



# Annual Operating Plan 2021/22







wildlife | fish | habitat

### Our Vision

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

### Our Mission

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

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Cover photo: ACA, Lance Engley  
Project: The Hasse Lake Fishery Restoration Project

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





Project: Taber Pheasant Festival  
photo: ACA, Ken Kranrod

## 1.0 Introduction

Alberta Conservation Association's (ACA) *Annual Operating Plan 2021/22* 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 2021/22, we anticipate receiving roughly \$3.9 million in partner (non-levy) and/or in land value. Projected levy revenue from hunting and fishing licences is \$15 million. Thanks to the efforts of our dedicated employees and the generosity of our various donors and partners, the majority of this funding will be directed back into conservation efforts.

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

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

A significant part of our work involves developing and maintaining partnerships. These partnerships contribute to the success and scope of our conservation work. Our partnerships span across all our program areas, including fisheries, wildlife, land management, communications, and administration. We will continue to work closely with our member groups, non-member groups, corporate partners, and AEP.

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

## 1.1 Linkages 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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Finance</b>	Provide financial services that safeguard company assets.	<ul style="list-style-type: none"><li>Manage assets effectively.</li><li>Provide complete and timely legal reporting.</li><li>Support management's information needs and facilitate effective decision-making.</li></ul>
ACA                      \$635,937	Ensure legal and contractual obligations are met.	
Partner                \$41,000	Provide accurate and timely information to ACA's decision makers.	
Total                    \$676,937		
<b>Administration</b>	Provide administrative support to all areas to enhance the efficiency and effectiveness of internal operations.	<ul style="list-style-type: none"><li>Support Board of Directors, executive, and management.</li><li>Maintain building operations throughout the province.</li></ul>
ACA                      \$2,163,192		
Partner                \$41,998		
Total                    \$2,205,189		



Alberta Environment and Parks Minister Jason Nixon and Brad Fenson manning the BBQ at Waterfowl Warmup  
photo: ACA, Charmaine Brunes

## 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 2021/22, 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. Business Development also works closely with the Information, Education and Communications Program to ensure ACA brand identity is maintained internally and externally.

Table 2: Business Development Projects for 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Business Development Support</b> <div> <div>ACA</div> <div>\$384,453</div> </div> <div> <div>Partner</div> <div>\$5,000</div> </div> <div> <div>Total</div> <div>\$389,453</div> </div>	Strengthen existing partnerships and develop new relationships that support ACA programs and projects.	<ul style="list-style-type: none"> <li>· Increase non-levy revenue by 5 percent minimum above previous fiscal year.</li> <li>· Sign on a minimum of five new corporate partners and/or increase contributions or multi-year commitments from five existing Corporate Partners in Conservation.</li> </ul>
<b>ACA Store</b> <div> <div>ACA</div> <div>\$19,328</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$19,328</div> </div>	Provide opportunities for staff to receive ACA-branded clothing for work (office, field, meetings, and tradeshow), and personal use.	<ul style="list-style-type: none"> <li>· Increase ACA brand recognition in the general public and business community.</li> <li>· Maintain employee satisfaction with branded merchandise.</li> </ul>

## 2.3 Human Resources

Human Resources implements strategies and policies that meet organizational objectives. In 2021/22, our focus continues to be the investment of: 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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Program Coordination</b> <div> <div>ACA</div> <div>\$169,607</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$169,607</div> </div>	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.  Maintain the Work Place Harassment and Diversity Committee.	<ul style="list-style-type: none"> <li>· Create a corporate culture that attracts and retains employees.</li> <li>· Increase job satisfaction to foster a productive work environment with a higher retention rate.</li> <li>· Recognize human capital as the resource that drives organizational success.</li> <li>· Maintain management system targets and evaluate success and diversity.</li> </ul>



<b>Professional Development</b> <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"><li>· Provide employees with opportunities to grow and take on new challenges through mentoring and training.</li><li>· Invest in professional development programs to improve leadership capabilities, job skills, and employee productivity.</li><li>· Maintain a work environment that motivates and inspires.</li><li>· Well-trained employees receive personal satisfaction from a job well done.</li><li>· Enhance capabilities and make the workplace an environment that supports people's initiative, creativity, responsibility, and meaning.</li></ul>
ACA	\$27,500							
Partner	\$0							
Total	\$27,500							
<b>Professional Memberships</b> <table><tr><td>ACA</td><td>\$6,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$6,000</td></tr></table>	ACA	\$6,000	Partner	\$0	Total	\$6,000	<p>Encourage employees to contribute to self-regulating professional associations committed to promoting excellence in professional practices.</p>	<ul style="list-style-type: none"><li>· Increase awareness and credibility of ACA and our employees by promoting and maintaining high standards of professional competence and ethics.</li></ul>
ACA	\$6,000							
Partner	\$0							
Total	\$6,000							
<b>Health and Wellness</b> <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> <p>The aim of measures for workplace well-being is to complement health and safety measures to make sure employees are safe, healthy, satisfied and engaged at work.</p>	<ul style="list-style-type: none"><li>· Reduce stress among employees to improve mental health by encouraging healthy lifestyle and healthy work/life balance</li><li>· Invest in employees to ensure an open and friendly culture and employee wellbeing.</li><li>· Encourage social, physical, emotional well being with a diverse health and wellness program.</li><li>· Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how employees feel about their work, their working environment, the climate at work, and work organization.</li></ul>
ACA	\$43,000							
Partner	\$0							
Total	\$43,000							
<b>Service Awards</b> <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> <p>Celebrate the unique skills and contributions of the employee.</p>	<ul style="list-style-type: none"><li>· Provide service awards to employees who reach milestones.</li><li>· Examine and source innovative service awards on an annual basis.</li></ul>
ACA	\$5,000							
Partner	\$0							
Total	\$5,000							
<b>Online Survey</b> <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"><li>· Conduct annual employee survey.</li><li>· Identify challenges and develop action plans for improvements.</li></ul>
ACA	\$1,000							
Partner	\$0							
Total	\$1,000							
<b>Recruitment</b> <table><tr><td>ACA</td><td>\$12,304</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$12,304</td></tr></table>	ACA	\$12,304	Partner	\$0	Total	\$12,304	<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> <p>Embracing new recruitment technologies.</p>	<ul style="list-style-type: none"><li>· Promote ACA as an organization where employees can build their careers and expand their skills.</li><li>· Hire employees with the knowledge, skills, and ability to perform the job and whose beliefs and behaviours fit our organizational culture.</li><li>· Ensure equal opportunities available for all employees.</li></ul>
ACA	\$12,304							
Partner	\$0							
Total	\$12,304							
<b>Career Fairs</b> <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"><li>· Promote ACA to college and university students.</li><li>· Provide co-op and intern opportunities to students.</li></ul>
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 Alberta Conservation Association's (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 2021/22, 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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Health and Safety</b>	Foster a company culture and working environment where all employees can work in a safe and healthy manner.	<ul style="list-style-type: none"><li>• Eliminate workplace injuries as well as loss or damage to property, facilities, materials, and equipment.</li><li>• Continue to maintain and improve a Health and Safety Program that integrates workplace safety effectively into ACA operations.</li><li>• Provide ACA employees access to health and safety resources (e.g., forms, policies, procedures, and other reference materials).</li><li>• Provide employees with the necessary training, equipment, materials, and procedures required to conduct work in a healthy and safe manner.</li><li>• Respond to all health and safety incidents, including near misses, develop and implement corrective actions as required, and communicate results to all staff.</li><li>• Operate the Health and Safety Program in a transparent and open manner.</li></ul>
ACA                      \$133,821		
Partner                      \$0		
Total                      \$133,821	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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Information Technology/ Systems</b>	Manage and operate ACA's IT infrastructure on a daily basis.	<ul style="list-style-type: none"><li>• Maintain security of ACA network and data structures.</li><li>• Ensure existing technology provides information in an efficient and effective manner.</li><li>• Research and review new technology that supports ACA's strategic goals and objectives.</li><li>• Coordinate IT projects and processes with external consultants.</li></ul>
ACA                      \$438,240	Provide technical support to all areas of ACA's information technology and management systems.	
Partner                      \$0		
Total                      \$438,240	Provide IT initiatives that reduce costs, environmental impacts, and provide future growth.	



