

NORTHERN COMMUNITY & SCHOOL RECREATION  
COORDINATOR PROGRAM

2006 – 2007 Operations Report

as submitted to the  
Saskatchewan Lottery Trust Fund for Sport, Culture, and Recreation

by  
The Northern Sport, Culture and Recreation District



**NORTHERN COMMUNITY AND SCHOOL RECREATION COORDINATOR  
PROGRAM  
2006 – 2007 Operations Report**

The 2006 – 2009 NORTHERN COMMUNITY AND SCHOOL RECREATION COORDINATOR PROGRAM (NC&SRCP) is a result of an evolutionary change to its predecessor program(s) developed and delivered by the NSCRD and funded primarily by the Community Initiatives Fund with the support of the Saskatchewan Lottery Trust Fund for Sport, Culture, and Recreation (SLTF) and an anonymous donor.

The Saskatchewan Lottery Trust Fund for Sport, Culture, and Recreation now provides conceptual approval and primary financial support for the program. Funding continues to be augmented by an anonymous donor.

The Northern Sport, Culture and Recreation District are the applicant to the SLTF and program managers. This operations report provides an overview of the program, its changes, as well as 2006-2007 financial and program data. The employers, steering committees, school, and education authorities have submitted the program and financial data.

## THE PROGRAM

### Purpose

The purpose of the Northern Community & School Recreation Coordinator Program (NC&SRCP) is to enhance the quality of life for northerners through the provision of community based sport, culture and recreation programs after school, in the evenings, on weekends and at community and school special events. Community & School Recreation Coordinators are employed to develop and facilitate the delivery of sport, culture and recreation programs, using the school as a major asset of the community and in partnership with other community based organizations providing sport, culture and recreation programs, services and facilities.

### Objectives

1. To **increase participation opportunities** by providing sport, culture and recreation programs after school, in the evenings and on weekends, school holidays and at community and school special events;
2. To **ensure community direction and support** through the development of a community based steering committee;
3. To establish **partnerships** by sharing information and resources between schools and community organizations who share the mandate to provide community sport, culture and recreation programs;
4. To **recruit, retain and support** the community & school recreation coordinator through the provision of a positive work environment coupled with ongoing supervision, training and education support;
5. To **increase the number of volunteers** that assist with the management and coordination of sport, culture and recreation programs and services;
6. To increase community capacity by **providing skill development and leadership development opportunities** to members of the community;
7. To **promote sport, culture and recreation** programs as a positive wellness alternative and an important foundation for quality family life and community spirit.

## **GENERAL OPERATIONS**

The purpose and objectives for this program were redeveloped through extensive consultation with all stakeholders and supported by the SLTF for implementation. The program has three basic elements,

1. Grants to approved Schools and Communities.
  - Salary and Benefits
  - Professional Development
  - Programs and Supplies
2. Training and Leadership Development.
3. Program and Community Development Support.

The 2006-2009 NC&SRCP was viewed as an entirely new process for the communities and schools to engage each other. The SLTF has no restrictions when approving support for programs in First Nations communities therefore all communities with schools were invited to examine the purpose and objectives of the program as to their importance to the community, establish local partnerships and define roles through the submission of a community based Notice of Intent. Of the 49 schools in northern Saskatchewan, 30 developed a Notice of Intent and 25 were selected for support through an inclusive adjudication process.

The development of a Notice of Intent identified who at the community level was prepared to be the employer, to manage the program, to supervise the Community School Recreation Coordinator (CSRC) and to lead the development of the steering committee. This process was a key action in identifying community partners and attaining community direction and support. To strengthen this role a Program Planning model was developed and implemented in approved sites.

Through the stakeholder consultation, significant concern was raised regarding access to training that was sanctioned or certified by training agencies. This was addressed in the delivery of formal training packages developed in conjunction with SIAST.

The NSCRD has contracted Community Development Coordinators from Sask Sport Inc. These Coordinators under the direction of the NSCRD work directly with the approved sites, their coordinators, steering committees, partners, and the sport, culture, and recreation system as whole.

