

Community
Futures Treaty Seven



ANNUAL REPORT
2013/2014

CFT7 OPERATIONAL STRUCTURE

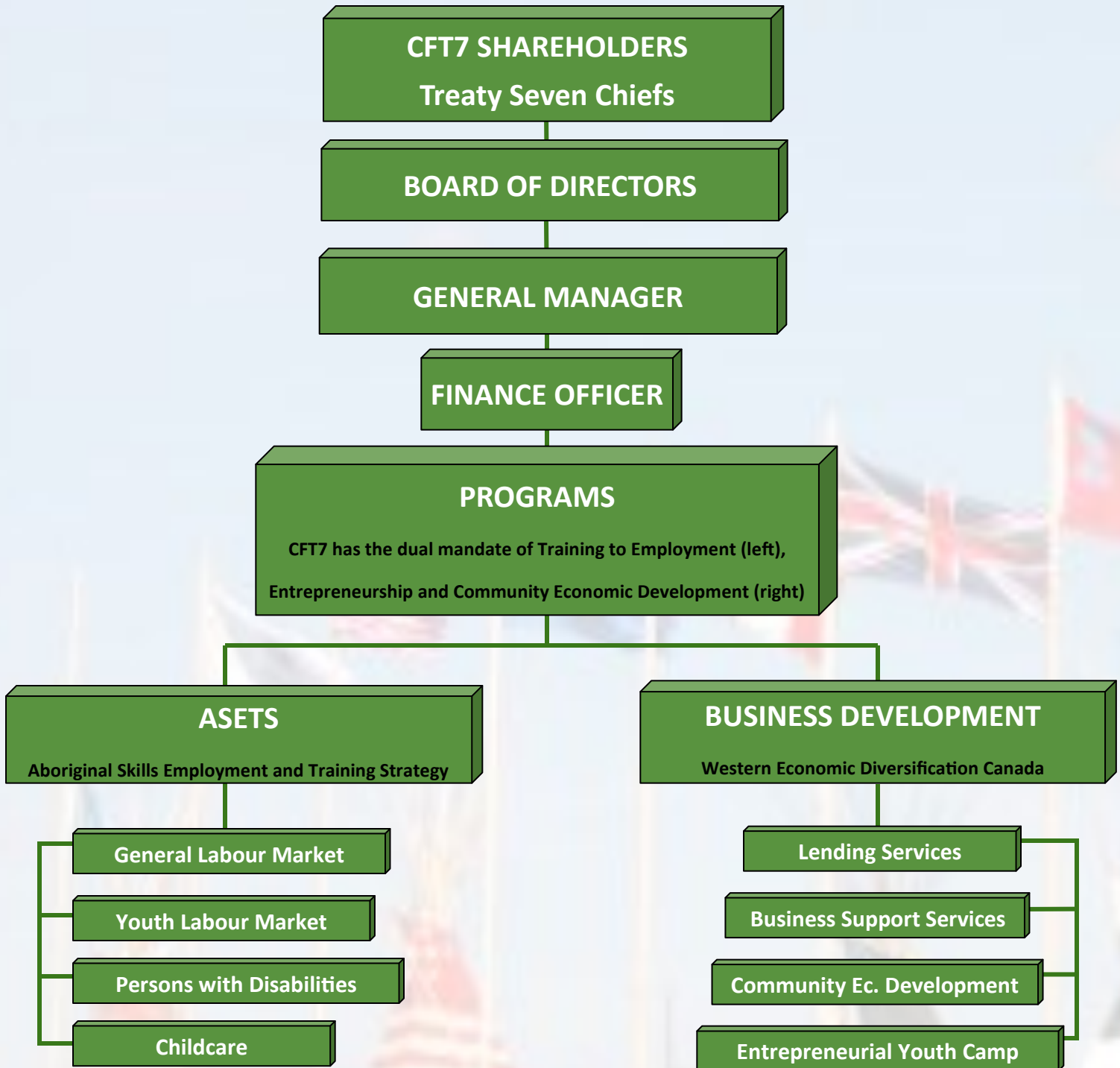


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CFT7 SHAREHOLDERS/BOARD OF DIRECTORS

SHAREHOLDERS



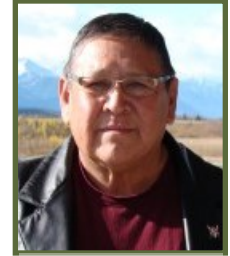
**Chief
Bruce Labelle
Chiniki Nation**



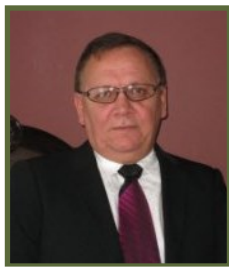
**Chief
Vincent Yellow
Old Woman
Siksika Nation**



**Chief
Darcy Dixon
Bears paw Nation**



**Chief
Ernest Wesley
Wesley Nation**



**Chief
Roy Whitney
Tsuu T'ina Nation**



**Chief
Charles Weasel Head
Blood Tribe**



**Chief
Clayton Small Legs
Piikani Nation**

BOARD OF DIRECTORS



**Dexter Bruised
Head
*Treasurer/
Secretary*
Blood Tribe**



**Reynold Medicine Traveller
Director
Apr. 13—Nov. 13
Siksika Nation**



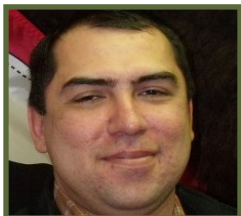
**Kendall Panther Bone
Director
Dec. 13—Mar. 31
Siksika Nation**



**Leon Littlelight
Director
Tsuu T'ina Nation**



**Rod Hunter
Vice-Chair
Bears paw Nation**



**Doane Crow Shoe
Chair
Piikani Nation**



**Homer Twoyoungmen
Director
Wesley Nation**



**Frank Chiniquay
Director
Chiniki Nation**



Oki and Greetings,

On behalf of the Treaty Seven Chiefs, I am honoured once again to provide this address to Community Futures Treaty Seven (CFT7) members and stakeholders as a part of the 2013/2014 Annual Report.

We commend the CFT7 Board, management and staff for the important work they do to assist Treaty Seven First Nation communities - through training to employment and small business development programs. Thanks also to Human Resource and Skills Development Canada (HRSDC), Western Economic Diversification (WED), and the Government of Alberta for their continued support for the members of Treaty Seven.

CFT7 continues to be one of the most valuable organizations in Treaty 7 Territory providing direct employment to over 180 FN members through both funding agreements. This results in over 700 unemployed, underemployed or employment threatened members to become employed and 8 start-up or business expansions and 470 licensed child care spaces. CFT7 plays a vital role towards our common goal of healthy and prosperous communities on our traditional lands.

I wish all good things and success to Community Futures Treaty Seven.

Sincerely,

A handwritten signature in black ink, appearing to be 'Charles Weasel Head', written in a cursive style.

**Treaty 7 Grand Chief
Charles Weasel Head
Blood Tribe (Kainai)**

CHAIRMAN'S ADDRESS



I am particularly pleased to be able to report that 2013-2014 was another successful year at Community Futures Treaty 7 (CFT7) during which we delivered further growth and successes in those areas of Aboriginal Skills Employment and Training Strategy (ASETS) as well our Business Development.

Community Futures Treaty 7 would not be in this admirable position without the staff within our organization. One of our key strengths is the people. They are capable, knowledgeable and most skilled in helping our people succeed in all areas we are responsible for. On behalf of the board, I would like to express our gratitude and appreciation to all past and current employees for their part in helping Community Futures Treaty 7 become the success it is. The board has worked with our General Manager, Mr. Hank Shade, for quite sometime now and our organization has benefited from his management of the organization.

I would like to take this opportunity to thank my colleagues on the board for their commitment and contributions in helping guide CFT7 during the course of this past fiscal year. It has been a great honour and privilege to lead the board for the past year, and I am pleased to say that Community Futures Treaty 7 will continue to lead the way in our ASETS portfolio: the General Labour Market, Youth Labour Market, Persons with Disabilities, Childcare, and our sub-agreements. As well, our Business Development Portfolio also has showcased its concentrated effort to help Treaty 7 membership with our Lending Services, Business Support, Community Economic Development, and First Nations Youth and Entrepreneurial Symposiums.

It is because of the strong management and sound business decision-making practices that continue to benefit Treaty 7 as a whole. CFT7 is a strong organization that consistently achieves high standards of excellence and I have complete confidence in continued long term successes.

In closing, I would like to thank our shareholders for their continued belief and support for our company, Community Futures Treaty 7.

Thank you,

Doane Crow Shoe

Chairman, Community Futures Treaty 7

CFT7 GENERAL MANAGER'S MESSAGE



Greetings:

On behalf of the Shareholders, Board of Directors and staff of Community Futures Treaty Seven (CFT7) we are pleased to present our annual report of operations and finances for the Fiscal Year 2013-2014.

CFT7 has a dual mandate of training to employment and entrepreneurship for First Nation members in the Treaty 7 Territory Red Deer to the U.S. border. These dual mandates are funded under separate funding agreements with Employment and Social Development Canada (ESDC) and Western Economic Diversification (WED).

We also receive special project funding throughout the year from the Province of Alberta: Alberta Human Services and Aboriginal Relations. The partnership we have with Alberta has proven to be successful as it meets our common goals of First Nation economic development and employment.

We are very proud of our results as outlined in this report and I credit the staff in both departments for their hard work and dedication. We look forward to serving the members of Treaty 7 in the upcoming fiscal year. We also look forward to continuing our partnerships with both levels of government and the private sector.

Hank Shade

A handwritten signature in blue ink that reads "Hank Shade". The signature is written in a cursive, flowing style.