Project: Kids Can Catch  
photo: ACA, Charmaine Brunes

# 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 2021/22

Communications		
Project	Primary Purpose	Expected Outcomes
<b>Advertising and Marketing</b>	Increase awareness ACA brand recognition, key ACA events, programs and projects while promoting hunting and fishing in Alberta.	<ul style="list-style-type: none"><li>Identify key advertising opportunities and implement strategies that align with the Strategic Business Plan's four-year objectives.</li><li>Coordinated cross media targeted advertising promoting hunting and angling in Alberta.</li></ul> On-going
ACA		
Partner		
Total		
<b>Harvest Your Own</b>	Develop and maintain a hunting focused multi-media resource to retain and recruit hunters while building a positive profile of hunting to non-hunting demographics.	<ul style="list-style-type: none"><li>Provide an educational resource on how to hunt and harvest in Alberta.</li><li>Maintain a viable and interesting resource year-round for hunters in Alberta.</li><li>Positive annual audience growth across all media platforms.</li><li>Attract advertising through audience capture.</li><li>Research a series of 3 studies over 4 years completed by a PhD student at the University of Alberta. Overall research goal: Identify food-related benefits of hunting that resonate with the core values of ambivalent hunters in Alberta to strengthen the appeal of hunting wild game for food.</li></ul> On-going
ACA		
Partner		
Total		
<b>The Philip J. Currie Dinosaur Museum Display</b>	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"><li>Engage student audiences in conservation issues.</li><li>Increase public awareness of conservation and its scope of stakeholders.</li></ul> Year 3 of 5
AACA		
Partner		
Total		

<b>Social Media</b> <b>Facebook, Twitter, Instagram, YouTube, Constant Contact</b>	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.	<ul style="list-style-type: none"> <li>Produce and deliver monthly Constant Contact e-newsletter to inform and promote news and events.</li> <li>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.</li> <li>Interact and engage daily with audiences on Facebook, Twitter, and Instagram.</li> <li>Increase number of followers on following social media platforms.</li> <li>Increase awareness of conservation issues such as aquatic invasive species and member group activities.</li> <li>Assist member groups and other organizations and partnerships with social media resources.</li> </ul> On-going
ACA \$52,966 Partner \$0 Total \$52,966	Assist AEP with promotion of the Aquatic Invasive Species Program, Family Fishing Weekends, youth hunting, and other initiatives.	
<b>Internal Communications Needs</b>	Support the ACA President and CEO; Business Development; Human Resources; and Wildlife, Fisheries, and Land Management programs.	<ul style="list-style-type: none"> <li>Provide all planned and approved communications needs as well as address any unforeseen opportunities, whether internally or sourced through third party.</li> <li>Complete online seasonal job postings by mid-December 2021.</li> <li>Post Report Series by the end of April 2021.</li> <li>ACA vehicle/asset branding.</li> <li>Development of 25<sup>th</sup> Anniversary media and materials</li> <li>Develop key communications materials to ensure appropriate branding and messaging (e.g., media releases, fact sheets, poster templates, presentations).</li> </ul> On-going
ACA \$17,317 Partner \$0 Total \$17,317		
<b>Stakeholder Communications</b>	Assist member groups and stakeholders in communications support where viable.	<ul style="list-style-type: none"> <li>Provide creative and promotional support where possible fostering positive business relationships.</li> </ul> On-going
ACA \$5,541 Partner \$0 Total \$5,541		
<b>Emerging Issues</b>	Provide on-demand communications media.	<ul style="list-style-type: none"> <li>Maintain ACA as an up-to-date resource within its operations and public relations.</li> <li>Respond as required to unforeseen communications needs, opportunities, and challenges.</li> </ul> On-going
ACA \$40,003 Partner \$0 Total \$40,003		
<b>Publications/Print</b>		
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Conservation Magazine</b> <b>Spring/ Summer</b> <b>Fall/ Winter</b>	Publish a free magazine that engages multi-interest audiences and connects them with ACA and its conservation projects, member groups, stakeholders, and partners.	<ul style="list-style-type: none"> <li>Produce, publish, promote, and deliver 30,000 hard copies of <i>Conservation Magazine</i>, seasonally in spring and fall, with digital versions available online.</li> </ul> On-going
ACA \$100,584 Partner \$6,000 Total \$106,584		



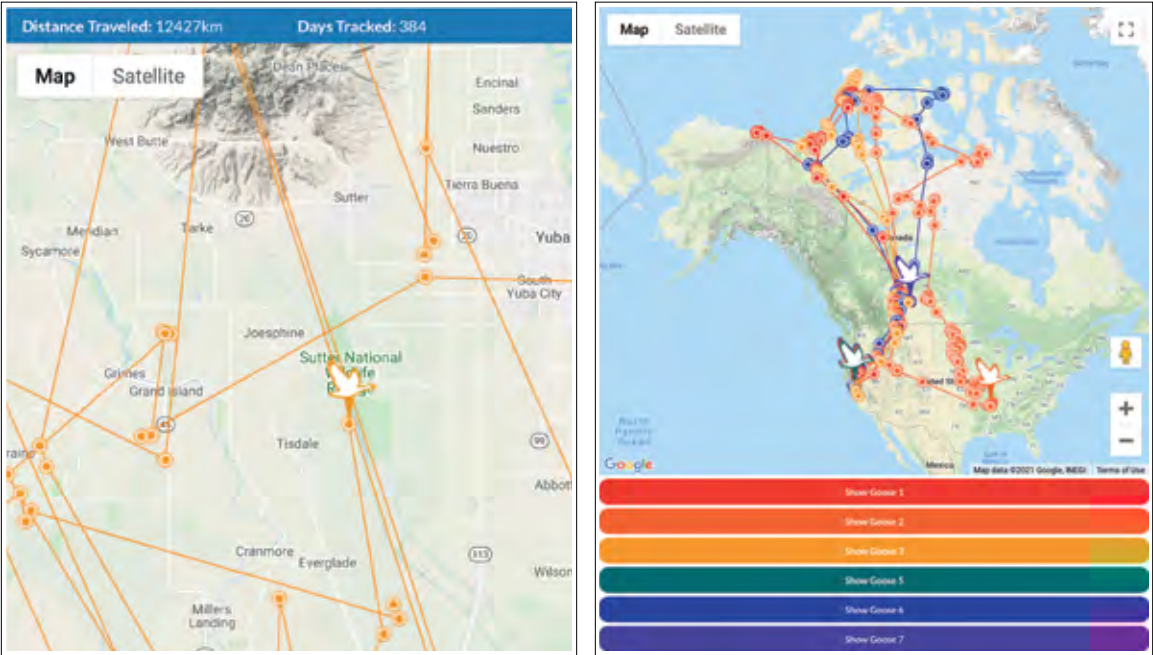
<b>Alberta Discover Guide</b> <table><tr><td>ACA</td><td>\$88,717</td></tr><tr><td>Partner</td><td>\$10,000</td></tr><tr><td>Total</td><td>\$98,717</td></tr></table>	ACA	\$88,717	Partner	\$10,000	Total	\$98,717	<p>Provides a comprehensive reference to several hundred sites conserved for the purpose of habitat protection and made available for recreational use by our stakeholders.</p> <p>Promotes the value of habitat conservation and the benefits of securing that habitat for wildlife.</p>	<ul style="list-style-type: none"><li>Produce, publish, promote, and deliver 35,000 hard copies of the Guide with digital versions available online.</li><li>Foster relationships with conservation partners who are key contributors to the Guide, such as Alberta Fish &amp; Game Association (AFGA) and its affiliated clubs, Ducks Unlimited Canada (DUC), and Nature Conservancy of Canada (NCC).</li><li>Promote AEP program messaging such as invasive species.</li></ul> On-going
ACA	\$88,717							
Partner	\$10,000							
Total	\$98,717							
<b>Annual Operating Plan</b> <table><tr><td>ACA</td><td>\$8,077</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$8,077</td></tr></table>	ACA	\$8,077	Partner	\$0	Total	\$8,077	<p>Provide stakeholders with information on ACA resource program projects and operations.</p>	<ul style="list-style-type: none"><li>Prepare the Annual Operating Plan draft for the ACA Board of Directors meeting, December 2021.</li><li>Coordinate, edit, and design the Annual Operating Plan.</li><li>Complete and post the Annual Operating Plan, after ACA Board of Directors approval, in April 2022, to coincide with the fiscal year.</li></ul> On-going
ACA	\$8,077							
Partner	\$0							
Total	\$8,077							
<b>Annual Report</b> <table><tr><td>ACA</td><td>\$10,684</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$10,684</td></tr></table>	ACA	\$10,684	Partner	\$0	Total	\$10,684	<p>Provide stakeholders financial reporting and transparency in operations.</p>	<ul style="list-style-type: none"><li>Produce the Annual Report by September 2021.</li><li>Report audited financial statements to stakeholders.</li><li>Coordinate editing and post ~ 45 resource program annual summaries (Wildlife, Fisheries, Land, and Communications) online by April 15, 2021.</li></ul> On-going
ACA	\$10,684							
Partner	\$0							
Total	\$10,684							
<b>Grants Reports and Forms</b> <table><tr><td>ACA</td><td>\$5,917</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$5,917</td></tr></table>	ACA	\$5,917	Partner	\$0	Total	\$5,917	<p>Provide stakeholders information about ACA Grants Fund projects awarded, allocations, and activities.</p>	<ul style="list-style-type: none"><li>Post and promote interim reports, annual report, grant information, and application deadlines.</li><li>Redesign the Grants in Biodiversity web site.</li><li>Enhance the Grants Programs communications.</li><li>Produce the Grants Fund Annual Report by fall 2021 for grant eligible committee meeting in December 2021.</li></ul> On-going
ACA	\$5,917							
Partner	\$0							
Total	\$5,917							
<b>On Site Signage</b> <p><i>The budget is allocated within the Land Management and Fisheries programs.</i></p>	<p>Work with the land and fisheries teams to produce branded conservation site signs, Fisheries Access Site signs, and specialty signs as required.</p>	<ul style="list-style-type: none"><li>Design and coordinate proofing, quotes, and printing of outdoor signs.</li></ul> On-going						
<b>Other Publications</b> <table><tr><td>ACA</td><td>\$6,390</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$6,390</td></tr></table>	ACA	\$6,390	Partner	\$0	Total	\$6,390	<p>Work with ACA Resource programs, AEP, and member groups to update existing publications as determined.</p>	<ul style="list-style-type: none"><li>Provide publishing support through design, editing, proofing, and printing.</li></ul> On-going
ACA	\$6,390							
Partner	\$0							
Total	\$6,390							
<b>Final Reports</b> <table><tr><td>ACA</td><td>\$8,880</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$8,880</td></tr></table>	ACA	\$8,880	Partner	\$0	Total	\$8,880	<p>Provide publishing support for resource programs within research.</p>	<ul style="list-style-type: none"><li>Awareness and accessibility to ongoing project research by ACA.</li></ul> On-going
ACA	\$8,880							
Partner	\$0							
Total	\$8,880							

