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# PEERLESS TROUT FIRST NATION

## A HOLIDAY MESSAGE FROM CHIEF & COUNCIL

Chief and Council would like to wish everyone a safe, healthy and happy holiday season with their friends and family.

As this year comes to an end, it is a time to reflect and look back on the years events. It was a good year, even though the Nation faced many challenges as a community we have remained positive and determined. The Nation continues to come together in times of need and support one another and we thank you for your strength as a community. We also give thanks for the many accomplishments of the Nation over this past year. As we continue to grow we are setting new standards of excellence among Nations across Canada. Some highlights include:

- **Housing:** Continued growth and best practices in Canada
- **Finance Staff:** "Best Practice"

among First Nations for 2015 Audit

- **Development Corporation:** Creating jobs and securing contracts
- **Fire department:** Extensive training, 11 firefighters

We would like to extend a welcome to the new staff we recruited this year. We are pleased to have you on our team and look forward to the good work we will do together in the future.

Thank you to all our staff for the hard work and dedication you put in everyday that runs our Nation. Without you, we would not be able to have the quality of programs and services that we do.

Please note our offices will be closed December 18<sup>th</sup> 2015 to January 4<sup>th</sup> 2016 for the Christmas break.

## 2014/2015 AUDIT

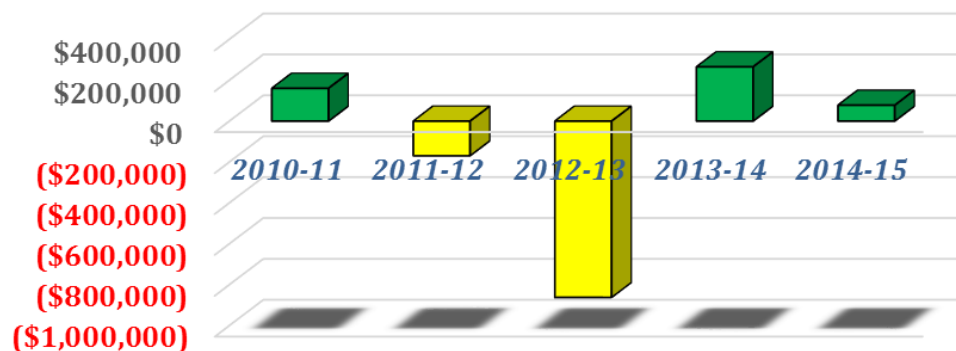
PTFN has completed and submitted the Audit for the 2014/15 accounting period which started April 1<sup>st</sup> 2014 to March 31<sup>st</sup> 2015. At the end of each accounting year, March 31<sup>st</sup>, PTFN finalizes their accounting information and hires an external Auditor who gets to work preparing the audit. The audit is required by governments to show how funds were spent. It also is an important management tool for the Council as the accounting information outlines many details and it shows the financial health of the First Nation.

completed on time, delivered correctly to government, and the Auditor gave PTFN a 'Clear Opinion' which means that the PTFN bookkeeping records are correct with all the necessary supporting documentation (cheques, receipts, invoices, contracts, etc.) to backup up accounting records based on the numerous test and research that the Auditor completed. This is the 5<sup>th</sup> year in a row that PTFN has received 'Clear Opinion' from the Chartered Accounting firm that did the audit.

over management, and will cut costs by reducing programs and services to save money and making cuts to PTFN's operations.

For more details on the PTFN Audit please feel free to check out the complete document on the Indian Affairs website. The PTFN audit information will also soon be published on the PTFN website.

**PTFN Operating Surplus/(Deficit) - 2010 TO 2015**



The Audit is prepared by an outside agency of Chartered Accountants that do NOT working with PTFN in any other way so that there is no conflict or risk of misinformation. The information in the audit must be prepared in accordance with Generally Accepted and Accounting Principles and the First Nations Reporting Guide that is developed by Indian Affairs.