General Manager



COMMUNITY FUTURES TREATY SEVEN EMPLOYEES



Hank Shade
General Manager



Edwina Stump
Finance Officer



Shawna Morning Bull
Business Manager



Candace Backfat
Business
Analyst



Shay Yellow Horn
Labour Market
Consultant



Linda Domak
Labour Market
Consultant



Ashley Wright
Child Care
Coordinator



Rob St. Denis
Youth Labour Market
Consultant



Johnathon Red Gun
Disability Employment
Coordinator



Careen Provost
Administrative
Assistant



Tanya Springchief
Labour Market
Program Assistant



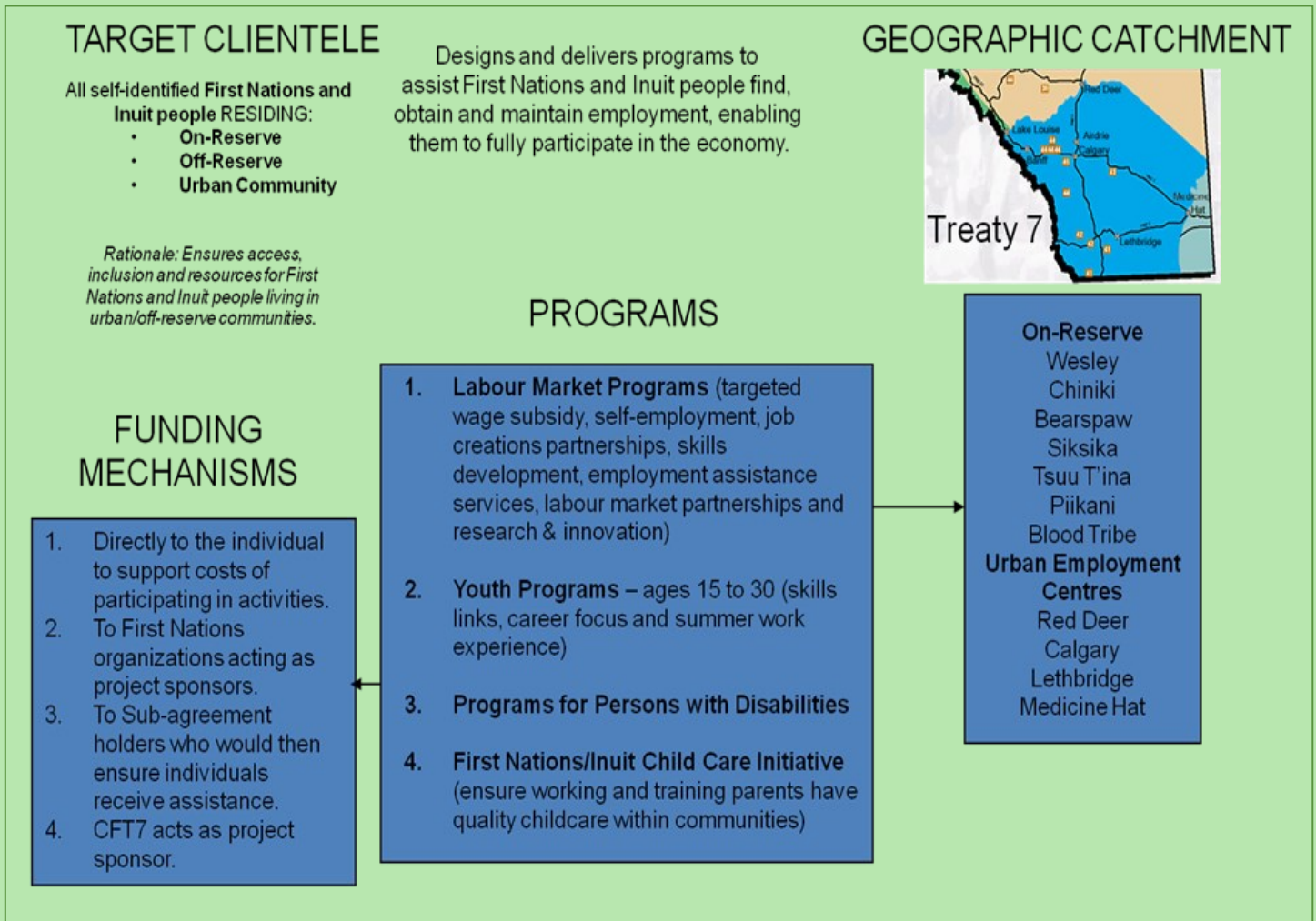
Desiree Labelle
Business Support
Officer



ASETS

MISSION STATEMENT

As the Aboriginal agreement holder, CFT7 supports all First Nation individuals to obtain and maintain meaningful employment based on community needs through the provision of training in the Treaty Seven Territory.



ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

Community Futures Treaty Seven (CFT7) is the ASETS Agreement Holder (Aboriginal Skills and Employment Training Strategy) for the Treaty Seven Territory (Southern Alberta). ASETS is a Federal Contribution Agreement between Human Resources Development Canada (HRDC) and CFT7. (Note: HRDC is now known as Employment & Social Development Canada (ESDC))

Treaty Seven's ASETS Agreement is designed to create training to employment programs, projects and services for First Nations People residing both on and off-reserve within Treaty Seven Territory. CFT7 strives to ensure that clients who receive training become employed or return to school in the case of youth. The ASETS Agreement commenced on October 1st, 2011 and ends on March 31, 2015. Minister Jason Kenney has indicated that a successor strategy will most likely follow.

ASETS funding is comprised of General Labour Market, Youth Labour Market, Disabilities and Childcare Spaces on-reserve to ensure that training parents have access to quality childcare.

ASETS Sub-Agreements exist between CFT7 and the Treaty Seven bands' and is the mechanism used by the Treaty 7 Bands to deliver and manage their own Labour Market Programs on-reserve via approved Annual Operational Plans.

CFT7 manages and delivers the Urban Component of the agreement by funding Aboriginal Employment Centres which offer a variety of Employment Assisted Services in Calgary, Red Deer, Medicine Hat and Lethbridge.

All Aboriginal people can access services at any one of the 11 Employment Centres (7 are located on-reserve and 4 are Urban).



Chiniki Firefighting Team



Blood Tribe Fort McKay Partnership



Piikani Employment Services

Manager: Jim Swag

Tel: (403) 965-2002

Fax: (403) 965-2936



Piikani Employment Services (PES) provides training for the ready, able and willing clients that allow direct entry into the labour market. The following programs are offered to Piikani Nation members and other First Nations members residing on the Nation.

Program Funding

- **Client Funding:** eligible clients are funded for training and/or skilled development training
- **Project Funding:** tuition, books and training allowance is provided for individuals and/or group projects.

Labour Market Programs

- **Targeted Wage Subsidy:** Provides wage subsidies to organizations to encourage them to hire unemployed individuals
- **Self-employment:** Helps unemployed individuals start their own business or become self-employed.
- **Job Creation:** provides unemployed individuals with employment opportunities through which they can gain work experience to improve their long-term employment prospects

Career Counselling

- Assess the employment and training needs of the client
- Liaison with educational institutions for quality training
- Network with organizations both on and off-reserve

Interview and Job Readiness

- Individual support for interviews, employment maintenance and employment readiness
- Clients are assisted with preparing, updating resumes and cover letters

Youth Programs (15-30 yrs):

- Post Secondary/University Students
- High School Graduates
- Youth Initiatives

On-site Services

- Computer Lab
- Job Board
- Internet and telephone access
- Resource Centre

Projects 2013

Multi-purpose Building

Hands-on training was provided for 16 participants in the following:

- Construction of 85'x100' facility
- Showers/Washrooms
- Concession fully furnished
- Safety Certification
- Equipment Operator
- Farm Machinery
- Carpentry
- Welding



Piikani Nation Multi-Purpose Building

Basic Literacy/Upgrading

Basic Literacy and Upgrading training for 20 participants on income support.

ASETS SUB-AGREEMENT HOLDER

(Piikani Projects 2013 cont.)

Renovation Project

The objective was to provide hands-on training for 8 participants in renovation of the Youth Centre. Scope of work included: flooring, drywall, painting and bathroom renovation.

High-School Students

Objective was to provide summer work experience for 15 students. The students were placed with various departments within the Nation.

Youth Initiatives

15 participants were in 10 week personal development program and were placed with employers on the Nation for work experience.

Post-Secondary Students

Objective was to provide summer work experience for 15 full-time students (18-30). Students are placed with various departments within the Nation.

NOTE: Provided work experience for 44 participants on income support for the summer of 2013 on the projects mentioned above.

Projects 2014

Youth Initiative

PES provided training for 15 youth in empowerment. Local instructor provided the intense training from November 2013 to March 2014.

Post-Secondary/University Students

The objective is to provide summer work experience for full-time students (18-30). Fourteen positions are available this year due to limited funding. PES provides an hourly wage with a 37.5 hour work week and the students are employed with various Nation Departments. Departments involved in hiring of students are encouraged to supervise and provide a wage top-up.

High-School Students

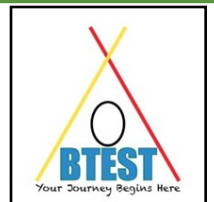
Twenty-two positions are available for graduating students attending on a full-time basis. Work experience is provided with participating departments with a 37.5 hour work week.



Blood Tribe Employment & Skills Training

Director: Wayna Beebe

Tel: (403) 737-8149 Fax: (403) 737-8148



BTEST is the employment office for the Blood Tribe. Located in southern Alberta stretching from Waterton to Lethbridge, the Tribe has over 12,000 members, many who live on the reserve or within a few minutes of its borders. This close proximity allows the Tribe to actively participate in the labour market both on-reserve and in surrounding communities. Several barriers prevent many of our clients from reaching lucrative labour markets. Transportation and housing often keep people out of surrounding communities and jobs on-reserve can be scarce with high competition. BTEST strives to assist our clients by providing hard-skill training for skill shortages, providing access for short-term training such as safety tickets and industry training to get people into jobs, job search assistance for those struggling to promote themselves in the labour market and access to labour market information, and essentials for clients to conduct their own job searches. BTEST will see on average up to 500 clients walk through the doors every year.

Partnerships

The strength of the department rests on the partnerships developed each year. BTEST has worked closely with a number of departments and entities on-reserve to offer everything from over 30 post-secondary summer jobs, 20 High School Project summer jobs, 20 placements for Youth Work Experience Program (YWEP) trainees, and project supports for programs. This meant the BTEST clients which consisted of youth and adults benefitted from the expertise and knowledge of all Blood Tribe departments and Entities.

BTEST also works closely with a number of businesses that work on-reserve. Companies such as Transalta, Altalink, Fortis and Bison Historical Services will work directly with BTEST to recruit and hire Blood Tribe community members. As well, BTEST works with Sustainable Resource Development each year to hire and prepare crews for firefighting and other job opportunities. BTEST will offer referral and short-term training for any employer coming onto the reserve to recruit. This ensures clients have direct access to job opportunities on-reserve.

In addition, Blood Tribe Social Development worked hand in hand with BTEST to provide support and assessments for the program participants. This may include helping families in difficulty, working with Case managers to complete employment readiness assessments for potential program clients, referrals for supports for program participants and general dialogue to identify trends within common clients. This partnership was extended when the Blood Tribe was one of 12 First Nations in Alberta to be given the opportunity to apply for the Enhanced Service Delivery / First Nations Job fund project, a bid the Blood Tribe successfully won in early 2014.