Website								
Project	Primary Purpose	Expected Outcomes						
<div>Website Media and Development</div> <table><tr><td>ACA</td><td>\$73,968</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$73,968</td></tr></table>	ACA	\$73,968	Partner	\$0	Total	\$73,968	ACA's external websites provide an accessible information gateway that engages users and profiles our conservation projects, member groups, Corporate Partners in Conservation, events, and publications.	<ul style="list-style-type: none"><li>· Provide access and navigation for users to angling and hunting information.</li><li>· Provide ACA conservation projects enhanced profile.</li><li>· Provide online support for donations, event registration, and public engagement.</li><li>· Continually monitor and update website content to ensure the most recent and accurate information is provided and that all links, downloads, and postings are valid and functional.</li><li>· Implement search engine optimization practices at all times.</li><li>· Expand design, navigation, and advertising.</li></ul> On-going
ACA	\$73,968							
Partner	\$0							
Total	\$73,968							
<div>Migratory GPS Project</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	ACA's website provides streaming GPS information on collared species by the Federal Government to engage hunting and conservation audiences.	<ul style="list-style-type: none"><li>· Create awareness of harvestable species to a cross interest audience.</li><li>· Create a platform that can expand to other species tracking in Canada and North America.</li><li>· Cultivate new conservation audiences.</li></ul> On-going
ACA	\$1,000							
Partner	\$0							
Total	\$1,000							

Table 7: Education and Outreach Events for 2021/22

Project	Primary Purpose	Expected Outcomes						
<div>Wildlife Cameras</div> <table><tr><td>ACA</td><td>\$14,923</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$14,923</td></tr></table>	ACA	\$14,923	Partner	\$0	Total	\$14,923	<p>Engage the general public by providing live-streaming camera feed from nesting peregrine falcons in various locations in Edmonton.</p>	<ul style="list-style-type: none"><li>· Maintain remote camera infrastructure at existing nest sites.</li><li>· Educate the public about peregrine falcon behaviour, biology, and its <i>Threatened</i> status in Alberta, and other species of designation such as the ferruginous hawk.</li><li>· Increase traffic to our website and engage new audiences in ACA projects and events.</li><li>· Explore opportunities for similar remote camera coverage of other species.</li></ul> <p>On-going</p>
ACA	\$14,923							
Partner	\$0							
Total	\$14,923							
<div>Taber Pheasant Festival</div> <table><tr><td>ACA</td><td>\$242,616</td></tr><tr><td>Partner</td><td>\$60,000</td></tr><tr><td>Total</td><td>\$302,616</td></tr></table>	ACA	\$242,616	Partner	\$60,000	Total	\$302,616	<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"><li>· Continue to work with local organizations and businesses to support and coordinate the Taber Pheasant Festival.</li><li>· Increase awareness of upland game bird habitat requirements and increase landowner participation in habitat enhancement projects.</li><li>· Encourage continued interest in pheasant and upland game bird hunting beyond the event.</li><li>· Increase overall number of youth and families hunting upland game birds each year (increased hunting licence sales).</li><li>· Introduce non-hunters to positive experiences related to hunting through culinary events, education, and entertainment.</li></ul> <p>On-going</p>
ACA	\$242,616							
Partner	\$60,000							
Total	\$302,616							

<b>Kids Can Catch</b>		<p>Encourage youth and families in communities across Alberta to get outdoors and enjoy angling.</p> <ul style="list-style-type: none"><li>• Promote the Kids Can Catch Program as a way for local organizations to introduce youth and adults to fishing, fish conservation, and responsible angling.</li><li>• Engage local organizations and businesses to support and coordinate family fishing events in communities across Alberta.</li><li>• Public promotion of Kids Can Catch events through various media.</li><li>• Help local organizers connect with resources and volunteers to mentor new and young anglers on responsible and ethical angling practices.</li><li>• Encourage continued interest in angling beyond Kids Can Catch events, including awareness of fishing opportunities at stocked and aerated lakes.</li><li>• Increase overall number of youth and families fishing each year (increased fishing licence sales).</li></ul> <p>On-going</p>	
ACA	\$20,025		
Partner	\$35,500		
Total	\$55,525		
<b>Waterfowl Warmup</b>		<p>Host an annual sporting clays fundraiser as an opportunity for the general public, businesses, and conservation organizations to support the Report A Poacher program.</p> <ul style="list-style-type: none"><li>• Increase awareness of and funds for the Report A Poacher program.</li><li>• Promote responsible and ethical hunting practices.</li><li>• Strengthen corporate relationships in the pursuit of long-term partnerships in conservation.</li></ul> <p>On-going</p>	
ACA	\$13,060		
Partner	\$21,500		
Total	\$34,560		
<b>WIN card</b>			
<b>Project</b>	<b>Primary Purpose</b>	<b>Expected Outcomes</b>	
<b>WIN Card Reimbursement</b>	<p>Encourage recruitment of young people into hunting and allow ACA and our member groups to connect with new hunters when they purchase their first WIN card.</p>	<ul style="list-style-type: none"><li>• Increase the number of youth 12-to-17 years old who complete the Alberta Hunter Education Instructors' Association hunter education program.</li><li>• Introduce and connect young hunters to programs, information, and other groups to enhance their experience.</li></ul> <p>On-going</p>	
ACA			\$35,150
Partner			\$0
Total			\$35,150



Project: Migratory GPS Project  
images: ACA website





Project: Pheasant Releases to Enhance Hunting Opportunities  
photo: ACA, Charmaine Brunes



### 3.2 Wildlife

Hunter numbers increased substantially in 2020, and with this the desire to access private land. We initiated a survey in early 2021 asking landowners to relate their experiences and attitudes toward access to better understand the complexities from their perspective. Later in 2021, we will put out a survey to hunters seeking their opinions on the same topic, and whether this is changing over time.

Another highlight in the coming year is the expansion of wild turkey range within Alberta. The opportunity to hunt turkeys is one of the most highly sought draws annually, although at the current allocation rate most hunters will never be drawn. We will look to expand the range of wild turkey into central Alberta by translocating birds. This is a long-term endeavour that we anticipate will increase hunting opportunity in 8-15 years.

The long-term outlook for spruce grouse has also become a concern, so we are launching a new program (Forest Grouse Monitoring Initiative) to better understand population trends, and if/where they may be vulnerable. We will again be working with Alberta trappers as we begin this work.

We continue to develop long-lasting relationships with producers and other landowners that benefit wildlife and habitat. This often focuses within low lying riparian zones that serve as the lifeblood for many species, as well as providing habitat pathways that connect the greater landscape.

We have 24 projects identified within this years' AOP and we invite you to look at them all in the next few pages!

Table 8: Wildlife Projects for 2021/22

Wildlife Population Monitoring		
Project	Primary Purpose	Expected Outcomes
<b>Turkey Distribution and Surveys</b>	Identify the range of turkeys in south west Alberta, and conduct surveys to index trends.	<ul style="list-style-type: none"><li>· Work with landowners and stakeholders to identify the current range of turkeys in SW Alberta.</li><li>· Develop approach to incorporate citizen science to track range and annual trends.</li><li>· Conduct field surveys in select areas to track range and annual trends.</li><li>· Explore opportunities to expand the range of wild turkeys within central Alberta.</li></ul> Ongoing
ACA                      \$32,905		
Partner                      \$0		
Total                      \$32,905		
<b>Range Expansion of Wild Turkey into Central Alberta</b>	Establish wild turkeys in central Alberta to increase hunting opportunity.	<ul style="list-style-type: none"><li>· Establish wild turkeys in select locations in central Alberta annually over 5-6 years.</li><li>· Monitor survival, dispersal, and recruitment.</li><li>· Monitor potential conflict with local community.</li></ul> New
ACA                      \$163,277		
Partner                      \$50,000		
Total                      \$213,277		
<b>Alberta Volunteer Amphibian Monitoring Program</b>	Volunteer collection of amphibian location data throughout Alberta. Alberta Volunteer Amphibian Monitoring Program (AVAMP).	<ul style="list-style-type: none"><li>· Coordinate volunteer collection of amphibian data from across Alberta.</li></ul> On-going
ACA                      \$7,342		
Partner                      \$0		
Total                      \$7,342		