The 2014/15 PTFN Audit for the year ended March 31, 2015 was

The bar graph above summarizes the audited PTFN Operating Position from the last 5 audits going back to the first year of PTFN's operations, 2010. The graph shows that for 3 of the last 5 years the Council and the Administration have achieved an Operating Surplus which is an excellent result and it means that the financial position of PTFN is good. It is very important that PTFN maintains a good financial position because if things get bad Indian Affairs will step in, take

Council and the Band Manager would like to thank the Finance Unit staff, Lila Oar, Saralee Letendre, Denalda Okemow, Julie Oar and our Finance Accounting Advisor, Ms. Lee Day (Certified Management Accountant), for all the work they put into keeping the PTFN financial records in excellent shape.

## GOODBYE & HELLO –CHRIS WILSON

The one thing that never changes is that things always change. For me, Chris Wilson, the last several months have seen me step down as the PTFN Band Manager and also the Independent Trustee position. The good news for me, and hopefully PTFN, is that I'm still able to work with PTFN. My new roles are as an Advisor to Council and the PTFN Management Group, plus I took on a new responsibility as a Director with the Peerless Trout Development Corporation within the last year.

I really enjoyed my time as the PTFN Band Manager as I worked with great people that came together to overcome some serious challenges and we achieved many goals with positive results. When I started late in 2012, PTFN was in a very difficult position financially and it was an uncertain time for Council and the PTFN staff as Indian Affairs was threatening to take over the management of the Nation. We worked together to develop a financial plan to address the significant deficit and I'm very pleased to say we have had 2 straight years with balanced budgets, operational surpluses and clean/clear Audits. PTFN's financial position is much improved and Indian Affairs is no longer concerned. We also worked together to develop some of the basic Administrative Structures that are needed for any organization, business of First Nation to function right. Things like a Mission Statement, Vision, balanced budgets, an Organizational Chart, and Job Descriptions for all positions, standardized pay-grids, and a good administration with good, qualified staff. We also initiated a policy review and development process and have completed procedures for Finance, Accounting, Housing, and key staff policies as these are the most important and difficult areas to get right. A full set of policies will soon be finalized and approved by council for all administrative activities and programs so the foundation is set for good First Nation Governance and Management going into the future.

I also enjoyed the time I served as your Independent Trustee. I took on this role in October 2013 and I'm very proud of the \$4 million or 8% increase in the overall value of the Trust which was achieved by the Trustees while we worked together. I'm also very proud of the work we completed developing the Trust Program Policy and Procedure Manual for the 19 programs that have been approved by the PTFN membership. These programs contribute \$678,000 each year to the PTFN community for programs that the community members approved. The Trust is an amazing blessing that offers great benefits and potential. It was wonderful to be involved to see what can be achieved whether it was with minor hockey programs, assisting the Elders, the help it offers to families with funerals, education, medical needs and other great programs.

In closing, I would like to sincerely thank the PTFN Council and the many staff for all their support and help. I also wish my replacements, Jason Wigton the new Band Manager and Al Rollins the new Independent Trustee, all the very best and I will do my best to support them as the Band Advisor. Finally I look forward to my new role as a Director with the PTFN Development Corporation and the challenge of making the PTFN companies profitable and sustainable so that they can generate employment and wealth for the PTFN for many years and decades to come.



## PTFN DEVELOPMENT CORPORATION ACTIVITY UPDATE

The past year has seen some major changes at the PTFN Development Corporation. Significant contract wins in the past six months include the following:

- Secured a 2015 summer logging contract with AlPac. This allowed our logging crews to continue to learn and grow following the winter harvest activities in 2015. It also allowed us to hire additional staff and start training them to be successful full time loggers. Glen Gladue was hired to supervise this project and teach our employees what it means to be a logger. He built an excellent team with the help of our foremen Brad Laboucan and Victor Okemow.
- Secured a 2015 summer road building contract with AlPac. Similar to the logging contract, this allowed our road crews to continue working throughout the summer and introduce new PTFN employees to the road building crew.
- Secured a road maintenance contract with AlPac which put our grader to work on a consistent basis and allowed us to start training new grader operators on a season long project.
- Secured a second winter logging contract with West

Fraser Timber Co.

