</div> <table><tr><td>ACA</td><td>\$59,516</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$59,516</td></tr></table>	ACA	\$59,516	Partner	\$0	Total	\$59,516	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">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	\$59,516							
Partner	\$0							
Total	\$59,516							
<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						

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 2020/21, 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 2020/21

Project	Primary Purpose	Expected Outcomes
Report A Poacher Promotion <div> <div>ACA</div> <div>\$ 110,673</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$ 110,673</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. · Ensure the 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.

Poaching is not hunting

Know the regulations. Hunt Responsibly.

REPORT A POACHER

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5.0 ACA Grants

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

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

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, with the exception of Federal or Provincial Government employees and ACA staff, 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 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.



Project: ACA Conservation, Community, and Education Grants - Streambank Restoration Project on Silvester Creek
photo: provided by Elbow River Watershed Partnership

Table 12: Grants Program for 2020/21

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 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 (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 2020/21, 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 2020/21

Project	Primary Purpose	Expected Outcomes
Waterfowl Crop Damage Prevention <div> <div>ACA\$11,350</div> <div>Partner\$500</div> <div>Total\$11,850</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\$300,000</div> <div>Partner\$300,000</div> <div>Total\$600,000</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.



Project: Waterfowl Crop Damage Prevention - Scare Cannon
photo: ACA, Ken Wright



Project: Conservation Site Management - Monitoring Sheep River Conservation Site
photo: ACA, Mandy Couve

7.0 Monitoring and Accountability

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

Project leads are responsible for providing monthly updates to their manager who reports results to the Management Team, ensuring projects are on track. These updates allow us to address and resolve any issues in a timely manner. In addition, project leads prepare annual summary reports that are posted on our website by April 30 each year. These summary reports are reviewed as part of an internal quality control process 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 2020/21 operating budget, including projected land donations and funds donated for land purchase, is \$18,068,905.

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 2020/21 budget is based on a levy revenue projection of \$14,816,019 (established from 2019/20

actual receipts and anticipated changes to licensing that will result in an increase in levy in 2020/21), a projection of partner (non-levy) revenue for projects of \$2,252,886 and a projection of partner (non-levy) donations of land or funds for land purchase of \$1,000,000.

\$13,986,230 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 94.41 percent of the levy revenue value collected from hunters and anglers being put directly back into our natural resources.

Table 14: Summary Budget for 2020/21

Program	ACA (Levy Funds)	Partner Funds	Total Budget
Administration	\$2,096,555	\$68,922	\$2,165,476
Finance	\$615,021	\$41,000	\$656,021
Business Development	\$400,736	\$5,000	\$405,736
Human Resources	\$276,684	\$0	\$276,684
Health and Safety	\$124,406	\$0	\$124,406
Information Technology	\$446,352	\$8,000	\$454,352
Information, Education, and Communications	\$1,189,891	\$198,000	\$1,387,891
Wildlife	\$2,773,346	\$778,000	\$3,551,346
Fisheries	\$2,185,687	\$365,235	\$2,550,922
Land Management	\$1,943,466	\$438,229	\$2,381,694
Report A Poacher (RAP)	\$270,673	\$0	\$270,673
Compensation and Damage Prevention	\$326,350	\$300,500	\$626,850
Grants	\$1,566,852	\$50,000	\$1,616,852
Subtotal Budget	\$14,216,019	\$2,252,886	\$16,468,905
Land Donations and Funds for Land Purchases	\$600,000	\$1,000,000	\$1,600,000
TOTAL BUDGET	\$14,816,019	\$3,252,886	\$18,068,905



Project: SHARP - Pollinator Trap Sample Collection
photo: ACA, Lance Engley



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