<b>Hunter App to Track Wildlife Sightings</b>		Develop app for hunters to track wildlife sightings to enhance their personal experience and supplement population monitoring.	<ul style="list-style-type: none"><li>Build on experience with Moose app to develop a tool valued by hunters to track their personal wildlife sightings (i.e., moose, elk, deer, bear).</li><li>Develop functionality of app over 3 years.</li><li>Encourage partnership with Metis community.</li><li>Ensure app has high value for individual hunters and that their personal data is secure.</li><li>Develop metrics from hunter input to benefit AUS data for ungulates to help guide conservation and allocation (gender ratios, age ratios, effort info, etc.).</li><li>Explore and test approaches for tracking game birds and metrics to indicate trends.</li></ul> Ongoing
ACA	\$28,170		
Partner	\$20,000		
Total	\$48,170		
<b>Hunting Opportunities and Recruitment</b>			
<b>Project</b>		<b>Primary Purpose</b>	<b>Expected Outcomes</b>
<b>Landowner Hunting Access Survey</b>		(Identify access barriers influencing hunter retention and recruitment) Assess potential access issues perceived by hunters and landowners.	<ul style="list-style-type: none"><li>Complete report for survey results from FY2020, focusing on how private land access varies regionally and which issues increase/decrease the likelihood of a property being available for hunting by the public. How might changing landowner demographics affect access restrictions in the future? Share results with stakeholders and the general public.</li><li>Explore messaging for hunters to educate on how to increase your success in getting permission, and how to build and maintain positive relationships with landowners.</li></ul> Year 2 of 2
ACA	\$38,194		
Partner	\$3,000		
Total	\$41,194		
<b>Hunter Perceived Access Survey</b>		(Identify access barriers influencing hunter retention and recruitment) Assess potential access issues perceived by hunters.	<ul style="list-style-type: none"><li>Develop survey approach to identify access issues as perceived by hunters: how does their experience vary by type of land designation, region, and target species (e.g. waterfowl vs big game vs upland birds)? What role do gender, age, hunter experience, annual effort, etc. play? How might changing hunter demographics affect access restrictions in the future?</li><li>Examine unique access issues faced by hunters with restricted mobility (including age related reductions in movement capability).</li></ul> New
ACA	\$24,670		
Partner	\$11,000		
Total	\$35,670		
<b>Pheasant Releases to Enhance Hunting Opportunities</b>		Enhance hunter opportunity by releasing pheasants in select locations (provincial).	<ul style="list-style-type: none"><li>Manage and coordinate pheasant release program within Alberta.</li><li>Engage volunteer groups to assist with delivery of pheasants at sites.</li><li>Evaluate the efficiency of program and satisfaction of hunters through a hunter survey (hardcopy or smartphone).</li><li>Update and maintain web-based platform to inform hunters of all release sites including detailed maps.</li><li>Trial releasing female pheasants at northern sites??</li></ul> On-going
ACA	\$857,353		
Partner	\$3,500		
Total	\$860,853		
<b>Upland Gamebird Fall Forecast</b>		Survey upland gamebirds to track population trends.	<ul style="list-style-type: none"><li>Engage stakeholders to survey pheasant and grey partridge populations to look at populations trends to promote hunter recruitment.</li><li>Publish early fall recruitment survey results on our website (and partner websites) to encourage hunter interest.</li><li>Develop questions and metrics for inclusion in the wildlife app for upland birds.</li></ul> On-going
ACA	\$7,168		
Partner	\$0		
Total	\$7,168		
<b>Upland Gamebird 4-H Initiative</b>		Engage 4-H clubs and volunteers to raise upland birds (provincial).	<ul style="list-style-type: none"><li>Engage 4-H clubs and volunteers enabling them to raise and sell pheasants.</li><li>Birds may be sold for hunting opportunities.</li><li>Communicate importance of suitable habitat with 4-H participants to foster long-term interest in habitat.</li></ul> On-going
ACA	\$28,493		
Partner	\$11,775		
Total	\$40,268		

Habitat Stewardship and Enhancement		
Project	Primary Purpose	Expected Outcomes
<b>MULTISAR – Milk River</b> ACA \$43,121 Partner \$159,000 Total \$202,121	Engage landowners with planning and implementation of habitat strategies along the Milk River Basin.	<ul style="list-style-type: none"> <li>Enhance habitat on collaborating ranch lands (eight-ten) including habitat to benefit sage grouse.</li> <li>Evaluation of habitat conservation strategies on select properties.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> On-going
<b>MULTISAR – West</b> ACA \$81,176 Partner \$50,000 Total \$131,176	Engage landowners with planning and implementation of habitat strategies west of Highway 22 in South Saskatchewan River Basin.	<ul style="list-style-type: none"> <li>Initiate habitat conservation strategies at one to two ranches.</li> <li>Evaluation of habitat conservation strategies on select properties.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> <li>Evaluate wildlife friendly fencing alternatives for elk (and deer, moose) in grassland and foothills ecosystems.</li> </ul> On-going
<b>MULTISAR – South Saskatchewan</b> ACA \$117,633 Partner \$353,525 Total \$471,158	Engage landowners with planning and implementation of habitat strategies through the South Saskatchewan Basin.	<ul style="list-style-type: none"> <li>Initiate habitat conservation strategies for one to two ranches.</li> <li>Evaluation of habitat conservation strategies on select properties for wildlife.</li> <li>Consultation and relationship building with landowners and stakeholder community.</li> </ul> On-going
<b>Alberta Piping Plover Recovery</b> ACA \$42,433 Partner \$15,000 Total \$57,433	Assist recovery of piping plovers through habitat enhancements, and report on success of recovery efforts.	<ul style="list-style-type: none"> <li>Implement enhancements including fencing, educational sanctuary signage, and vegetation reduction at select properties.</li> <li>Conduct inventory of plovers at select lakes.</li> </ul> On-going
<b>Pronghorn Fence Enhancement Partnership</b> ACA \$6,760 Partner \$21,000 Total \$27,760	Enhance pronghorn movement by assisting Alberta Fish & Game Association (AFGA) to identify and modify fence lines.	<ul style="list-style-type: none"> <li>Provide planning map to partner (AFGA) that highlights fences with greater likelihood of limiting pronghorn movement.</li> <li>Assist AFGA 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.</li> </ul> On-going
<b>SHARP - Species Habitat Assessment and Restoration Partnership</b> ACA \$157,530 Partner \$136,050 Total \$293,580	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"> <li>Initiate habitat conservation strategies at one to two ranches.</li> <li>Initiate inventories for habitat conservation strategies at one to two new ranches with collaborative long-term management plan signed.</li> <li>Consultation and relationship building with new landowners and stakeholder community.</li> <li>Foster wetland retention and restoration.</li> <li>Evaluate wildlife friendly fencing alternatives for elk (and deer, moose) in grassland and foothills ecosystems.</li> </ul> On-going
<b>Pronghorn Road Crossing Enhancement</b> ACA \$2,075 Partner \$55,602 Total \$57,677	Citizen Science approach to identify crossing barrier hot spots along highways near Medicine Hat.	<ul style="list-style-type: none"> <li>Work with key partners (Miistakis, 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).</li> <li>Assess the functionality of migration corridors along Highways 1, 3 and 41.</li> <li>Work with partners to scope improvements for road crossing movement that reduce mortalities.</li> </ul> Year 4 of 4

Upland Game Bird Enhancement		
Project	Primary Purpose	Expected Outcomes
<b>Habitat Connectivity and Access</b> <hr/> ACA \$233,753 <hr/> Partner \$32,500 <hr/> Total \$266,253	<p>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.</p>	<ul style="list-style-type: none"> <li>Continue to build relationships with irrigation districts to enhance habitat and water quality and improve hunter access.</li> <li>Map range and riparian health surrounding irrigation reservoirs and develop recommended management actions for improvement (three–four reservoirs/year).</li> <li>Collaborate with partners to enhance range and riparian habitat around reservoirs (three–four reservoirs).</li> <li>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.</li> </ul> <p>On-going</p>
<b>Habitat Legacy Partnership</b> <hr/> ACA \$36,421 <hr/> Partner \$0 <hr/> Total \$36,421	<p>Enhance upland and riparian habitat for upland birds and decrease need for pheasant put- and-take release program in areas with suitable habitat.</p>	<ul style="list-style-type: none"> <li>Monitor success of habitat enhancements on select properties designed to improve upland bird densities.</li> </ul> <p>On-going</p>
<b>Demonstration Farm for Restoring Upland Bird Densities and Biodiversity</b> <hr/> ACA \$75,750 <hr/> Partner \$0 <hr/> Total \$75,750	<p>Collaborate with demonstration farm partners to evaluate approaches for improving upland bird densities on modern profitable farms.</p>	<ul style="list-style-type: none"> <li>Test approaches to improve water regulation, run-off control, while buffering nutrients and sediment.</li> <li>Demonstrate value of wetlands on farmed systems and foster wetland restoration with producer community.</li> <li>Evaluate approaches for improving recruitment and density of upland birds (pheasants, grey partridge) and other species (songbirds, amphibians, invertebrates) on modern profitable farms.</li> </ul> <p>On-going</p>
Applied Research and Ecological Studies		
Project	Primary Purpose	Expected Outcomes
<b>Forest Grouse Monitoring Initiative</b> <hr/> ACA \$26,732 <hr/> Partner \$0 <hr/> Total \$26,732	<p>Pilot approaches to monitor and map forest grouse and identify knowledge gaps.</p>	<ul style="list-style-type: none"> <li>Pilot approaches to monitor forest grouse (spruce, dusky, ruffed) and potentially sharp-tailed grouse, with citizen scientists including Alberta Trappers Association trappers.</li> <li>Develop metrics for monitoring presence/absence and trends in RFMAs (trappers) and with broader citizen science community.</li> <li>Develop questions for inclusion in wildlife app.</li> </ul> <p>New</p>
<b>Factors Effecting Moose Survivorship and Recruitment</b> <hr/> ACA \$19,268 <hr/> Partner \$5,000 <hr/> Total \$24,268	<p>Scope opportunities to better understand moose declines in Alberta.</p>	<ul style="list-style-type: none"> <li>Interact with moose specialists from other jurisdictions to better understand the extent of moose declines.</li> <li>Scope factors related to moose declines across their range in other jurisdictions and identify leading hypotheses where possible.</li> <li>Identify current research related to moose declines and scope opportunities to collaborate on topics that contribute to understanding moose declines in Alberta.</li> </ul> <p>On-going</p>