- Our forest fire crews were put to work on some of the biggest fires in our district this summer. Norman Okemow took a strong role in building these crews and leading them to be some of the most recognized crews in the district. It is our hope that this past summers results will encourage Peerless and Trout firefighters to regain their position with the Forest Service as the best fire crews in the district and hopefully gain a long term firefighting contract in the future.
- Secured another FireSmart contract for the 2015/16 winter. This is a continuation of the FireSmart work that was conducted last winter in both communities with a goal of encouraging local employment, fire safe communities, and ongoing training for fire management and certified chain/brush saw use.

In June, the Consultation Team joined the Development Corporation structure. This was done to better equip the consultation team to deal with industry and business opportunities while maintaining the cultural and community interests of the Nation. Our consultation team has had a quiet summer with the slowdown in the O&G industry but they have focused their time on learning more about the forestry activities in the area and setting up

BEAHR Training for the fall. Activities are in place to set them up to deal with increased land activity and consultation in the months ahead.

Marcel Noskiye was hired as our new Safety and Asset Manager. He started in the fall and will be responsible to manage our fleet of equipment and our Health And Safety Excellence Program.

Beverly Noskiye was promoted to Consultation Coordinator in the summer and since then she had taken the lead in managing the consultation activities for the Nation and organizing training sessions such as the Fall 2015 BEAHR Course.

Randy Trindle successfully completed the Forest Protection Branch Fire Attack Crew Leader course this summer. He was recommended for the course based on his experience and leadership skills demonstrated on this summer's fires. We expect that he will be able to take on a bigger leadership role in fire seasons to come.

We are still working very hard to keep current and new projects going and also to keep people employed in this tough economy. This includes looking for new clients, new business lines and better ways to manage the company.

**Beverly Noskiye**  
**PTFN Development Corporation**  
**Consultation Coordinator**

We are very pleased to announce that on August 1, 2015 Beverly Noskiye accepted the position of Consultation Coordinator for the Consultation Team. Beverly assumed this role after successfully managing the team as the Acting Consultation Coordinator over the winter of 2015.

Beverly is a BEAHR graduate and has developed her management and technical skills in this role to become a dependable and effective team leader for Consultation services. She is responsible to manage the daily flow of Consultation office



**Marcel Noskiye**  
**PTFN Development Corporation**  
**Safety and Asset Manager**

We are very pleased to announce that on October 14, 2015 Marcel Noskiye joined the PTFN Development Corporation management team as our new Safety and Asset Manager. Marcel comes to the company after 16 years at Predator Energy as a Battery Operator and he brings a significant amount of oilfield experience and management wisdom to the team.

Marcel will be responsible to manage the company Health and Safety Excellence (HSE) Program as well as the assets and equipment of the company. In this significant role Marcel will be taking a leading role in advancing our company's current HSE Program to stand above the industry standard



**PTFN DEVELOPMENT CORPORATION NEW HIRES/PROMOTIONS**

*Anand Pandarinath, CEO, PTFN Development Corporation*

and field activities and client responses, the training and safety of her team, and the constant communication with community knowledge holders.

Beverly has demonstrated her interest and passion for the growth and development of the company Consultation services with a focus on building a larger and stronger team through continuous learning and training.

Please join me in congratulating Beverly in her new position with the PTFN Development Corporation.

to ensure that every one of our employees comes home safe each day as well as ensuring our clients that we can be trusted to deliver our services within industry safety expectations.

The Asset Management role is a new position at the company and it comes with the responsibility to ensure that all of our equipment is managed and monitored for safety, maintenance, and performance.

In addition to these activities, we expect that Marcel will take an active and leading role in the ongoing management decisions for the company operations.

In this new management role and as the acting Peerless Trout Deputy Fire Chief, Marcel continues to contribute to the community well-being and economic growth of the Peerless Trout First Nation. Please join me in welcoming Marcel to the PTFN Development Corporation management team.