Pre-Employment Readiness Program

BTEST was proud to form a partnership with Kainai Community Corrections Society. Building on the prior year, BTEST offered three pre-employment readiness programs back to back. The program allowed up to 20 participants in each group to experience 8 weeks of training. The training consisted of career explorations, job search, access to community information and topics. The course also included First Aid, H2S and WHMIS, three safety tickets which help clients access jobs. The course is designed to help those clients who have not participated in work and/or school gain the tools to help them

transition back into work. The course helps the clients by ensuring they have basic skills needed to enter into other programs. With over 80% of clients completing the program, it has been a huge success. BTEST will continue to offer this program in the future as the need for the program grows each year.



Blood Tribe - Fort McKay Partnership

Perhaps the single largest project BTEST has developed in years, the Fort McKay partnership was the highlight of the year. BTEST has a high unemployment rate ranging from 30-40% annually. Fort McKay requires an influx of workers for an extensive Capital projects plan. The two nations co-developed a training proposal encompassing training for over 100 trainees in 2 phases. Working during a tight timeline, BTEST was able to co-develop the program, implement with an extensive recruitment strategy which saw over 300 applicants, partner with Social Development to ensure proper assessments and supports were added, and gain commitment from provincial, federal and

band sources of funding. In total, the 2 nations provided over 65% of the funding for the project with the province committing about 20%.

Phase 1 consisted of 3 ½ weeks of safety ticket training along with pre-employment readiness training. Participants were required to complete all elements including drug testing, and participation in all topics. 131 participated with 124 completing phase 1. Trainees were evaluated based on performance, peer and instructor review, attendance and assessments. In total, 95 trainees and 2 mentors were recruited from the group and sent to Phase 2 in Fort McKay.

ASETS SUB-AGREEMENT HOLDER

(Fort McKay Partnership cont.)

Phase 2 consisted of seven rotations of ten days on / ten days off. Rotations consisted of mentored hands-on work experience and classroom training. Participants received training in a number of transition topics such as communication, dealing with stress, and living away from home. Each trainee spent up to 80% of his/her time in a mentored work experience completing a number of construction tasks including framing, Heavy Equipment operation, masonry, painting and drywall, etc. All trainees received safety certification in chainsaw and a number of other related tasks. In total 73 trainees completed the program, 69 were employed immediately.

The program was a huge success for the trainees. We have received reports from the trainees who are still employed of the benefits of working. As well, many of the trainees who moved on have found other types of employment and have used the skills they acquired along the way. BTEST learned a great deal about the nature of our clients and what supports are needed to help our clients continue down their career path. The program has led to a number of benefits ranging from recognition by the Alberta Chamber of Resources and the Deputy Minister's (AANDC) award. The program has also helped plant the seed for our community that it is possible to leave the reserve and return. We have sent our first group of PTI clients as a direct benefit of the program.



SIKSIKA EMPLOYMENT & TRAINING CENTRE

Manager: Daniel Stimson

Tel: (403) 734-5136 Fax: (403) 734-5382



Siksika Employment and Training Services (SETS) supports and provides employment related services to all Aboriginal People residing on Siksika Nation. Clientele have the privilege of utilizing services to assist them with obtaining employable skills. Clients have access to computers, career counsellors, trained instructors, a resource room and experienced staff who assist them towards achieving their career goals.

Some programs offered were Introduction to Trades, Steamfitter/Pipefitter, Job Readiness & Life Skills, Individual Funding and Mobility Assistance. As of April 2013, Siksika Employment & Training Services merged with Siksika Family Service Corporation. Since undergoing the transition the number of clientele has increased due to collaboration between the two departments.

Introduction to Trades and Workforce Program (Carpentry) - May 6, 2013 to February 28, 2014

This Pre-Employment Trade Training Program is in partnership with Alberta Human Services. The focus is carpentry with introductions to electrical, plumbing, tiling, roofing, framing, installation projects and job site experience. 230 applicants applied and 16 were selected. ATCO and Siksika Housing offered work experience by rebuilding and renovating homes for the flood evacuees from the Alberta Flood of 2013. SETS built partnerships with off-reserve companies such as Arlen Construction, Kind Projects, Life Style, Italyca Hardware, Hestia Construction and Mandeep Syaml.

Pre-Employment Steamfitter/Pipefitter 1st Year Apprenticeship Program - May 6, 2013 to Aug 9, 2013

This program was designed to educate and train participants to assemble, fabricate, maintain and repair piping system designed to carry water, steam, chemicals or fuel used in heating, cooling, lubricating and other processes. 12 participants enrolled and 11 completed. SETS partnered with SAIT and Aboriginal Groups located in Fort Mc Murray to provide work experience and 1st year apprenticeship hours.

Job Readiness/Essential Skills/Cultural Skills Career Development Program – March 18, 2013 to Nov 15, 2013

The objective of this program is to provide skills and techniques so clients will have the courage to deal with personal and on the job issues that would effectively assist them to become successful in their personal lives and secure employment. 16 participants started and 15 completed and went on to the transition into Service Professional – Retail and Tourism Services Program with SAIT. SETS partnered with Siksika Family Services and Alberta Human Resources and also worked with the Strathmore Chamber of Commerce to set up work experience placements.

Service Professional – Retail and Tourism Services - August 12, 2013 to September 24, 2013

The Service Professional Program was launched to assist participants to become Certified Service Professionals. Participant acquired knowledge and skills in customer service by selling and cross selling products, interacting with customers and tourists, handling merchandise, managing stock inventory, arranging and displaying merchandise, performing cashier and core computer skills.

Individual Funding Program – Ongoing during the year

Individual Funding is designed to assist clients financially while attending full time studies so that they may become successful in the career goals and future endeavours. SETS assisted 28 clients with tuition, book fees, and living allowance.

Mobility Program – the mobility program assists clients who are starting a new job and may provide mandatory work gear, fuel vouchers as well as safety tickets needed to meet job requirements. Clients wanting to obtain class 1 & 4 drivers license are assisted through mobility as well. 148 received Mobility Program services throughout the year.

The Siksika Summer Student Employment Program (SSSEP) July 16, 2013 to August 30, 2013

The goal of this program is to assist students to develop employability skills and to return to their studies in the fall. Some examples are preparing cover-letters, resumes and practicing interview skills. This program involves paid work experience related to the career goals of the participants. The summer jobs are diverse and interesting.

Siksika Employment & Training Services along with its partners have contributed to the development of Siksika Nation and its members. SETS strives to assist community members to become independent and self-sufficient.

Siksika Security Officer Training Program – Two Groups

This training was offered by “Sting Train My Guard” through SETS. This program consisted of Alberta Basic Security Training Essential Skills (ABST), Basic Security Training Essential Skills (BST), Online and Classroom safety certifications, Pressure Point Control Tactics (PPCT), Use of Force Baton/Handcuff Certification, G4S, Stay Safe Certification and Professional Development. This is an accredited training program which may transfer into Justice Studies.

Group 1: November 25, 2013 to January 11, 2014 16 successfully completed and 16 secured employment.

Group 2: March 3, 2013 to April 11, 2014 40 successfully completed and 29 secured employment. SETS is confident that the remaining graduates will also secure employment in the near future.



Siksika Security Officer Training Program Class of 2013/2014

ASETS SUB-AGREEMENT HOLDER



Cameron Crowchild Recipient of Governor General of Canada - Academic Medal



Tsuu T`ina Bull Head Adult Education Centre HRD

Manager: Glen Eagletail

Tel: (403) 974-1400 Fax: (403) 974-1449

Tsuu T`ina had a very busy year and assisted many students with Training to Employment Services. In total, 47 clients gained employment as a result of attending a training project and 58 students returned to school. Some of the projects completed by students are listed below.

Treaty 7 Interpretive Guide Training: Three participants entered into, graduated and became employed from the Treaty 7 Interpretive Guide Training Project offered by Treaty Seven Management Corporation. All three graduates are presently working toward self-employment by preparing to start their own tourism businesses.

Administrative Assistant Certificate: One student completed the Administrative Assistant Certificate at Riel Institute and is currently employed with Tsuu T`ina Infrastructure.

Motive Action Trades Program: One student completed the Automotive Mechanics Trade Program with Motive Action and is now employed with No Tax Tire Mechanic Shop.

Upgrading: Bullhead Adult Education Centre (BAEC) issued High School Diplomas to 15 students who graduated this year. Cameron Crowchild was presented with the Governor General of Canada - Academic Medal.



Cameron Crowchild presented with Governor General of Canada - Academic Medal

STONEY NAKODA FIRST NATION

Stoney Nation is an ASETS Sub-Agreement Holder comprised of three bands; Bearspaw, Wesley and Chiniki. Each band works together in partnership where possible in order to serve all aboriginal people who reside in Stoney Nation. Bearspaw, Chiniki and Wesley work closely with Alberta Human Services, Aboriginal Affairs Northern Development Canada (AANDC) as well as their respective Social Services departments to leverage funding and serve as many community members as possible.

Stoney Nation ASETS Sub-Agreement managers met with the Province of Alberta and other departments within each of the bands several times during the year to plan programs designed to assist the flood victims of the Alberta Flood in 2013. Projects planned will commence in the 14/15 fiscal year and are designed to assist in rebuilding the community.

Stoney Nation Career Fair: All three bands contributed funds to the Stoney Nation Employment Centre and assisted in the coordination of the 2014 Career Fair held in February. The Stoney Nation Employment Centre is funded through the Alberta Human Services and plays a lead role in the planning of the Annual Career Fair. The career fair was well attended by community members, employers, post-secondary institutions and federal/provincial government organizations.

Security Guard Training was provided through PWM Security Services – November 25-29, 2013. This project was initiated by all 3 Stoney Nation Bands with a total of 28 participants completing. 11 of these participants are currently employed full-time with Garda at the three Temporary Housing Sites for flood victims. It is anticipated that these clients will remain employed at Garda for at least two years. The others are waiting to receive their Alberta Security Licence. There is a great demand for security officers and Stoney Nation is confident that the others will become employed upon receipt of

their licences.