<div>Furbearer Trends (ACA/ATA Partnership)</div> <table><tr><td>ACA</td><td>\$86,560</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$86,560</td></tr></table>	ACA	\$86,560	Partner	\$0	Total	\$86,560	Refine approach for trappers to produce an index of furbearer population trends. (province)	<div><div><div><div></div><div>Assist ATA and AEP to develop tracking system for marten harvest and trapping effort that provides reliable population indices.</div></div><div><div></div><div>Produce marten harvest parameters that could be used for population modelling (e.g. age class, sex ratio, harvest effort; 5+ years of data needed).</div></div><div><div></div><div>Determine if similar data could be provided for quota species (wolverine, otter, lynx, and fisher).</div></div></div><div>Year 4 of 5</div></div>
ACA	\$86,560							
Partner	\$0							
Total	\$86,560							
<div>Pronghorn Movement Enhancement</div> <table><tr><td>ACA</td><td>\$53,368</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$53,368</td></tr></table>	ACA	\$53,368	Partner	\$0	Total	\$53,368	Develop standards for multi-species wildlife-friendly fence design.	<div><div><div><div></div><div>Evaluate the response of pronghorn to fence enhancement techniques that benefit deer and elk to determine standards for wildlife-friendly fences.</div></div><div><div></div><div>Wrap up paper on latest fence trials for pronghorn and deer.</div></div></div><div>Year 5 of 5</div></div>
ACA	\$53,368							
Partner	\$0							
Total	\$53,368							



Project: Alberta Volunteer Amphibian Monitoring Program  
photo: ACA, Kris Kendell



Project: Conservation Potential of Fish Passage Barriers for Native Trout  
photo: ACA, Jason Blackburn



### 3.3 Fisheries

Our Fisheries Program helps sustain the ecological integrity of Alberta fish populations and their habitats, while ensuring recreational angling opportunities are maintained for future generations. 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 projects across the province. Given the substantial cost associated with aeration, we carefully screen requests, including field surveys where data is lacking, to ensure that we address AEP provincial-level priorities. Hasse Lake is a new addition to our aeration project. Since 2015, we have worked with AEP and other partners to restore its collapsed trout fishery. In the spring and fall of 2020, AEP stocked Hasse Lake with rainbow and tiger (fall only) trout, eight years after the lake was last stocked, and we commenced winter aeration in October. In addition, we provide technical and material support to the County of Two Hills in developing winter aeration on Jackfish Lake.

Stocked fish populations are an important component of Alberta's recreational angling experience. In 2021/22, we increase the number of trout we stock by 17,000 over previous years. We stock over 122,000 catchable-sized (i.e., 20 cm) rainbow, brown and brook trout into 59 ponds, creating "put-and-take fisheries" that allow anglers to harvest up to five fish per day. In addition, for the first time, we plan to stock six ponds with yellow perch from donor lakes and explore the feasibility of stocking channel catfish. Some of the ponds we stock do not support trout survival beyond mid-summer due to poor water quality, particularly low dissolved oxygen and high temperatures. Consequently, we have been seeking alternatives to trout for these ponds. From an extensive review of seven cool- and warmwater sport fish candidates we undertook in 2020, we identified yellow perch and channel catfish as the best alternatives for ponds with marginal trout habitat. Yellow perch are native to

the province, so their stocking is anticipated to be relatively straightforward. Channel catfish do not currently occur in Alberta so the cultural, social, and ecological implications of their introduction need to be assessed. Most stocked ponds are close to towns and cities, making them popular family destinations and ideal for the recruitment of new anglers.

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 evaluate the effects of various harvest manipulations and fishing regulation changes at select walleye and northern pike fisheries.

Over the past several decades, various anthropogenic activities have resulted in habitat degradation and population decline for most sport fish species across the province of Alberta, including native trout and whitefish. Several of our projects in 2021/22 aid in implementation of the provincial Native Trout Recovery Program, 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 variously determine: the distribution, abundance, spawning, and habitat of native trout species, the potential of fish passage barriers to serve as conservation agents for native trout, and the potential for streams and lakes to support westslope cutthroat trout range expansion.

Overall, our project complement reflects the emphasis of our Fisheries Program on the enhancement and diversity of recreational fishing opportunities across the province, as well as generating information required for the 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 2021/22

Development and Implementation of Aeration and ACA Fish Stocking Plans								
Project	Primary Purpose	Expected Outcomes						
<b>Lake Aeration</b> <table><tr><td>ACA</td><td>\$410,644</td></tr><tr><td>Partner</td><td>\$24,000</td></tr><tr><td>Total</td><td>\$434,644</td></tr></table>	ACA	\$410,644	Partner	\$24,000	Total	\$434,644	Create or enhance recreational angling opportunities for Albertans by aerating lakes to promote year-round survival of stocked fish.	<ul style="list-style-type: none"><li>Reduce risk of summer and winter kills of stocked trout in 21 waterbodies distributed within ACA regional boundaries as follows:<ol style="list-style-type: none"><li>Northwest Region (seven waterbodies): Cecil Thompson Pond and Figure Eight, Swan, Sulphur, Spring, East Dollar, and West Dollar lakes.</li><li>Central Region (eight waterbodies): Beaver, Mitchell, Fiesta, Birch, Ironside, and Winchell lakes, Hansen's Reservoir and Kerbe's Pond.</li><li>Southern Region (one waterbody): Coleman Fish and Game Pond.</li><li>Northeast Region (five waterbodies): Radway Pond, Muir, Spring, Millers and Hasse lakes; Hasse Lake is a new addition from the fall of 2020.</li></ol></li></ul> On-going
ACA	\$410,644							
Partner	\$24,000							
Total	\$434,644							
<b>New Lake Aeration Development</b> <table><tr><td>ACA</td><td>\$47,745</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$47,745</td></tr></table>	ACA	\$47,745	Partner	\$0	Total	\$47,745	Explore additional aeration opportunities across the province.	<ul style="list-style-type: none"><li>Screen four new candidate lakes for potential aeration: Bullshead Reservoir, Little Bear, Peanut, and Sauer lakes.</li><li>Provide technical and material support to the County of Two Hills in developing winter aeration on Jackfish Lake.</li><li>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.</li></ul> On-going
ACA	\$47,745							
Partner	\$0							
Total	\$47,745							
<b>Fish Stocking</b> <table><tr><td>ACA</td><td>\$348,818</td></tr><tr><td>Partner</td><td>\$32,750</td></tr><tr><td>Total</td><td>\$381,568</td></tr></table>	ACA	\$348,818	Partner	\$32,750	Total	\$381,568	Stock trout into waterbodies to provide Albertans with recreational angling opportunities in areas of the province where such fishing opportunities do not otherwise exist.	<ul style="list-style-type: none"><li>Stock approximately 122,803 (20 cm) trout, consisting of 113,545 rainbow, 6,760 brook, and 2,500 brown trout into 59 waterbodies; these numbers constitute an increase of 17,000 fish over previous years.</li></ul> On-going
ACA	\$348,818							
Partner	\$32,750							
Total	\$381,568							
<b>Fish Stocking Expansion - Yellow Perch Ponds</b> <table><tr><td>ACA</td><td>\$70,618</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$70,618</td></tr></table>	ACA	\$70,618	Partner	\$0	Total	\$70,618	Expand scope and diversity in fish stocking activities to complement currently stocked trout.	<ul style="list-style-type: none"><li>Stock yellow perch into six ACA fish ponds with marginal trout habitat. Candidate ponds are Lamont, Mirror, East Stormwater, Legal, Two Hills, and Bow City.</li><li>Transfer yellow perch from AEP-approved donor lakes.</li><li>Evaluate population abundance and survival of yellow perch post stocking.</li><li>Use trail cameras to determine angling effort and presence of avian predators.</li><li>Monitor water quality at all stocked ponds.</li></ul> On-going – NEW FOCUS
ACA	\$70,618							
Partner	\$0							
Total	\$70,618							
<b>Fish Stocking Expansion – Channel Catfish Ponds</b> <table><tr><td>ACA</td><td>\$32,557</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$32,557</td></tr></table>	ACA	\$32,557	Partner	\$0	Total	\$32,557	Expand scope and diversity in fish stocking activities to complement currently stocked trout.	<ul style="list-style-type: none"><li>Address any issues arising from application to the Alberta Introductions and Transfers Committee for importation and trial stocking of channel catfish.</li><li>Identify growers of sterile channel catfish and establish agreements to supply ACA for stocking.</li><li>Pre-stocking assessment of candidate receiving waterbodies.</li></ul> On-going – NEW FOCUS
ACA	\$32,557							
Partner	\$0							
Total	\$32,557							