## PTFN CAPITAL PROJECTS UPDATE

### Water, Sewer, Roads, Drainage

- Construction has started on the installation of a sewage lift station and force main in Peerless. The lift station will be located along Highway 686, across the side road from the Health Center, in the north west corner of the school site, and adjacent to the new Administration Building. Sewage from the Health Center, the Administration Building, and the school, will flow to the lift station, and then the sewage will be pumped through the force main to the lagoon.
- Construction has started on the installation of the water and sewer system for the new school in Trout. The water and sewer system will be located along Highway 686, with the water connection at the water treatment plant and the sewage connection just north of the Provincial Health trailer.
- PT Enterprises has been working on the re-alignment of the access road to the Trout school. The road has been modified to provide a straighter road, and a road that avoids some wet areas.

### Schools

- The First Nation has reached an agreement with the Province to jointly design and build a Kindergarten to Grade 8 school in Peerless and a Kindergarten to Grade 12 school in Trout. We are currently working with the Province to establish a date for both parties to sign the Agreements.
- Northlands School Division has also committed to their involvement in the High school. Northlands will be contributing funds for their space in the High School.
- The sites for both schools have been cleared and site surveys completed. PT Enterprises is working on the new road to the Trout school site, as well as drainage improvements to the Peerless school site.

### Community Buildings

- Floor plans for the new Administration Building are complete. The floor plans, and some exterior views of the proposed building, are available to see.
- The building will be located along Highway 686, across the side road from the Health Center, in the north west corner of the school site.
- We have posted a Request for Qualifications on MERX as the next step in the process of obtaining a new Administration Building. The Request for Qualifications could also be called an Expression of Interest. The purpose is for design-build firms to tell us if they are interested in the Administration Building project and what ability they have to successfully complete the work.

**Ingram Consulting Ltd.**

**Engineering & Project Management**

## Building Environmental Aboriginal Human Resources (BEAHR)

Peerless Trout First Nation is excited to announce their first BEAHR program offered in the community. The program is five week program that commenced in October of 2015. Eight members of the PTFN community and two members from Loon River First Nation are participating in a five week training program known as BEAHR. The participants will receive an Environmental Monitor Certificate through their five week program that consists of:

- Studying the National Occupational Standards in Environmental Monitoring with Specialization in Regulatory and Research Skills.
- Working closely with Elders, and community members to learn more about the relationship between Indigenous people and the land.
- Learning to gather environmental data and report findings to Leaders and/or Stakeholders with the intent of reducing impacts of projects by including traditional knowledge in the western science review of projects.

The program will assist graduates in developing a positive working relationship with all Stakeholders. Since 2006, BEAHR training programs have helped Aboriginal communities develop technical environmental skills and foster rewarding environmental careers. The First Nation through their Development Corporation obtained a grant through the Alberta Canada Job Grant to assist with instructor fees and the textbooks. The course is being delivered by Carol Crowe of Indigenous Visions. The company is an Aboriginal training group and a multi-provincial corporation for both Alberta and Saskatchewan. To date the company has have certified over 250 Environmental Monitors in primarily Alberta and Saskatchewan.

The students graduated in the community on November 27, 2015! Congratulations to all. Elder/knowledge holder Emile Houle was the master of ceremonies who assisted Councilor William Houle, instructor Carol Crowe and Beverly Noskiye to hand out certificates and jackets. 50-60 proud friends and family members were in attendance.

### List of Graduates:

**PTFN:** Valerie Sinclair, Craig Alook, Julianne Noskiye, Violet Cardinal, Pauline Noskeu, Dwight Cardinal, Ashley Houle, Joshua Okemow.

**Loon River:** Pamela Lamouche, Noreen Okemow.



## Fire Department Update:

This year has been awesome in the fire department. Working with two communities that truly believe in getting involved with the emergency services has been a wonderful experience as an Emergency Services Director. That being said, the fire department has grown in leaps and bounds this year and we now have 11 dedicated firefighters that have already started and some completed these courses:

NFPA 1001 - this course is the firefighter level 1&2 course that all firefighters must complete to be certified. This is the exact same course that all the cities use for their FULL-TIME firefighters (All PTFN firefighters have been registered for this course and should be completed sometime next year).

Live Fire Training - we had 6 firefighters attend this "hands on training" in Peace River at the annual PRFC conference in late April. There were over 100 firefighters from all over Northern Alberta at the training. Our firefighters experienced what it was actually like inside a burning building and how to properly and safely put these fires out. In one of the sections of the training our firefighters were put inside a building that was over 600 degrees Celsius!!