National Child Benefit Reinvestment (NCBR) Projects funded in partnership with Aboriginal Affairs and Northern Development Canada (AANDC). Three NCBR projects were approved by AANDC during the year which enabled Stoney ASETS to leverage their funding by contributed toward client living allowances while AANDC contributed toward all other costs associated with the projects. The three projects offered are as follows;

1. Heavy Equipment Operators (HEO) and Truck Drivers. One participant from each of the Stoney Nation Bands attend HEO Training and are in progress. There are 9 participants (3 from each band) who are currently taking their Class 1 Truck Driver Training and are also in progress.
2. Early Learning Child Care – 20 Clients participated in the first semester of this project during the year. The majority decided to complete the full diploma program and are still in progress. Many of the clients received temporary employment upon completion of the first semester in their field of study.
3. Nakoda Emergency Services Training Program – Bears paw 1 Completed and Employed Chiniki 2 Completed and both are employed.



Chiniki Human Resource Development

Manager: Nedine Simeon

Tel: (403) 881-2824 Fax: (403) 881-2693



Chiniki career counselled and sponsored several clients on an Individual funding basis in their chosen career paths in areas such as Security, Construction, Emergency services, Customer Service training, Oil & Gas programs, and a new business venture, Safety training, and acquiring work gear. Numerous community members have taken advantage of other employment services offered such as, resume writing, career counselling, job search and use of computers and equipment.

EXAMPLES OF FUNDED INTERVENTIONS	Number of Clients	Result
Aboriginal Job Entry Training Program,	3	Employed
Accounting Specialist Program through	2	In Progress
Autocad/Filming	1	In Progress
IHEO Interior Heavy Equipment Operator Training IHEO	1	Seeking Employment
Aboriginal Oil and Gas Land Administration Program SAIT	1	In Progress
Culinary Program SAIT	1	In Progress
Aboriginal Interpretive Guide Training	3	In Progress
Hairdressing, Marvel Career College	1	In Progress



Chiniki Success Story – Trandy Crawler

Trandy's journey started in 2010, by volunteering with the fire department. During this time he had started a family and needed to build a strong employment foundation. Once completed, Trandy became employed by the Tsuu T'ina Nation Fire Department on a part time basis. Trandy continued to reach higher and secured a full time position with Nakoda Emergency Services. Then in February 2014, Trandy applied for the Fire Chief Position at Stoney Nakoda First Nation Fire Department. He is now the Fire Chief for Stoney Nation and in addition Trandy is enrolled in the NFPA Officer program.

Trandy has a passion for fire-fighting and approached Stoney HRDs to create awareness of the fire-fighting industry by mentoring the youth to expose them to the firefighting industry through summer work experience.

Bears paw Human Resource Development – Nakoda Nation

Manager: Debbie Dixon Tel: (403) 881-2609 Fax (403) 881-2607

Bears paw HRD provided a range of employment services for clients requiring assistance such as job search, fax, printing and computer lab services. Clients also received career counselling and other assistance related to training and employment.

Safety ticket training was provided at various times during the year in Calgary through Fast Labour Solutions and the majority of clients were temporarily employed in Canmore, Alberta with employment associated with flood recovery.

Bears paw Centex Gas Bar The Centex Gas Bar held its grand opening in February. During the year Bears paw HRD worked closely with management and 16 Full-time positions were created for Bears paw members. Bears paw HRD assisted four of the members to meet hiring requirements. The Centex Gas Bar is planning on adding a Subway restaurant and Bears paw HRD plans to continue to work with management to assist in job readiness for new employees in the 2014/15 fiscal year.

Canada World Youth One Bears paw Youth was selected to participate in the Canada World Youth Program. Darryl Kootenay was chosen to participate in an employment opportunity in Nicaragua. This training later led to Darryl assisting in the coordination of a Gang Reduction Program for the Stoney Nation youth. Following is an excerpt from a letter submitted to Bears paw HRD from Darryl. *“I have just completed and inherited the best experience of a life time to be a part of the International renowned Organization known as Canada World Youth (CWY) which has brought me to many places around the world such as St-Johns-Newfoundland (3months), Ghana- Africa (1month), Lima-Peru(4months) and Esteli-Nicaragua (2months). Canada World Youth’s Mission is to increase the ability of people, and especially youth, to participate actively in the development of harmonious and sustainable societies.”*



Roman Bears paw – Security Training - Wesley HRD Success Story

Roman completed 40 hours security training in November, 2013. Members from all three bands participated in this training. The purpose was to train eligible candidates for full time employment with Garda World. Garda is a sub-contractor from Outland Camps whose purpose is to serve Stoney Nation’s Flood Victims by providing temporary housing while another company called Clark Builders rebuild the affected homes that were damaged by the Alberta Flood of 2013.

Roman successfully completed and is currently employed with Garda World. He started as a general security guard and just recently became a supervisor at Wesley Park. Roman stated that he ‘really’ made a wise decision by completing the training.

Wesley First Nation – Human Resources Development

Manager: Alana Twoyoungmen Tel: (403) 881-0071 Fax (403) 881-3639

Wesley provided employment services such as resume writing, career counselling, job search, client computer usage etc. Wesley funded a total of 64 clients throughout the year. Some examples of projects offered during the year are as follows:

EXAMPLES OF FUNDED INTERVENTIONS	Result
Early Childhood Development Certificate	6 Employed
Security Officer Training	2 Employed
Advanced Driver Training	1 Employed
Conflict Resolution	2 Employed
Employment Supports	2 Employed
Trades Preparation Training	1 Employed
Youth Summer Placements	18 Youth Returned to School



Aboriginal Futures

Training, Education and Employment Services
for Urban Aboriginal People

Aboriginal Futures Career & Training Centre

Executive Director: Toni Polchies

Tel: (403) 253-5311

Fax: (403) 253-5741

The Aboriginal Futures Career and Training Centre (AFC&TC) is a nonprofit organization that was incorporated in January 1999 and is co-funded operation between Community Futures Treaty Seven (CFT7) and Alberta Human Services (AHS) to deliver training, education and employment services for the Urban Aboriginal people of Calgary.

- Intake and assessments
- Follow-up appointments
- Community or Agency Referrals
- Employment and Training Placements
- Employer Recruitment Services
- Employer Information Sessions, Job Fairs and Events
- Career and Education Planning
- Agency and Community Contacts
- Internal Training Programs
- Employment or Career Planning Workshops
- Employment Retention and Maintenance Supports
- Up to date Job Board, Computer Lab, Courtesy

On behalf of Community Futures Treaty Seven, AFC&TC is responsible for the case management of skill enhancement files for the following project based training and funded programs:

- Trade Winds To Success
- SAIT Oil & Gas Land Administration
- First Nations Summer Career Placement Program
- First Nations Youth Entrepreneurial Camp
- Occupational Skills Training: Industry Recognized (Safety Training, Apprenticeships, Class 1 Driver's Training)
- Individual Funding
- Self Employment and Targeted Wage Subsidy

AFC&TC had a total of 261 clients who were placed in employment, of that number 132 were a result of assisted job search and 129 were the result of obtaining a skill enhancement. Out of the 129 clients that obtained a skill enhancement 25 were persons with a disability and we had 12 employed, 1 self-employed. At AFC&TC career counsellor's assisted clients in applying for individual funding for education and training. Funding is available to qualified candidates applying for training programs that are 52 weeks or less. We also have a labour market resource room that has information on education or training centers, employment opportunities, and community disability services that are offered throughout Calgary and area, as well as, information on scholarships and bursaries.

Events

AFC&TC hosted a variety of in-house and community events to enhance knowledge of AFC&TC programs and services. These events bring together clients, service providers, employer's, government, educators and community; to help client's build productive career paths, develop skills, explore work options and achieve meaningful employment. AFC&TC also provides two new ways of posting jobs and events for our clients to see. The largest one is on Facebook and it sees the most traffic. In just over a year 2,591 visitors have liked our page. The second one is strictly a job board currently under construction on our website.

LIVING & WORKING IN FORT MCMURRAY EVENT!

On July 31, 2013, Aboriginal Futures hosted the Living & Working in Fort McMurray event. Employers looking for full positions for work in northern Alberta were invited to participate in the event. The job fair was very successful! Forty Seven (47) people attended the event.

URBAN EMPLOYMENT ASSISTED SERVICES

FALL ABORIGINAL JOB FAIR

On October 21, 2013, Aboriginal Futures hosted a job fair. Local employers from the Calgary area were invited to participate in the event. The job fair was another success! Two hundred thirty-seven (237) people attended the event, 139 of whom self-identified as Aboriginal and 27 employers who had participated in this event.

SPRING ABORIGINAL JOB FAIR

On March 18, 2014 Aboriginal Futures hosted our Spring Job fair where local employers from the Calgary area were invited to participate in the event. The job fair was another great success! Three hundred twenty one (321) people attended the event, 231 of whom self-identified as Aboriginal and 33 employers who had participated in this event.

EMPLOYER INFORMATION SESSIONS are another service we offer to employers to promote their business, advertise job openings within their company and meet potential interview candidates. 2013 – 2014: This fiscal year we had 5 employer sessions.

Transitions Project

The Transitions project is being developed as a self-assessment tool/resources and a website for those Aboriginal People wanting to transition from the reserve to Calgary for education, work or training. AFC&TC has a Phase II “Transitions Project” funded by the Aboriginal Development Branch of Alberta Human Service. The contract began Sept. 20, 2013 with the final report due by Nov. 30, 2014. A website is under development and pilot outreach workshops on reserve are planned for the summer of 2014.

Job Finder’s Club

2013-2014: 26 participants in total and 15 completed and found employment, 2 returned to school, and 1 is self-employed.

The job finder’s club has industry professionals providing mock interviews and panel employment discussions presented by Royal Bank of Canada (RBC), Wal-Mart and Canada Safeway Limited. As a result of RBC - providing real interviews for the Job Club participants for practical experience; 2 of the participants got an official interview and were offered employment with RBC. The following is one of several success stories of the program:

Aboriginal Workplace Learning Circle (AWLC)

2013-2014: 24 participants in total with 10 successfully finding employment, 1 returned to school, 1 self-employed and 5 are currently in job search.

This program provides high barrier clients with essential skills training at an introductory level. The learning circle is a holistic way of teaching that allows learners with different literacy levels to guide their own learning and create new knowledge. This particular program was adapted to include the Job Club and an Elder was incorporated into the program to help with cultural teachings awareness as part of the AWLC program.



Success Story

When I first went to Aboriginal Futures I was not sure what direction I was going with my future, and did not know if I wanted to go back to school for training or find a job. Recently, my previous employer had laid me off after 15 years of employment, so I was a bit lost. So I set up an appointment with a Career Counselor which was with Jacqueline Martial this is where my journey started. I told her my confusion she gave a lot advice and help; then she mentioned a course that was starting in a few weeks “Aboriginal Workplace Learning Circle” and if I was interested she would put my name on the list. Then I received a call from Sade Auger to set up appointment and I meet with her, then she

explained the program and all the details involved. It was a 6 week program and when you make that commitment

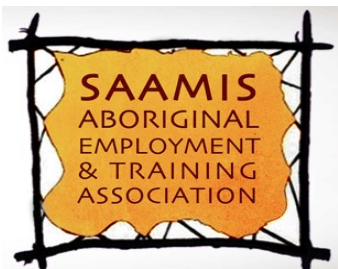
(Success Story cont.)

they want you attended regularly so you can succeed. "I gave my commitment."