<div><div>Fish Stocking Expansion – New Lakes</div><table><tr><td>ACA</td><td>\$32,037</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$32,037</td></tr></table></div>	ACA	\$32,037	Partner	\$0	Total	\$32,037	<div>Identify and evaluate new waterbodies for stocking to increase recreational fishing opportunities, particularly close to urban areas.</div>	<div><ul style="list-style-type: none"><li>• Evaluate, and where suitable, stock candidate waterbodies identified in 2020/21, including Chestermere, Barnwell Reservoir (Taber Irrigation District) and Boulder Lake.</li><li>• Collaborate with local AEP Bios towards development of two borrow pits along Hwy 63 near Ft. McMurray.</li><li>• Continue to identify potential candidate waterbodies (including stormwater ponds and borrow pits) for screening.</li><li>• 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.</li></ul><div>On-going</div></div>
ACA	\$32,037							
Partner	\$0							
Total	\$32,037							
<div><div>Fish Pond Rehabilitation</div><table><tr><td>ACA</td><td>\$75,412</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$75,412</td></tr></table></div>	ACA	\$75,412	Partner	\$0	Total	\$75,412	<div>Improve water quality and physical characteristics of select stocked ponds. Examine potential of alum to improve dissolved oxygen conditions in treated ponds.</div>	<div><ul style="list-style-type: none"><li>• Conduct pilot alum treatment on Westlock Pond to examine potential of alum to control phosphorus levels, as well as improve summer and winter dissolved oxygen conditions.</li><li>• 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.</li></ul><div>On-going – NEW FOCUS</div></div>
ACA	\$75,412							
Partner	\$0							
Total	\$75,412							



Project: New Lake Aeration Development  
photo: ACA, Logan Redman

Assessment of Angler Demographics, Effort, Catch, and Harvest			
Project	Primary Purpose	Expected Outcomes	
<b>Effectiveness of Walleye-Pike Fishing Regulations</b>	Evaluate effect of different harvest strategies at select walleye and northern pike fisheries.	<ul style="list-style-type: none"><li>Assess impacts of angling effort, harvest and angler perspective on fisheries under different harvest regimes. Candidate lakes are Lac Ste. Anne, Pigeon, Buck, and Gull.</li><li>Use of data by AEP to inform evaluation of harvest management strategies for walleye and pike fisheries.</li></ul> On-going	
ACA			\$138,096
Partner			\$0
Total			\$138,096
<b>Fish Stocking Evaluation</b>	Evaluate fish population demographics and fishing pressure at ACA stocked ponds.	<ul style="list-style-type: none"><li>Use trail cameras to estimate angler effort at select stocked ponds.</li><li>Determine abundance of stocked fish population in select ponds.</li><li>Describe size-structure and relative abundance of yellow perch in Heritage, Don Sparrow and Taber ponds.</li></ul> On-going	
ACA			\$52,520
Partner			\$0
Total			\$52,520
Applied Research			
Project	Primary Purpose	Expected Outcomes	
<b>East Slopes Fisheries Inventory</b>	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"><li>Describe fish abundance, distribution, and stream habitat in the Upper McLeod River watershed to provide current fisheries information to aid in development of conservation and management plans.</li><li>Collaborate with partners from industry working in the Upper McLeod River HUC 8 to identify data gaps in fisheries information.</li></ul> Year 5 of 6	
ACA			\$79,806
Partner			\$27,850
Total			\$107,656
<b>Owl River Fish Habitat Protection</b>	Restoration and protection of Owl River riparian and fish habitat.	<ul style="list-style-type: none"><li>Water quality and aquatic habitat assessment.</li><li>Determine fish and macroinvertebrate community composition.</li><li>Determine abundance of walleye spawning run and spawning success.</li></ul> 1 Year	
ACA			\$12,073
Partner			\$232,606
Total			\$244,679
Implementation of Approved Fish Species Recovery and Management Plans			
Project	Primary Purpose	Expected Outcomes	
<b>Conservation Potential of Fish Passage Barriers for Native Trout</b>	Determine conservation potential of fish passage barriers in the Red Deer, North Saskatchewan, upper Athabasca, and Peace river watersheds.	<ul style="list-style-type: none"><li>Conduct field surveys to assess, classify and rank fish passage barriers in Muskeg and Narraway river sub-watersheds to aid in the development of strategies for bull trout and Arctic grayling conservation.</li><li>Compile existing and new data sets, including photos, on fish passage barriers into a single database.</li></ul> Year 3 of 3	
ACA			\$43,769
Partner			\$17,000
Total			\$60,769
<b>Westslope Cutthroat Trout Population and Habitat Monitoring</b>	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.	<ul style="list-style-type: none"><li>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.</li></ul> Year 4 of 5	
ACA			\$75,959
Partner			\$29,135
Total			\$105,094

<div>Ram River Bull Trout Assessment</div> <table><tr><td>ACA</td><td>\$54,482</td></tr><tr><td>Partner</td><td>\$32,000</td></tr><tr><td>Total</td><td>\$86,482</td></tr></table>	ACA	\$54,482	Partner	\$32,000	Total	\$86,482	Determine abundance of native trout in response to management actions in priority HUCs as part of the Native Trout Recovery Program.	<ul style="list-style-type: none"><li>Describe relative abundance of bull trout in tributaries to the lower Ram River.</li><li>Estimate the number of adult (i.e., &gt;249 mm FL) bull trout exiting Fall Creek post-spawn.</li><li>Estimate the number of bull trout redds and associated observer error in Fall Creek; identify spawning locations in Ram River.</li></ul> Year 4 of 5
ACA	\$54,482							
Partner	\$32,000							
Total	\$86,482							
<div>Westslope Cutthroat Trout Range Expansion</div> <table><tr><td>ACA</td><td>\$28,129</td></tr><tr><td>Partner</td><td>\$30,000</td></tr><tr><td>Total</td><td>\$58,129</td></tr></table>	ACA	\$28,129	Partner	\$30,000	Total	\$58,129	Evaluate streams and lakes above fish passage barriers for potential WSCT range expansion.	<ul style="list-style-type: none"><li>Develop a range expansion framework for WSCT using concepts of conservation translocation and modified scoring systems developed for bull trout.</li><li>Rank feasibility of WSCT range expansion for habitats and communities upstream of barriers based on scores calculated using the framework above.</li><li>Complete range expansion feasibility scores on a short-list of uninhabited candidate waterbodies.</li><li>Provide AEP managers with a master table that ranks feasibilities of WSCT translocation sites based on habitat and community metrics.</li></ul> Year 2 of 4
ACA	\$28,129							
Partner	\$30,000							
Total	\$58,129							
<div>Fish Barriers in Bow River Drainage</div> <table><tr><td>ACA</td><td>\$74,051</td></tr><tr><td>Partner</td><td>\$30,000</td></tr><tr><td>Total</td><td>\$104,051</td></tr></table>	ACA	\$74,051	Partner	\$30,000	Total	\$104,051	Determine conservation potential of fish passage barriers in the drainage. Identify barriers isolating genetically pure populations of WSCT and/or potential habitats.	<ul style="list-style-type: none"><li>Complete assessments of all catalogued barriers in the Bow River Watershed.</li><li>Prioritize catalogued fish barriers in the Bow River watershed for assessment and range expansion feasibility.</li></ul> Year 2 of 2
ACA	\$74,051							
Partner	\$30,000							
Total	\$104,051							



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





Project: Riparian Conservation  
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 2021/22