Wild Land Training - this training is to assist fire personnel the proper techniques on how to extinguish wild fires around the community.

Fireworks - this course allows firefighters to assist and eventually shoot their own professional fireworks shows, and I think everyone liked this year's Treaty Days fireworks display!!

Apparatus Driver Proficiency - this course teaches how to properly drive a fire truck.

Air Brakes - this is so the firefighters can drive the big pumper truck.

Health Care Provider

First Aid - this allows firefighters to assist ambulances on emergency medical calls and help when an ambulance is not available.

Emergency Medical Responder - this is a much more advanced first aid course in which we can directly assess and assist in an emergency medical situation even without an ambulance present. And PTFN's fire trucks are equipped with emergency oxygen, AED's, and full first aid equipment when needed by the communities.

Vehicle extrication - this course showed fire fighters how to properly work on motor vehicle accident scenes and how to quickly and safely extricate trapped and injured drivers and passengers.

Beyond Hoses and Helmets - this workshop helped firefighters understand the other roles of the fire department. Like leadership and firefighter recruitment and retention.

As you can see it has been a busy year, and we are not done yet. Our next upcoming course is Search and Rescue, where firefighters learn how to effectively search for lost people.

We are always looking for more volunteers and if anyone is interested please just stop by when you see us at the Fire Hall or just give me a call 780-869-2472.

I would personally like to thank all of these firefighters for all their hard work and dedication to the Peerless





Trout Fire Department. With these firefighters both communities should feel pride in the Emergency Services they can already deliver for only being in service for one year.

Thank you,

Beverly Noskiye	Cheyenne Alook
Marcel Noskiye	Christian Charles
Daniel Jr Noskiye	Patrick Noskiye
Julie Oar	Clayton Noskiye
Corrine Alook	Ryan Lassardo
Laurel Noskiye	

Have a Safe & Wonderful Holiday

*Jason Wigton, Director of Emergency Services*  
*Peerless Trout First Nation*

## PTFN TREATY DAYS 2015

PTFN Treaty days were held August 04-07 at Narrows campground. We had a community parade and this year we decided to include the Ptfn departments. The floats were all creative and a lot of effort was put into them. if it wasn't for all the rain it would've been a fierce competition.

We had individual team events such as axe throwing, knife throwing, archery, fish making and moose calling. We also had team events such as clay shooting, canoe racing and a horseshoe tournament. There was a good turnout despite the bad weather. MD Outreach set up games for kids as well.

First pageant we hosted was the Native Pageant, presenta-

tion and outfits were all very creative. The second pageant was the western wear, as usual we had a good turnout and we thank everyone for taking the time to prepare their outfits to enter the competition.

We had our Culture Camp for two days where the cooks smoked drymeat and fish, served various stews, fried meat and roasted moose bones. It was open to anyone who wanted to eat or just to hang out and visit. I would like to thank Hilda Cardinal, Rodney Sinclair, Tanya Cardinal and helpers for making our culture camp a big success.

Magoo Crew came down to entertain us, they had a hoop



dancer, Michael Jackson impersonator, break dancers and Mr. Magoo himself the motivational speaker. Kids and adults really enjoyed the show and hopefully the Crew will come back in the near future. To end our Treaty Days celebrations we had an awesome fireworks show, we would like to thank Jason Wigton and the volunteer fire department for a job well done.

We would like to thank everyone for coming out despite the cold and all the rain. A big Thank You to everyone who helped make our 2015 Treaty Days a big success!



## HOUSING UPDATE

Since our Spring Newsletter update a number of items have transpired, perhaps the most newsworthy would be the recent approval of Louise Houle obtaining a housing loan through the Bank Of Montreal to build a new home. Louise is the first community member to obtain a loan through the BMO on reserve loan program, the Chief, Council, Housing Authority and housing dept. are quite proud of Louise taking the initiative to seek alternative financing to address her family's housing needs.