It is such a fantastic program, "I am so grateful" that I was able to participate since it taught me so much as well as building my confidence by receiving the encouragement from our Instructor Sade and from our group participating. The program taught all of us that we all have different skills, it helped us set goals for going back to work or school, strengthen our communication skills, and every morning we had Medicine Wheel Teachings which was very spiritual; "we all shared together which was great" and we were all strangers coming together as a family (we loved it). I learned so much more about my native culture and met a lot of wonderful people.

Once I was done Learning Circle, they had another program Job Club to help find employment which was another great program. It helped me do my resume and cover letter properly, prepare for successful interviews, and how to fill out job applications on-line, as well as, how to e-mail my resume and attach a cover letter to potential employers. Then Sade had someone come in to do mock interviews to teach us how an interview might go and what questions could be asked, this lady came in from Royal Bank, Joanne Byrne who is the Regional Hiring Manager for Alberta to help brush up our skills. I was nervous when I did my mock interview but I knew Joanne was there to help me and teach me stronger interview skills. When it was done, Joanne from RBC asked me if I would be interested in working for the bank, I was thrilled but I wanted to think about it, as I did not want to commit unless I was 100% sure. A couple weeks later I made my decision to work for RBC. I started on June 25, 2013 and now I have been with RBC for over 1 year, and I completed all my training on the job, I love it and I am very happy.

"I am grateful and thankful to Jacqueline and Sade for all the help and support they gave me. It is so great that all these programs that Aboriginal Futures has offers to all of us, so just stay committed and all the staff at Aboriginal Futures is there to help us all succeed if we want it." - Barbara Quesnell



SAAMIS Employment And Training Association

Executive Director: Anita Neefs

Tel: (403) 504-4056

Fax: (403) 504-4224

Saamis Aboriginal Employment Association is a nonprofit organization that was incorporated in November 1998 to deliver Career Counseling Services and Job Placement services to the Aboriginal Population of Medicine Hat and surrounding area. Saamis is currently funded by Community Futures Treaty Seven, Rupertsland Institute – Métis Training to Employment and Alberta Human Services.

Through our partnership Saamis has been able to develop and facilitate Industry Recognized Occupational Training programs.

In January 2014 Saamis implemented our first Pre Employment Trades Program in partnership with the Medicine Hat College. This program was designed to provide clients with the academic proficiency needed to enter any trades of their choice. Clients that had been out of high school for an extended period of time and/or did not achieve the academic standing required in Math or Science were encouraged to apply. It also gave students who had not completed high school the opportunity to write and obtain their GED. Through the Medicine Hat College Trades program students were provided with approximately 200 hours of lab time in welding, carpentry, electrical and pipefitting so they could gain some hands on experience in a variety of trades. Students were also provided with all the necessary safety tickets and work gear required in the trades industry. Saamis ended the program with a 90% success rate and are looking forward to implementing a second intake in the fall of 2014.

Saamis Aboriginal Employment continues to work with clients on a daily bases to provide job search support and career counseling. Their resource room has an up-to-date job board and all the resources necessary to assist clients in their job search efforts.

URBAN EMPLOYMENT ASSISTED SERVICES



Aboriginal Opportunities Employment Centre

Executive Director: Jacinda Weiss

Tel: (403) 320-7699

Fax: (403) 317-7716

The Aboriginal Opportunities Employment Centre (AOEC) has been in operation since May 2010 in a joint partnership between Community Futures Treaty Seven and Alberta Human Services. The following are outcomes achieved from April 1, 2013 to March 31, 2014 by AOEC:

- Intake and Assessments: 90
- Transitional Supports: 53
- Job Search Supports: 100
- Resume Development: 80
- Employment Workshops: 100
- Exposure Course: 10
- Job Club Starters: 8
- Job Placement: 51
- Labour Market Connections: 50

The Aboriginal Opportunities Employment Centre has been able to provide the following services:

- Basic Job Skills
- Job Boards
- Transitional supports
- Employer Recruitment
- Referral services
- Self-assessments
- Cultural Awareness
- Diversity Support Training—Understanding Human Rights in the Workplace
- Career Counselling

AOEC is open Monday to Friday from 8:30 AM to 4:30 PM. (Closed from 12:00 PM to 1:00 PM). Appointments and Walk-ins are welcome.



Rupert'sland Institute – First Nations and Metis Training to Employment

Red Deer - Tel: (403) 342-6636 Fax: (403) 342-1248

Community Futures Treaty Seven (CFT7) and Rupert'sland Institute (RI) signed a Memorandum of Understanding in May 2011 in order to formally partner in Red Deer to offer Employment Assisted Services. The City of Red Deer and surrounding areas are becoming increasingly aware of this partnership as increased numbers of First Nation individuals are accessing services each year. A total of 85 First Nations Clients utilized over 222 services this year on different occasions. 10 clients who received funding through "Individual Funding" are employed, one client returned to school and two are in progress.

Success Story



The sponsorship that Aime received from Community Futures Treaty Seven enabled him to take the Heavy Equipment Operator training with IHE (Interior Heavy Equipment School) located at the Innisfail, AB. campus. This assistance meant the world to him both personally and professionally. It was both the stepping stone and helping hand that he needed to assist with his career change.

Soon after completing his training, he secured a full-time position with ALMITA Piling out of Ponoka, AB. The winter season slowed down a bit but will soon ramp-up again as the summer projects begin. It was a cold season but very informative as I learned the 'ins and outs' of the installation of Piles in a Swamper 2 position.

His Excavator-training within ALMITA has also begun and it looks as if he could be installing with his own crew this summer. The IHE training has been invaluable in moving him into a position for advancement this quickly. Other employees, who have not had the formal school training as he had, have waited years for an opportunity to move into an Excavator to begin their internal training.

Aime's heart-felt appreciation to Community Futures Treaty Seven program and all those involved who helped with the processes required. "Your program truly does change the lives of those in need." - Aime

Thank you very much for the bright new future!



Trade Winds To Success

Trade Winds to Success is a pre-apprenticeship training project that includes a “Trades Streaming Process” designed to assist students to determine which trade would they would be best suited to. This is followed by Job Preparation, Career Decision Making, First Aid as well Academic Upgrading. All students *must* pass the Apprenticeship and Industry Training Trades Entrance Exam in order to move on to *Union Shop Training* which is delivered by one of the Local Unions depending on the trade. Students receive applicable tickets and trade specific training. CFT7 played a key role in the creation of Trade Winds to Success and has been a partner since its inception nine years ago. This project operates in both Calgary and Edmonton. CFT7 provides funding for student monthly living allowances as well as other costs associated with the cost of training to First Nation students who attend training at the Calgary Office.

TWTS Partners include CFT7, Oteenow Employment and Training Society, Rupertsland Institute, Alberta Human Services, International Brotherhood of Boilermakers, Alberta and Northwest Territories (District of MacKenzie) Regional Council of Carpenters and Allied Workers, Alberta’s Ironworkers Apprenticeship and Training Local Unions 720 & 725, United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 488 & 496, International Brotherhood of Electrical Workers Local 424, Millwrights, Machinery Erectors & Maintenance Union Local 1460, the Union Training Trust Fund, Conoco Philips and Employment & Social Development Canada. A total of 37 clients became employed from the Calgary Office.



Martin Duchesneau

Position:
2nd Year Apprentice Boilermaker
Employer:
Horton CBI Ltd, CNRL
Horizon, Ft. McKay, AB
Completion Date:
May 03, 2013



Dennis Brave Rock

Position:
1st Year Apprentice Scaffolder
Employer:
Steeple Jack
Completion Date:
September 20, 2013



Shona Bear

Position:
1st Year Apprentice Ironworker
Employer:
Consolidated Placers
Completion Date:
October 25, 2013



Emmet Black Kettle

Position:
1st Year Apprentice Carpenter
Employer:
Ellis Don Construction
Completion Date:
February 28, 2014

URBAN ASETS PROJECTS



ABORIGINAL OIL AND GAS LAND ADMINISTRATION PROGRAM (OGLA) – SAIT

The Oil and Gas Land Administration (OGLA) Program is delivered by SAIT and is a partnership between Alberta Human Services, Community Futures Treaty Seven and Rupertsland Institute (RI).

The OGLA program provides approximately 30 weeks of training that leads to entry level full-time employment in the petroleum industry. Graduates from this program acquire an understanding of the functions of the Land Department within a petroleum company, the clerical skills necessary to provide assistance and data entry skills in a Land System Software Program. Upon successful completion of the program, graduates receive a SAIT Certificate. The final weeks of the program include work experience at an Oil and Gas Company in Calgary to give clients working knowledge of the industry.

Land Administration is involved in the upstream and midstream portions of the industry and it is critical for the strategic success of a company. You cannot drill a well without having the right to develop the related mineral rights or surface rights for the wellsite and access road. You cannot build a pipeline, gas plant or power transmission line without the related surface rights. The role of Land Administration is to manage and administer these rights, related agreements, data, contractual obligations, and regulatory compliance to support corporate strategies and optimize value throughout the Pre-Acquisition, Acquisition, Maintenance and Relinquishment phases of the Land asset life cycle. Land Administration is a very rewarding career for people who like a challenge, pay attention to detail and are a team player. There are numerous opportunities for personal growth and skill development.

October 15th, 2012 – May 31st, 2013 Class: 11 Students Sponsored by CFT7, 10 Completed, 8 Employed

October 21st, 2013 – June 6th, 2014 Class: 12 Students Sponsored by CFT7 and will complete in June,2014.



*Gabriel Lindstrum, Director of SAIT's Chinook Lodge Aboriginal Resource Centre
Presenting at the OGLA Graduation*



*SAIT OGLA Students Graduation - June, 2013 11 Students
Sponsored by CFT7 and 2 Sponsored by RLI*

2013-2014 Urban Youth Labour Market Program

The CFT7 youth program is delivered under the program terms of the Aboriginal Skills and Employment Training Strategy (ASETS). The ASETS program has given CFT7 more flexibility in serving one of Canada's fastest growing population segments. The youth program is now focused primarily on student employment and essential skill development for First Nation's youth earliest entry into the Alberta Labour market.