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>\$515,776</td></tr><tr><td>Partner</td><td>\$195,716</td></tr><tr><td>Total</td><td>\$711,492</td></tr></table>	ACA	\$515,776	Partner	\$195,716	Total	\$711,492	<div>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.</div>	<div><ul style="list-style-type: none"><li>· Manage, enhance, and maintain over 210,000 acres of habitat on over 300 conservation sites in the province.</li><li>· Complete inspections on at least 50 percent of ACA managed conservation sites.</li><li>· Install new signage on three ACA conservation sites.</li><li>· Enhance wildlife and fish habitat on ten conservation sites.</li><li>· Maintain and develop collaborative partnerships that assist with achieving management goals on conservation sites.</li><li>· Enhance sustainable recreational opportunities on ACA-owned and managed sites (barriers to unauthorized access, parking areas, v-gates, pheasant release sites, etc.).</li><li>· Continue to work collaboratively with AEP on a disposition process for management of priority Crown conservation sites (title/ dispositions/divestment).</li><li>· Continue to develop guideline documents for permitted and non-permitted activities on conservation sites.</li><li>· Continue to advertise and promote conservation sites to stakeholders and general public using print and electronic newsletter (e.g., ACA website, <i>Conservation Magazine</i>, <i>Alberta Discover Guide</i>, electronic newsletter, social media, and conservation site signage).</li></ul></div> <div>On-going</div>
ACA	\$515,776							
Partner	\$195,716							
Total	\$711,492							
<div>Habitat Securement</div> <table><tr><td>ACA</td><td>\$169,420</td></tr><tr><td>Partner</td><td>\$35,000</td></tr><tr><td>Total</td><td>\$204,420</td></tr></table>	ACA	\$169,420	Partner	\$35,000	Total	\$204,420	<div>Identify and conserve high-priority wildlife and fish habitat using ACA’s Habitat Securement Fund and through collaboration with other conservation partners.</div>	<div><ul style="list-style-type: none"><li>· Secure 750 acres of important wildlife and/or fish habitat through land purchase and land donations within focal areas.</li><li>· Maintain a collaborative partnership with Environment Canada’s Habitat Stewardship Program (Species at Risk and Prevention Stream) to conserve SAR habitat in South Saskatchewan River Watershed.</li><li>· Maintain, enhance, and expand other securement partnerships, and conserve important habitat within focal areas across Alberta.</li><li>· Increase sustainable recreational opportunities across the province.</li><li>· Collaborate with government on conservation offset program where applicable.</li><li>· Apply to applicable grants to enhance securement opportunities (e.g. Land Trust Grant).</li></ul></div> <div>On-going</div>
ACA	\$169,420							
Partner	\$35,000							
Total	\$204,420							
<div>Corporate Partners (Securement)</div> <table><tr><td>ACA</td><td>\$31,006</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$31,006</td></tr></table>	ACA	\$31,006	Partner	\$0	Total	\$31,006	<div>Conserve, enhance, and restore priority wildlife and fish habitat with corporate partners.</div>	<div><ul style="list-style-type: none"><li>· Secure 320 acres of important wildlife and/or fish habitat through direct land purchase within focal areas.</li><li>· Maintain and expand current corporate partnerships.</li><li>· Increase the number of corporate partners actively donating to ACA.</li><li>· Increase sustainable recreational opportunities across the province.</li></ul></div> <div>On-going</div>
ACA	\$31,006							
Partner	\$0							
Total	\$31,006							

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Project: Landowner Habitat Program  
photo: ACA, John Hallett

Development and Implementation of Habitat Management Plans			
Project	Primary Purpose	Expected Outcomes	
<b>Management Plan Development</b>	Develop management plans for conservation sites ACA owns or manages.	<ul style="list-style-type: none"><li>· Develop habitat management and enhancement objectives and identify project partner roles and responsibilities for priority conservation sites.</li><li>· Complete management plans on 100 percent of titled lands acquired in 2019/20.</li><li>· Prioritize and develop management plans for priority Crown conservation sites (sites with dispositions).</li><li>· Work with partners and update management plans as required.</li></ul> On-going	
ACA			\$109,608
Partner			\$0
Total			\$109,608
Securement, Enhancement, and Management of Recreational Access sites			
Project	Primary Purpose	Expected Outcomes	
<b>Fisheries Access Site Management</b>	Maintain and enhance fisheries access sites that support and increase recreational angling opportunities across the province.	<ul style="list-style-type: none"><li>· Manage and maintain 23 fisheries access sites across the province</li><li>· Continue with maintenance contracts at fisheries access sites.</li><li>· Continue to work on securing and developing two new fisheries access sites (Boulder Lake and Chestermere Pond)</li><li>· Continue to work collaboratively with AEP on Crown Fisheries Access sites (disposition/title option).</li><li>· Continue providing access for anglers to key streams, rivers, lakes, and trout ponds.</li><li>· Maintain and develop collaborative partnerships to assist with maintenance costs associated with managing fisheries access sites.</li><li>· Collaborate with AEP and ACA's Fisheries Team to identify and create new angling opportunities and develop new Fisheries Access sites.</li><li>· Continue to complete minor maintenance on agreed-to water control structures.</li></ul> On-going	
ACA			\$169,228
Partner			\$4,450
Total			\$173,678
<b>Recreational Opportunity Enhancement</b>	Increase opportunities for hunting and angling, as well as other non-consumptive activities such as hiking, canoeing, or photography.	<ul style="list-style-type: none"><li>· Expand the access sign-in process currently employed in Southern Alberta.</li><li>· Explore the use of seasonal or permanent leases to allow for access to Crown waterbodies across private land.</li><li>· Collaborate with AEP, AFGA, landowners, and other stakeholders.</li></ul> On-going	
ACA			\$46,124
Partner			\$0
Total			\$46,124
<b>Alberta Discover Guide</b> <i>The budget is allocated within the Communications Program.</i>	Promote the value of habitat conservation and the diversity of recreational opportunities available on ACA-owned and partner conservation sites.	<ul style="list-style-type: none"><li>· Continue to promote and distribute the <i>Alberta Discover Guide</i>.</li><li>· Review and update the conservation site database with new ACA conservation sites and partner-owned properties for the 13th edition of the Discover Guide (2020).</li></ul> On-going	



# 4.0 Report A Poacher

In 2021/22 ACA will add a new partner, Alberta Hunter Education Instructors’ Association (AHEIA), to aid in the delivery of the Report a Poacher (RAP) Program. While ACA will continue to be responsible for administering program funds and promotional activities, AHEIA will take on the role of running the RAP education trailer and interacting with the public at tradeshow and other public events. As part of the RAP Program, ACA and AHEIA will work with Alberta Justice and Solicitor General - Fish and Wildlife Enforcement

Services - Sheriffs Branch (AJSG), as well as AEP to ensure RAP retains a high profile and remains an important resource for the general public. As such, in 2021/22, 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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Report A Poacher Promotion</b> <div> <div>ACA</div> <div>\$196,253</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$196,253</div> </div>	Continue promotion of the RAP Program.  Provide support for the RAP toll-free phone line.	<ul style="list-style-type: none"> <li>· Increase public awareness and understanding of poaching and maintain/increase use of RAP Program by the general public through:               <ul style="list-style-type: none"> <li>- Using various media to increase the general exposure of the RAP Program.</li> <li>- Maintaining RAP education trailer and making available for use by AJSG and AEP.</li> <li>- Maintaining sufficient stock of promotional items used for trade shows and community/stakeholder events, as well as research new items that maximize exposure.</li> </ul> </li> <li>· Ensure the RAP toll-free line has an operator available at all times, with increased capacity during peak periods.</li> </ul>
<b>Enforcement Funding</b> <div> <div>ACA</div> <div>\$80,000</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$80,000</div> </div>	Provide funding to AJSG.	<ul style="list-style-type: none"> <li>· Assist in maintaining effectiveness of AJSG.</li> </ul>
<b>RAP Rewards</b> <div> <div>ACA</div> <div>\$80,000</div> </div> <div> <div>Partner</div> <div>\$0</div> </div> <div> <div>Total</div> <div>\$80,000</div> </div>	Provide funding for rewards paid to members of the public who provide information leading to a poaching-related conviction.	<ul style="list-style-type: none"> <li>· Increase public participation in the RAP Program through monetary incentives.</li> </ul>



## 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, ecology, and social sciences. 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 Grants in Biodiversity  
photo: University of Alberta, Melanie Mullin