For more information regarding Bank of Montreal's housing loan program please contact their Commercial Account Manager, Robin Armstrong at [780-349-8690](tel:780-349-8690) or Trevor Labocaun at [780-869-2412](tel:780-869-2412).

The Housing Dept. received an invitation to attend and share our modest housing successes to date at a Housing Symposium in October in Quebec, the theme of the event was "running housing like as a business" in which innovative communities such as Peerless Trout create their own housing loan programs.

Whereas the PTFN housing program has shown success in various areas we still have approx. 7- housing loan recipients who have not made even one loan repayment since that received their loans over one year ago in spite of receiving numerous letters and calls requesting they honour their commitments to repay their loans. It's important that all community members recognize that our housing loan program will only continue to exist and provide greatly needed housing loans if our members continue to make regular and prompt payments which will replenish the Fund.

The loan recipients who have chosen to ignore their contractual legal obligations to make any repayments will soon be notified that Court ordered judgments against them are forthcoming, once the Court awards a "judgment for default" those loan recipients are automatically reported to the Credit Bureau by the Courts, this will result in those individuals being declined credit, loans and in some instances employment when some employers ask for credit checks to determine an individual's character.

In addition court ordered garnishees of wages of the aforementioned individuals who are employed and collections agency for others are also in the process, it should be noted that most employers treat garnishees as a serious reflection of one's character.

In the worst case scenario eviction would occur. In light of this situation no more housing renovation loans will be approved.

For those community members who are making regular loan and rental payments you are contributing to the success and growth of our community and starting October 1 all members who make their payments on time will have their names entered into a monthly draw for a \$200 dollar gift certificate.

## Freedom of Information and Protection of Privacy (FOIP) Training

Staff at PTFN will be undergoing FOIP training . It is an excellent opportunity to learn about protecting information in regards to clients and their information as well as the personal information about themselves and others as they share files at work. Staff will do an online certificate and they are also on a waitlist for a Alberta government employee to come deliver the training at the Nation. This certification also builds a strong resume skill. Placing high importance on ongoing training is key to the development of our staff here at the Nation.

### PTFN WEBSITE LAUNCH AND FACEBOOK CONTEST

The Peerless Trout First Nation is pleased to announce the launch of our very own Website!

**www.Ptfn.net**

This is a place to come for the Nation's history, backgrounds of the governance team, staff directory, the key functions/programs/ services of each department, highlights of businesses, and job postings. Also, a calendar of events is updated continuously to keep everyone informed of important happenings in and

around the community.

Continue to enjoy our celebrations by viewing photographs from various community events and accomplishments throughout the years.

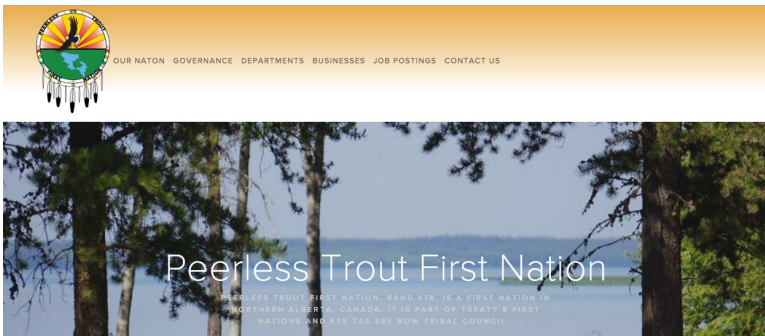
The website is run by Shannon Houle at the PTFN sub-office in Peerless Lake. If you have any events you would like added to the calendar or announcements please contact her with your information.

#### FACEBOOK CONTEST

Peerless Trout First Nation is launching their community Facebook page and we are hosting a competition to help us get as many followers as possible. By Dec, 31<sup>st</sup> 2015 whoever has liked the PTFN Facebook page will be entered into a draw to **win a PRIZE!** Three people will be selected at random to receive \$50 gift cards to Sobeys. The Nation will be posting important announcements regarding the PTFN community, job postings, information on upcoming events, and programs and services so please connect with us so you can stay informed on what matters in your community!