In 2013-2014 the urban Youth Labour Market program provided 56 funded Action Plans in Calgary, Lethbridge and Red Deer at an average cost of \$2,164.00 per successful completion.

Summer Work Experience

CFT7 provides summer students with rewarding summer employment opportunities that develop transferable skill sets acquired during the placements. The placements are geared for continuing students that are close to completion of their educational pursuits and wish to transition into the Alberta labour market. CFT7 targets placements that provide meaningful, career-related work experience for post-secondary and secondary students with plans of returning to school upon conclusion of the summer placement. In 2013, the CFT7 youth labour market program placed 19 summer students throughout Calgary, Lethbridge, Red Deer and Medicine Hat 19 successfully completed their placement for an average cost of \$3,516.79 per placement.

- Calgary – 8 placements
- Medicine Hat—1 placement
- Lethbridge – 9 placements
- Red Deer—1 placement

Annual First Nations Entrepreneurial Camp

18 Youth participated in the 15th Annual First Nations Entrepreneurial Youth Symposium held at the “Stoney Nakoda Resort and Casino” in Morley, AB. The camp took place on August 25th through to the 30th, 2013. To date, the camp has successfully trained over 341 First Nations youth ranging from 16 to 35 years of age in the area of small business ownership. The objective of each year's camp is to teach First Nation youth the key fundamentals of small business ownership and operation.

Lethbridge School District No 51. Career Quest

The Career Quest project is operating in its 2nd year with the continued objective of increasing the career-related skills, knowledge and opportunities for Grade 10, 11 & 12 First Nations students in Lethbridge School District No. 51, with the goal of assisting them in creating a career pathway to their future. The project offered a series of career development workshops, work experience placements and post-secondary information sessions throughout the school year. 19 youth participated in the Career Quest pilot project with all 19 participants completing the project, remaining in school and were directed towards summer student placements in Lethbridge.

Best Practice – Youth

In 2013-2014, CFT7 had a milestone year hosting the 15th Annual Entrepreneurial symposium at the Stoney Nakoda Resort and Casino. During the past 15 years the enduring goal of developing participant business plans to the level of securing financial start up; the symposium has prompted 15 new small businesses. The 2013-14 symposium provided 18 participants with guest speakers, entrepreneurial panels, small business loan application, risk taking activities and concluded with a banker's panel which provided a venue for participants to present their business plans in front of financial institutions.



DISABILITY EMPLOYMENT PROGRAM

2013 CFT7 Annual Disability Employment Symposium - Theme: Reconnect, Renew, Results...Rewards!

The 6th Annual Disability Employment Symposium, stakeholders gathered for the symposium under the theme, “RECONNECT, RENEW, RESULTS...REWARDS” on May 8th and May 9th, 2013, at the Coast Plaza Hotel and Conference Centre in Calgary. The symposium was designed to bring together attendees who share a common goal of creating employment and economic opportunities for First Nations people with disabilities.

An important part of this year's symposium was the collaborative development of strategic planning goals and action items, which incorporated input from all attendees. A living document, attendees set a foundation to address many of the needs pertaining to the employment of First Nations people with disabilities and by having the attendees work together to identify goals and strategies that all can take part in throughout the year. “It is not enough to simply talk about the issues once a year; it will take a sustained ongoing effort by all of us to make a difference.”

They have been grouped into three categories, education, accommodation and outreach. Some have action items that were developed as part of the goals while others did not.

While it became very evident through this planning process that there is a strongly identified, substantial, and perceived need for education of all stakeholders towards employment and economic opportunities for First Nations people with disabilities, there are some clear priority areas or “overarching themes” worthy of note that have risen to the top and should be considered in strategic planning and for future collective action.

After analyzing the above goals, action items, and overarching themes following are the six recommendations:

1. Continue to support and nurture the development of the 4X4 Aboriginal Business Leadership Network and its membership.
2. Consider organizing and/or supporting the start-up of a companion piece, a community service provider network, to the 4X4 Aboriginal Business Network to focus efforts and produce better employment outcomes for community service providers and employment centres.
3. Utilize an organized and sustained mass media communication strategy (website.)
4. Seek out and utilize more success stories for use in all education and outreach done by the CFT7 Disability Component and have success stories readily available as a resource to others.
5. Within next year's CFT7 Disability Employment Symposium agenda, build in a continuation of the strategic planning process by checking in on progress and planning for upcoming year.
6. Ensure there is more representation of First Nations individuals with disabilities within the job search process at the 2014 symposium.



CFT7 Annual Disability Employment Symposium 2013

It is with sincere hope that these planning efforts spark the utilization of more innovative approaches to support longstanding and successful efforts and outcomes. The following goals and actions are designed to make steady progress, building on the hopes and dreams of those who, in the past, only imagined going to work, living on their own, and being regarded as contributing members of society.

The Business Leadership 4X4 Model

The Business Leadership 4X4 Model serve to establish a collective voice for employers and help build workplaces and marketplaces where First Nations people with disabilities can be respected for their talent. This model is built to support best practices in the employment and advancement of people with disabilities while helping to build workplaces and marketplaces where First Nations people with disabilities can realize their full potential.

Lead by employers who exemplify these practices and are willing to share their experience with other employers within the group, the model embraces the full inclusion of people with disabilities in the labor force and marketplace, assists in career preparation for and employment of people with disabilities, and improves customer experiences for people with disabilities.

CFT7 Website Project

Purpose

Based on one of the key recommendations CFT7 proposed to create a website link that will connect the 4x4 employer group, and other employer associations and stakeholders, to current knowledge and resources that will support the attraction and retention of First Nations persons with disabilities.

Project description

The main objective of this project is to design and develop a sustainable web based portal that links employers with job seekers who are First Nations persons with disabilities and community employment agencies both on and off First Nation.

Outcomes

- Increase employer's awareness of current information to attract and retain First Nations persons with disabilities to help address their labour and skill shortages.
- Increase employer's awareness of current information and effective practices that support successful strategies to attract and retain First Nations persons with disabilities.
- CFT7 and its 11 employment centres will align and share employment information, promote collaboration and employee engagement and streamline processes in a systematic and consistent manner.
- Website link will enable the 4x4 employers and employment centres to be organized, streamlined and connected.
- The CFT7 website 'LINK' will allow 11 employment centres to work closely with the businesses to enable 100% skill development portal entry and access to achieve job matches according to the business skill position requirements.
- The CFT7 website link will create powerful connections between people, businesses, employment centres and CFT7 organization to help achieve greater outcomes.
- Increase 4x4 business group and CFT7 visibility, while enhancing their capabilities in advocacy and hires.

Province - Ministers Council

Johnathon Red Gun was recommended by the Province to sit on the Minister's Council, including Treaty 7 First Nations on their Alberta Employment First Strategy for persons with disabilities.

Alberta Employment First Strategy

Alberta Human Services disability programs are supporting people with disabilities to become financially secure, active and engaged in their communities and as citizens. The changes underway demonstrate the Social Policy Framework's outcomes and principles in action. One of the key strategies being implemented is helping people with disabilities participate more fully in the work-force and Micro-business.

Note that this is intended as a pan-disability strategy, for the full range of disabilities and functional challenges - including mobility, sensory, developmental, cognitive, behavioural, learning disabilities, and some with multiple disabilities, whether by birth, acquired or progressive.

The strategy is being refined and updated as we continue the dialogue. This outline is shared as a way to be transparent about what we are hearing, and to widen the circle so more people can share ideas about innovative actions now going on, and ideas about what we might try.

ASETS Persons with Disabilities Outcomes

There were 17 persons with disabilities within CFT7 catchment area, on and off reserve, who gained employment.

CFT7 FIRST NATIONS & INUIT CHILD CARE INITIATIVE

Vision Statement:

Treaty Seven day care programs provide quality, developmentally appropriate and culturally enriching programming for all children so that they develop skills and abilities to become future contributing members of their Nations.

Mandate:

The primary mandate for childcare in Treaty Seven is to provide on-reserve day care services for working and training parents, as well to facilitate the development of the child and promote the employability and economic well being of families.



Professional Development Training

Principles:

- Provide quality and developmentally appropriate programming for children ages 0 to 6 years old.
- Provide an environment for early language acquisition
- Provide culturally enriching experiences and opportunities.
- Ensure early childhood educators have access to necessary certification/accreditation.
- Establish linkages and partners within the community, related programs and other governmental agencies.
- Ensure fee structure allows for accessibility and affordability.

Treaty Seven Day Care Background Information:

- There are 10 day cares with a total of 470 licensed capacity spaces.
- There are three day care/head start combined centers.
- Each day care is licensed and monitored on a regular basis.
- Staffing credentials range from Level I to Level III.
- Funding sources are Department of Indian Affairs and Service Canada.
- Childcare Coordinator provides administrative, financial and technical support.
- Other services are advocacy, licensing liaison and monitoring for quality and cultural programming.
- Host Annual Childcare Conference to increase professional development of staff, by enhancing program delivery we ensure the highest quality of care. Invitations extended to Treaty Six and Treaty Eight.

Stoney Nation –

- Main site – Stoney Band Community Day Care, 56 licensed spaces
- Sub-site #1 – Eden Valley Early Learning Centre (Bears paw First Nation (Day Care/Head Start), 31 licensed spaces
- Sub-site # 2 – Wesley Care Bear Day Care, 26 licensed spaces

Blood Tribe –

- Main site – Kainai pokaiksi Child Care Centre, 43 licensed spaces
- Sub-site #1 – Kainai Child Development (Day Care/Head Start) Centre, 15 licensed spaces
- Sub-site #2 – Ninastako, 20 licensed spaces

Siksika –

- Main site – Siksika Children’s Centre, 60 licensed spaces
- Sub-site #1 – Cluny Day Care, 38 licensed spaces

Piikani –

- Main site – Piikani Childcare Centre , 80 licensed spaces

Tsuu T’ina –

- Main site –Tsuu T’ina Early Learning (Day Care/Head Start) Centre, 101 licensed spaces

Business Development



Vision Statement

Community Futures Treaty Seven (CFT7) is a leader in economic development best practices that advises and collaborates with Treaty Seven First Nations and their members to build on collective and unique strengths and successes.

Mission Statement

CFT7 respects Treaty Seven cultural diversity/autonomy while building the Treaty Seven economy through community economic development and entrepreneur capacity building in order to assist and support Treaty Seven First Nations and their members towards economic success.