Table 12: Grants Program for 2021/22

Project	Primary Purpose	Expected Outcomes						
<div>ACA Conservation, Community, and Education Grants</div> <table><tr><td>ACA</td><td>\$970,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$970,000</td></tr></table>	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"><li>· Increase in quality and quantity of habitat available for wildlife, especially Alberta’s endangered species and fish populations.</li><li>· Engagement of Albertans in stewardship activities.</li><li>· Increase in fishing opportunities in Alberta.</li><li>· Greater understanding of the impact of non-native species on native species in Alberta.</li><li>· Increase in numbers of active hunters, anglers, and trappers and increased awareness of hunting/fishing/trapping opportunities in Alberta.</li><li>· Increase in awareness of conservation issues in Alberta and the relationship between conservation and hunting, fishing, and trapping.</li></ul>
ACA	\$970,000							
Partner	\$0							
Total	\$970,000							
<div>ACA Research Grants</div> <table><tr><td>ACA</td><td>\$330,000</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$330,000</td></tr></table>	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"><li>· Provide a scientific basis for natural resource management in Alberta, including: aiding the recovery of Alberta’s endangered species and clarifying the status of data deficient species; developing inventory tools to 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.</li></ul>
ACA	\$330,000							
Partner	\$0							
Total	\$330,000							
<div>ACA Grants in Biodiversity</div> <table><tr><td>ACA</td><td>\$175,000</td></tr><tr><td>Partner</td><td>\$50,000</td></tr><tr><td>Total</td><td>\$225,000</td></tr></table>	ACA	\$175,000	Partner	\$50,000	Total	\$225,000	ACA Grants in Biodiversity support the training of future professional researchers and facilitate graduate student research that focuses on the conservation of Alberta’s biological diversity.	<ul style="list-style-type: none"><li>· Increase in knowledge of Alberta’s heritage of living resources, specifically the flora and fauna.</li><li>· Promote the development of highly qualified, Alberta-based conservation biologists and researchers.</li><li>· Support high-quality research and study in Alberta by graduate students, with an average of 20 students supported annually.</li></ul>
ACA	\$175,000							
Partner	\$50,000							
Total	\$225,000							
<div>ACA Chair in Fisheries and Wildlife at the U of A</div> <table><tr><td>ACA</td><td>\$20,500</td></tr><tr><td>Partner</td><td>\$0</td></tr><tr><td>Total</td><td>\$20,500</td></tr></table>	ACA	\$20,500	Partner	\$0	Total	\$20,500	Provide educational initiatives to wildlife professionals through the ACA Chair.	<ul style="list-style-type: none"><li>· Maintain a close connection between the ACA Chair and ACA programs.</li><li>· Ensure research knowledge is being transferred to biologists involved in conservation, management, and policy development.</li></ul>
ACA	\$20,500							
Partner	\$0							
Total	\$20,500							



Project: Wildlife Predator Compensation  
photo: ACA, Sam Vriend



# 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

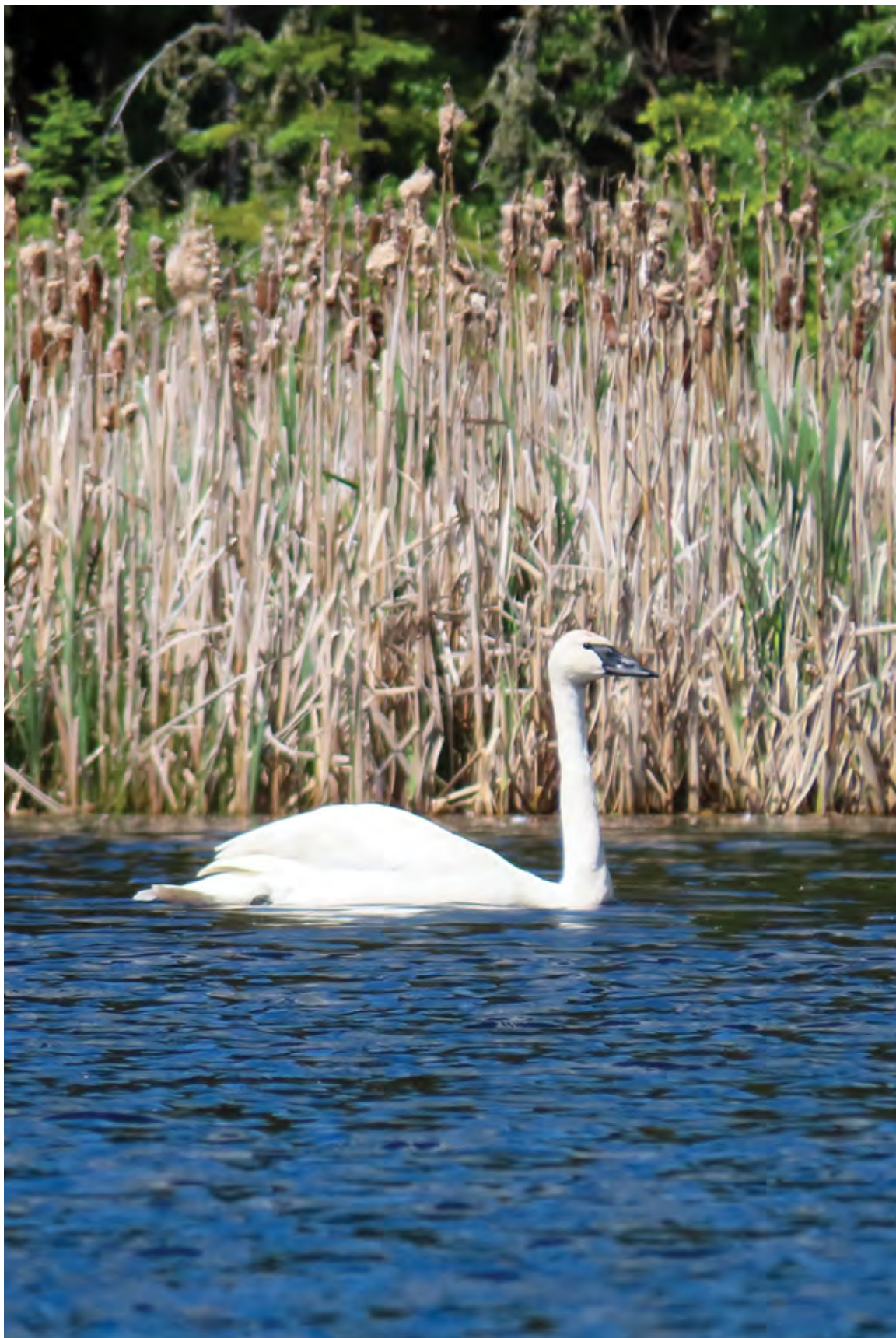
bison) because of predation by wildlife (bears, wolves, cougars, or eagles). Assessment of losses is undertaken by AJSG. ACA is responsible for making the compensation payments to the agricultural producers as per a set payment schedule. In 2021/22, the federal government will continue to supply 48 percent 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 2021/22

Project	Primary Purpose	Expected Outcomes
<b>Waterfowl Crop Damage Prevention</b> ACA \$9,976 Partner \$500 Total \$10,476	Provide assistance to agricultural producers in preventing crop depredation losses as a result of waterfowl.	<ul style="list-style-type: none"><li>Provide access to information on techniques for reducing crop depredation to agricultural producers.</li><li>Ensure the prevention program meets requirements so that Alberta's agricultural producers qualify for the joint federal-provincial compensation program.</li></ul>
<b>Wildlife Predator Compensation</b> ACA \$300,000 Partner \$300,000 Total \$600,000	Reimburse livestock producers for losses or injury to specified livestock because of predation by wolves, cougars, grizzly bears, black bears, or eagles.	<ul style="list-style-type: none"><li>Provide compensation payments within 30 days of receiving processed claims from AEP.</li></ul>
<b>Shot Livestock Compensation</b> ACA \$15,000 Partner \$0 Total \$15,000	Reimburse livestock producers for losses or injury to specified livestock as a result of accidental shooting by a third party during an open hunting season.	<ul style="list-style-type: none"><li>Provide compensation payments within 30 days of receiving processed claims from AEP.</li></ul>



Sulphur Lake Conservation Site: Trumpeter Swan  
photo: ACA, Nikita Lebedynski

## 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 2021/22 operating budget, including projected land donations and funds donated for land purchase, is \$18,631,663.

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 2021/22 budget is based on a levy revenue projection of \$14,774,039 (established from

historical levy revenues over the past 5 years), a projection of partner (non-levy) revenue for projects of \$2,857,624 and a projection of partner (non-levy) donations of land or funds for land purchase of \$1,000,000.

\$14,492,283 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 98.09 percent of the levy revenue value collected from hunters and anglers being put directly back into our natural resources.

Table 14: Summary Budget for 2021/22

Program	ACA (Levy Funds)	Partner Funds	Total Budget
Administration	\$2,163,192	\$41,998	\$2,205,189
Finance	\$635,937	\$41,000	\$676,937
Business Development	\$403,781	\$5,000	\$408,781
Human Resources	\$276,411	\$0	\$276,411
Health and Safety	\$133,821	\$0	\$133,821
Information Technology	\$438,240	\$0	\$438,240
Information, Education, and Communications	\$1,330,189	\$135,625	\$1,465,814
Wildlife	\$2,788,594	\$985,285	\$3,773,879
Fisheries	\$2,087,719	\$519,507	\$2,607,226
Land Management	\$1,918,075	\$778,709	\$2,696,784
Report A Poacher (RAP)	\$356,253	\$0	\$356,253
Compensation and Damage Prevention	\$324,976	\$300,500	\$625,476
Grants	\$1,566,851	\$50,000	\$1,616,851
<b>Subtotal Budget</b>	<b>\$14,424,039</b>	<b>\$2,857,624</b>	<b>\$17,281,663</b>
Land Donations and Funds for Land Purchases	\$350,000	\$1,000,000	\$1,350,000
<b>TOTAL BUDGET</b>	<b>\$14,774,039</b>	<b>\$3,857,624</b>	<b>\$18,631,663</b>





Project: MULTISAR  
photo: ACA, Doug Manzer



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Alberta Hunter Education Instructors' Association

Alberta Professional Outfitters Society

Alberta Trappers' Association

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Treaty 8 First Nations of Alberta

Trout Unlimited Canada

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