*Three \$50 gift  
certificates to be  
drawn for  
anyone who likes  
the Peerless  
Trout First  
Nation Facebook  
page by Dec.  
31st*





COMMUNITY  
NEWSLETTER

WWW.PTFN.NET

### Merry Christmas Everyone,

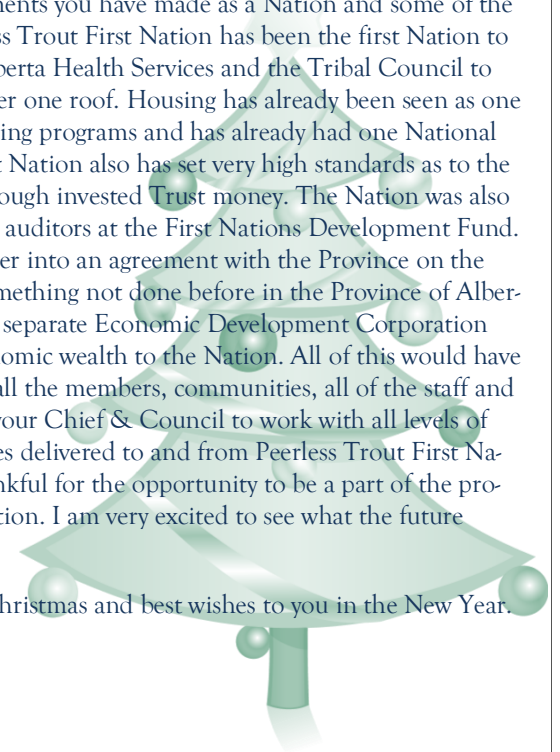
This year has been a busy year for Peerless Trout First Nation and as well as for the Administration for the Nation. We have seen a number of changes this year, including my new role as Band Manager. My work this year has been a very pleasurable experience with all of the great staff and very friendly community members. All Peerless Trout First Nation members should be very proud of all the accomplishments you have made as a Nation and some of the extraordinary programs you do have. Peerless Trout First Nation has been the first Nation to collectively partner with Health Canada, Alberta Health Services and the Tribal Council to deliver an outstanding Health Program under one roof. Housing has already been seen as one the top Canadian leaders of on-reserve housing programs and has already had one National Bank (BMO) mortgages. Peerless Trout First Nation also has set very high standards as to the sustainability of all their Trust programs through invested Trust money. The Nation was also recognized for their excellent work from the auditors at the First Nations Development Fund. The Nation is also the first in Alberta to enter into an agreement with the Province on the construction of two jointly built schools, something not done before in the Province of Alberta. You have also seen the development of a separate Economic Development Corporation which will help bring employment and economic wealth to the Nation. All of this would have never been done without the support from all the members, communities, all of the staff and administration and all the hard work from your Chief & Council to work with all levels of Government to get the programs and services delivered to and from Peerless Trout First Nation. As you grow as a Nation I am very thankful for the opportunity to be a part of the process and to work with a world class organization. I am very excited to see what the future holds for you as a Nation.

Please have yourself a very safe and Merry Christmas and best wishes to you in the New Year.

Sincerely,

*Jason Wigton*

Band Manager, Peerless Trout First Nation



## STAFF HIGHLIGHT

### FINANCE DEPARTMENT

In the summer of 2016 PTFN underwent a First Nations Development Fund (FNDF) financial audit from the Ministry of Aboriginal Relations, Alberta Government. The audit was extensive and covered a review of all of the projects dating back three years.

In the summer of 2015 a financial auditor from the Alberta Government was in the community for three days to assess all files and worked

directly with the finance staff. The result of the audit was seen as a "Best Practice" among First Nation's in Alberta. The Auditor expressed that the First Nation presented the best example of bookkeeping and financial record keeping that he had seen in over thirty years of auditing.

The finance staff at the First Nation have demonstrated the elements of a strong team. They have proven that they can take initiative but know

when to collaborate for the best results. The Chief and Council and the First Nation's management would like to recognize Lila Oar, Saralee Letendre, Denalda Okemow, Julie Oar and Lee Day for their excellent work and dedication in the management of the PTFN Nations finances. Congratulations Finance team.