Overview

CFT7 holds an agreement with Western Economic Diversification (WED) for operations, lending and business support services for members of Treaty Seven. CFT7 has been a member of the Community Futures Development Corporation since 1989. The purpose of the program is primarily for business creation/start-up and expansion. The small business loans are for asset purchases, equity and joint venture participation. Loans that would not otherwise qualify at the traditional financial institution may be eligible if the loan meets the criteria. Emphasis is on loans that will generate long-term employment for on reserve residents or Treaty Seven members. Technical assistance is also available for reviewing business plans, identifying potential opportunities, business counselling and entrepreneurial Training.

LENDING SERVICES

In 2013/2014 Community Futures Treaty Seven (CFT7) assisted 6 individuals to start up or expand on their businesses, lending a total of \$156,654; creating full and part-time employment opportunities. The loans disbursed were due to the concentration of increasing our lending activity in Treaty Seven.

CFT7 continues to devote attention to ensuring that business development staff provides timely pre-care with financial management assistance, business plan development and consultations regarding loan financing. This has led to an overall improvement in the relationships CFT7 has with its clients and resulted in a more positive perception of CFT7 in the community. CFT7 has also assisted clients with the aftercare in marketing and financial controls.

Collection has been at the fore-front of CFT7, as the financing of businesses relies heavily on the recycling of the money lent out, therefore recovering on delinquent loans has been a priority. To date the process has improved and monies are being paid back.

There has been a continued increase of clientele utilizing the business development services of CFT7, therefore, continued devotion of quality business assistance in pre and after care to Treaty Seven members has increased. Emphasis is on expanding our services to entrepreneurs in mentoring and aftercare, during the application and monitoring of the clients' loans. As part of the mentoring of our loan service, the CFT7 provides advice to borrowers on obtaining additional funding to aid in acquiring or leveraging financial assistance from other institutional lenders. The aftercare service that is being offered has strengthened the CFT7's ability to carry success rates.

To date we have successfully assisted over 2600 clients in various stages of development in First Nations Economic Development, training, and education.

Economic Impact

Business	Client Investment	Loan Leveraged	Sales- Yr. one	Jobs created or maintained
Gravel	\$15,000	\$26,109	100,800	1
Equine Therapy	\$15,773	\$26,109	\$62,500	2
Gas Stop	\$5,000	\$26,109	\$2,281,321	5
Construction	\$15,000	\$26,109	\$124,300	2
Fashion	\$9,889	\$26,109	\$92,035	2
Excavating	\$6,000	\$26,109	\$74,411	1
Totals	\$66,662	\$156,654	\$2,735,367	13 FT/PT

Community Futures Treaty Seven (CFT7) assisted with the aid of the Business Support Initiative, numerous aspiring and established Treaty Seven First Nation members in entrepreneur training, financial management workshops and third party Consulting for the purpose of business development. As part of other CFT7 after-care program assistance in marketing and bookkeeping training was also delivered by a professional third-party consultant.

In 2014 the continued highlight was the Business Plan Workshop Program which is proving to be very successful and is in great demand from the Treaty Seven members. A series of workshops held over two day - eight weeks were created to introduce the basic fundamentals of creating a loan/grant ready business plan.

The duration of each workshop is dependent on the request of each Treaty Seven Nation. The Business Support Officer of CFT7 works closely and meets with the Treaty Seven nation Business Support/Services from the Treaty Seven Nations Economic Development to deliver and promote programs, services and trainings. A basic overview of entrepreneurship can be provided in a one-day information session or a more in-depth course can also be delivered upon request.

The objective of these workshops is to assist Treaty Seven members in developing their own business plan with help of professionals as opposed to hiring a professional to complete their entire plan. With having the entrepreneur developing his/her own plan, CFT7 anticipates these entrepreneurs will know their business fully and completely and therefore become more successful entrepreneurs.

Several of the CFT7 workshops delivered were in partnership with Piikani Resource Development, Blood Tribe Economic Development, Tsuu T'ina Small Business Incubator, Tsuu T'ina Income Support, Bearspaw Trades Program, Chiniki Youth Summer Program, and Wesley Youth Program. The workshops had a total of 410 participants from the Treaty Seven areas. A professional consultant were hired to assist in the area of business financial planning, social media and bookkeeping. Also, partnership with Business Link and Meyers Norris Penny was established to assist in other trainings and information sessions delivered.



First Nation Entrepreneurial Symposium 2013

CFT7 Pre-Care Program

The pre-care program encourages and facilitates loan submissions to the Community Futures Treaty Seven by meeting with potential CFT7 clients, prior to the client's formal application to CFT7, to discuss the proposed project and the client's relevant business experience. The CFT7 business support officer provides the applicant with preliminary assessment of the proposed project and issuing the client an application for assessment with credit check and viable tentative solutions in writing. The pre-care helps to identify and gather relevant information from the client and researching data from the appropriate sources. The Business Support Officer assesses the applicants need for additional education and /or on the job training or determining the need for other human resource training and evaluating the viability to the project, character and management capability; marketing potential, financial management, labour requirements, raw material and technological requirements and any other related factors affecting the economics of the project. CFT7 Business Support will continue with follow-ups and to work one-on-one or with communities to deliver workshops in both business development and aftercare.

The After-Care Program

The aftercare program is intended to provide professional support to new businesses that have obtained assistance from CFT7 business lending program in order to help improve the opportunity for success. Funding under this program is intended to allow the business to engage the services of a professional consultant to examine the operations of the business in order to identify areas that may require special attention. In order to ensure financial success for our clients CFT7 plans to strongly focus on after-care for all clients those require support for their businesses. These after-care activities include a planned proposal writing workshop to assist our clients in acquiring contracts and additional clientele, also financial planning, marketing, and general business management.

COMMUNITY ECONOMIC DEVELOPMENT

(After Care Program Cont.)

CFT7 Business Support will continue with follow-ups and to work one-on-one or with communities to deliver workshops in both business development and aftercare.

Community Economic Development

(CED) is action taken locally by a community to provide economic opportunities and improve social conditions in a sustainable way. An aspect of “localizing economics,” CED is a community-centered process that blends social and economic development to foster the economic, social, ecological and cultural well-being of communities. CFT7 has been active in the Treaty Seven communities as well as in the urban centres promoting CED and enhancing internal partnerships with both programs at CFT7, Business Development and Labour Market Development.

Treaty Seven Economic Development Officers

CFT7 has continued hosting regular quarterly meetings with the Economic Development Officers of Treaty Seven. The intent of the meetings is to share best practices, provide information sessions on economic development funding programs, capacity development and provide an avenue for input on Federal AANDC economic development programs. The main topics this year were; Doing Business Off Reserve, Treaty Seven Tourism and Lands and Economic Development Advisory Committee (LEDAC).

2013 – 2014 CFT7 Advisory Projects

In May 2013 CFT7 was giving the opportunity to be a part of the Lands and Economic Development Advisory Committee (LEDAC) formation. The CFT7 General Manager, Hank Shade was chosen by the LEDAC members to Chair the LEDAC Meetings while the CFT7 Business Support Officer assisted the LEDAC with administration support. The objective of the meetings were to develop a successful work plan for the LEDAC Members to implement with AANC, INAAC, TALSA and other government sectors to make a difference in the First Nation Communities in Alberta. These meetings gave CFT7 the opportunity to network and discuss issues and advisory solutions with Treaty 6, Treaty 8 and existing LEDAC members across Canada.

Business Support and Resource Partnerships

CFT7 hosts quarterly meetings with the Economic Development Officers of Treaty Seven, Piikani Economic Development, Blood Tribe Economic Development, Stoney Nation, Tsuu T’ina Small Business Incubator, Siksika Nation, The Business Link, MNP, Indian Business Corporation (IBC), Alberta Indian Investment Corporation (AIIC), and Peace Hills Trust. In 2013 CFT7 developed a First Nation Entrepreneurial Symposium (FNES) Planning Committee with all Business Support and Resource Partners to plan a two day symposium that was held at the Deerfoot Inn & Casino. The outcome was greater than we anticipated and the feedback from the attendees was very positive. Additionally it was a successful event and as a result CFT7 will continue to work together and host the FNES every spring.

FABLS & Junior Achievement Pilot Project

A sequential approach in the creation of a strategic partnership with Junior Achievement Northern Alberta (JA) was planned as an implantation of FABLS strategic development plan.

The focus of the strategic plan is to address FABLS' capacity development gaps/challenges:

- 1) Entrepreneurship training program content planning & development;
- 2) Training program management logistics & delivery:
 - a) Fundraising
 - b) Marketing & Promotion
 - c) Qualified facilitation
 - d) Program monitoring & evaluation



FABLS Project

Doing Business off Reserve

Inventory/Website Directory and Training

Community Futures Treaty Seven (CFT7), and the Treaty Seven First Nation Bands; the Blood Tribe, Piikani Nation, Siksika Nation, Tsuu T'ina Nation, Bearspaw, Chiniki, and Wesley (Stoney Nakoda Nations) collaborated to provide a business directory, identify barriers for expanding their market and deliver workshops to address those barriers for the Treaty 7 businesses Doing Business off Reserve:

The mission of the Treaty 7 Business Directory is to assist in the greater participation of Treaty 7 firms within the growing Alberta and Canadian Economy through an inventory of businesses and a website.

The vision is to create a business to business marketplace that will match the companies in Alberta and Canada's procurement demands with Treaty 7 business supply.

Treaty Seven Tourism

CFT7 is a stakeholder and a participant in the Treaty Seven Tourism Development Engagement Group (T7-TDEG). The group is comprised of individuals from the participant groups (Alberta Tourism, Alberta Aboriginal Relations, Alberta Human Services, CFT7, T7MC an EDO and a tourism operator being the Blackfoot Historical Park) and act as the project management authority.

2013 – 2014 T7-TDEG Projects

Treaty 7 Powwow 2013 – Sharing Our Culture – Heritage Park

248 Dancers, 8 Drum Groups and 4,104 Gate Admission

Mutually beneficial event for Treaty 7 Tourism and Heritage Park Historical Village has forged a strong relationship increased interest for further collaboration on events and hiring of interpretive staff from Treaty 7; and an annual Treaty Seven Powwow.

T7 Aboriginal Interpretive Guide Training

Delivered training to 23 Treaty 7 members for the Cultural Interpretive and Experiential Programming for Visitors and Tourism Operators.

T7-TDEG continues to develop the program activities, logistical plans and coordinate the delivery of event/activities (in collaboration with Treaty 7 and AB Tourism, Parks and Recreation) and cultural programming representing Treaty 7 communities and culture.

Moving forward, T7-TDEG will continue marketing collateral needs and human resources needs for event planning and delivery of T7 Tourism.

2012 – 2013 was a very successful year for Community Economic Development and CFT7 will continue to be a leader all areas of CED.

15TH ANNUAL FIRST NATIONS ENTREPRENEURIAL YOUTH SYMPOSIUM

Community Futures Treaty Seven is proud to have hosted the 15th Annual First Nations Entrepreneurial Youth Symposium at Stoney Nakoda Resort and Casino, in Morley Alberta on August 25th – 30th, 2013. Nineteen on and off-reserve treaty/status youth participated in an intense one-week training program designed to assist young entrepreneurs develop a business plan to become self employed.



Stoney Nakoda Resort & Casino

Motivational Speakers included Cowboy Smithx a writer, actor and filmmaker, Stephen Buffalo from Indian Resource Council and Susan Solway co-owner of OneVoice MEDIA. Workshops and guest speakers were scheduled from 9am – 5pm. Evenings were scheduled for and followed by a timeslot for the participants to utilize available business analysts to assist with additional efforts for business plan development.



Symposium Participants

Workshops included:

- Banking for your business (Peace Hills Trust)
- Small Business Law (Eagle Law Group)
- Finance and Accounting (Meyers Norris Penny)
- Risk-taking Exercises
- The Business Link Information Session
- U of C Youth Leadership Program (5 Modules) Bronze Certification

The symposium included some team building and risk taking activities during the afternoons and evenings. The symposium agenda concluded with a banker's panel in which participants presented on several different operational components of being self employed, which was followed by a participant question and advisement opportunity. The 15th Annual symposium had 19 accepted applicants who successfully completed the training program.



Team Building Exercise



In 1984 Carol Mason started up her designing career, which became very profitable quickly within her 1st summer of selling men's western shirts targeted for indian cowboys with eagle feather designs and ribbon shirts. She had started off the production during the winter season and had kept productions to be sold over time as she went to follow rodeos to target the indian cowboys interested in buying her designer wear. After making quite a profitable income the first year she then went on to design ladies western shirts in 1985 as they were in demand after seeing the men's shirts. After seeing the demand in both western shirts, this gave Carol the idea to experiment with other Native Designs such as jackets, coats and traditional camp dresses. The Calgary Herald featured me in their newspaper that year and showcased my designs and labeled me a designer as I didn't recognize myself as one, which at this point I had returned to school to become a 'Designer'.

Carol then went on to enroll in school to further her education on the fashion/design industry where she later then went on to make and promote her fashion label from Canada to the USA. She enrolled in a private academy Form & Function Design Academy and also taking several classes in design at the Alberta College of Art & Design (ACAD). Throughout this period I continued to design and market my line of clothing.

I was invited by the 1988 Winter Olympic planning committee to host a series of Native fashion shows with other Native designers from across Canada during the 14 days of the Olympics. Included in this bid was to train young First Nations to host at various Olympic venues. After I embarked on opening my own business and my own label line began.

My designs had been selected as one of Canada's top ten designers. I was presented at the 1993 Genie Awards. With this came the privilege to design a gown for Tantoo Cardinal who would be one of the presenters. From this coverage Canada's premiere fashion magazine, Chatelaine covered the show and featured the 10 designers in its spring issue.

My hard work has been recognized in both Canada/ USA, with numerous companies wanting to promote my clothing and designs in their stores. After 18 years of public service I am returning to what was my original career intent. I believe I have paid my dues to society through non-profit and ready to return to the industry that I know, love and respect. I have traveled a long road and know am where I am meant to be. It's a lot of hard work, but I am rethinking how to not work hard - but work smarter. It's a good road when that road is built with your own two hands.



Independent Auditors' Report

To the Shareholders of Community Futures Treaty Seven:

We have audited the accompanying financial statements of Community Futures Treaty Seven, which comprise the statement of financial position as at March 31, 2014, and the statements of operations, changes in fund balances, cash flows and the related schedule for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards for government not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Community Futures Treaty Seven as at March 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards for government not-for-profit organizations.

Calgary, Alberta

July 17, 2014

MNP LLP
Chartered Accountants

STATEMENT OF FINANCIAL POSITION

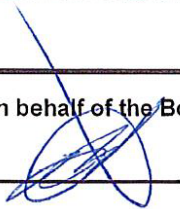
Community Futures Treaty Seven Statement of Financial Position

As at March 31,

	Operating Fund	Investment Fund	Capital Asset Fund	2014	2013 <i>(Restated - Note 3)</i>
Assets					
Current					
Cash	1,364,372	66,486	207,807	1,638,665	1,671,470
Government funding receivable	61,482	-	-	61,482	67,858
Accounts receivable	33,302	-	-	33,302	1,006
Band allocation advances	185,959	-	-	185,959	67,488
Current portion of loans receivable <i>(Note 5)</i>	-	126,219	-	126,219	117,765
	1,645,115	192,705	207,807	2,045,627	1,925,587
Long-term loans <i>(Note 5)</i>	-	443,047	-	443,047	420,527
Capital assets <i>(Note 6)</i>	-	-	557,107	557,107	572,228
	1,645,115	635,752	764,914	3,045,781	2,918,342
Liabilities					
Current					
Accounts payable and accruals	170,667	-	-	170,667	129,881
Band allocations payable	482,576	-	-	482,576	516,763
Deferred revenue <i>(Note 7)</i>	424,682	-	-	424,682	361,680
Current portion of long-term debt <i>(Note 8)</i>	-	61,989	33,387	95,376	130,770
	1,077,925	61,989	33,387	1,173,301	1,139,094
Long-term debt due on demand <i>(Note 8)</i>	-	-	699,225	699,225	732,412
Deferred contributions related to capital assets <i>(Note 9)</i>	-	-	26,947	26,947	29,024
	1,077,925	61,989	759,559	1,899,473	1,900,530
Net Assets					
Share capital <i>(Note 10)</i>	7	-	-	7	7
Externally restricted <i>(Note 11)</i>	-	1,094,009	-	1,094,009	1,094,009
Unrestricted	567,183	(520,246)	5,355	52,292	(76,204)
	567,190	573,763	5,355	1,146,308	1,017,812
	1,645,115	635,752	764,914	3,045,781	2,918,342

Approved on behalf of the Board

Director



Director



The accompanying notes are an integral part of these financial statements

STATEMENT OF OPERATIONS

Community Futures Treaty Seven Statement of Operations

For the year ended March 31,

	Operating Fund	Investment Fund	Capital Asset Fund	2014	2013 (Restated - Note 3)
Revenue					
Aboriginal Skills and Employment Training Strategy	9,325,805	-	-	9,325,805	9,293,726
Capacity enhancement	99,185	-	-	99,185	123,264
Government contributions	1,172,128	-	-	1,172,128	808,178
Interest and fees	-	37,953	-	37,953	17,229
Other income	13,466	-	145,913	159,379	75,756
Rent	-	-	228,686	228,686	228,050
Deferred revenue - from prior years	361,680	-	-	361,680	779,373
Deferred revenue - future expenditures	(389,145)	-	-	(389,145)	(361,680)
Deferred revenue - related to purchase of capital assets	(8,796)	-	-	(8,796)	-
	10,574,323	37,953	374,599	10,986,875	10,963,896
Expenses					
Advertising and promotion	10,457	-	14,044	24,501	13,287
Amortization (Note 9)	-	-	28,524	28,524	27,415
Bad debts (recovery)	-	(700)	-	(700)	(6,636)
Band allocations - ASETS	7,154,559	-	-	7,154,559	7,314,599
Board expenses	17,448	-	-	17,448	18,858
Business and property taxes	-	-	52,732	52,732	40,629
Business support	175,000	-	-	175,000	-
Capacity enhancement	100,329	-	-	100,329	156,473
Conferences	1,722	-	1,391	3,113	310
Disaster recovery	33,576	-	-	33,576	-
Insurance	2,200	-	6,456	8,656	7,530
Interest and bank charges	1,933	-	243	2,176	2,253
Interest on long-term debt	-	-	35,266	35,266	43,978
Office supplies	29,153	-	11,801	40,954	45,426
Professional development	36,454	-	-	36,454	32,176
Professional fees	86,796	-	1,083	87,879	83,222
Project funding	1,533,638	-	12,891	1,546,529	1,518,186
Rent	87,751	-	-	87,751	101,991
Repairs and maintenance	1,380	-	54,230	55,610	69,713
Smaller urban programs	369,806	-	-	369,806	428,021
Telephone and internet	39,358	-	-	39,358	43,746
Travel and subsistence	108,372	-	-	108,372	101,637
Utilities	-	-	62,766	62,766	52,525
Wages and benefits	701,068	-	-	701,068	728,250
Youth entrepreneur	81,800	-	-	81,800	85,251
	10,572,800	(700)	281,427	10,853,527	10,908,840
Excess of revenue over expenses before loss on disposal of capital assets	1,523	38,653	93,172	133,348	55,056
Loss on disposal of capital assets	-	-	(4,852)	(4,852)	-
Excess of revenue over expenses	1,523	38,653	88,320	128,496	55,056

The accompanying notes are an integral part of these financial statements

CFT7 PHOTO GALLERY OF SPECIAL EVENTS



CFT7 Staff
Economic Development Conference



Shawna Morning Bull with Carol Mason
FNES 2013 Success Story



First Nation Entrepreneurial Symposium 2013 Registration
Norma WC, Desiree L, Noella A



Trade Winds to Success
Aboriginal Futures Career & Training Centre Trade Show 2013



2013 CFT7 Annual Disability Employment Conference



CFT7, AFC&TC, & FATS Serving a Big Crowd
CFT7 Stampede BBQ 2013



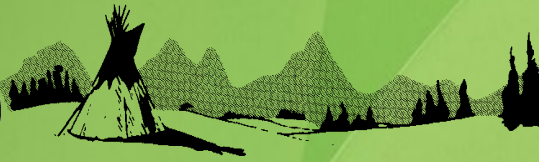
First Nation Entrepreneurial Symposium 2013 Business Panel



Treaty Seven Youth 15th Annual First Nations Entrepreneurial Youth Symposium White Water Rafting Adventure



AFC&TC Staff
Jacqueline Martials, Jack Wilson, Sade Auger, Leigh Ann Palfrey, Lucille Daniels



Supporting Quality Entrepreneurship And Training & Employment Services In The Treaty 7 Territory.



Human Resources and
Skills Development Canada

Ressources humaines et
Développement des compétences Canada



Western Economic
Diversification Canada

Diversification de l'économie
de l'Ouest Canada