**2006-2007 NORTHERN COMMUNITY & SCHOOL RECREATION COORDINATOR PROGRAM  
APPROVED COMMUNITY AND SCHOOL DETAIL**

	COMMUNITY	SCHOOL	ENROL/POP	STATUS	EMPLOYER	ED. DIVISION
1	Air Ronge	Gordon Denny	216 / 1032	FT	NLSD #113	NLSD #113
2	Air Ronge	Senator Myles Venne	605 / 2310	FT	LLRIB	PAGC
3	Beauval **	Valley View	305 / 806	FT	NLSD #113	NLSD #113
4	Buffalo Narrows	Twin Lakes	313 / 1081	FT	BN IMFC	NLSD #113
5	Dillon	Buffalo River Dene Nation	355 / 615	FT	BRDN	MLTC
6	Canoe Narrows	Canoe Lake Miksiw	360 / 851	FT	CLCN	MLTC
7	Cole Bay	Lakeview	39 / 156	HT	NLSD #113	NLSD #113
8	Creighton	Community School	362 / 1502	FT	CSD #111	CSD #111
9	Cumberland House	Charlebois	221 / 810	FT	NLSD #113	NLSD #113
10	Deschambault Lake	Kistapiskew	535 / 1157	FT	PBCN-DESCHAM.	PAGC
11	Fond du Lac	Fr. Gamache Memorial	365 / 922	FT	FDLDN	PAGC
12	Green Lake	St. Pascal	73 / 361	FT	NLSD #113	NLSD #113
13	Hall Lake	Sally Ross	165 / 514	FT	LLRIB-MORIN LAKE	PAGC
14	Ile a la Crosse	Rossignol	204 / 1341	FT	ILEXSD #112	ILEXSD #112
15	La Ronge	Churchill Community High	598 / 2725	HT	NLSD #113	NLSD #113
16	La Ronge	PreCam	370 / 2725	FT	NLSD #113	NLSD #113
17	Montreal Lake	Sen. Allen Bird Memorial	426 / 1444	FT	MLCN	PAGC
18	Nemeiben River	Chief Mos es Ratt	55 / 314	HT	LLRIB	PAGC
19	Pinehouse **	Minahik Waskahigan	446 / 1076	FT	NLSD #113	NLSD #113
20	Stanley Mission	Rhoda Hardlotte Memorial	575 / 618	FT	LLRIB-STANLEY	PAGC
21	Stony Rapids	Community School	55 / 255	HT	NLSD #113	NLSD #113
22	Timber Bay	Community School	21 / 139	HT	HAMLET	NLSD #113
23	Turnor Lake	Birch Ridge	180 / 475	FT	BNDN	MLTC
24	Weyakwin	Kiskahikan	37 / 99	HT	HAMLET	NLSD #113
25	Wollaston	Fr. Megret	265 / 1238	FT	HLDN	PAGC

**OVERVIEW**

- 25 Schools were approved - 19 Full Time (FT); 6 Half Time (HT).
- 20 Schools were continued participants – 11 positions had incumbents (2 with training); 9 were vacant.
- 5 new Schools/Communities were added (all First Nations).
- 3 Schools were approved at reduced levels (FT to HT).
- \*\* Identifies schools designated for support from the Anonymous Donor.
- School Division/Education Authorities represented.
  - Creighton School Division #111 (1 school)
  - Ile a la Crosse School Division #112 (1school)
  - Prince Albert Grand Council (8 schools)
  - Meadow Lake Tribal Council (3 schools)
  - Northern Lights School Division #113 (12 schools)

## 2006-2007 OPERATIONS REPORT

2006-2007 NC&SRCP SUMMARY STATISTICS
• The program generated 18.9 person years of employment.
• 732 distinct programs were offered.
• 35% sport with 26% ongoing and 9% were special events.
• 43% recreation with 23% ongoing and 20% were special events.
• 22% culture with 9% ongoing and 13% were special events.
• 8,240 opportunities to participate.
• 162,394 total participants.
• Average of 20 participants per program.
• 53% of participants were male and 47% female.
• participants were 3% elders, 20% adults, 40% youth, 35% children and 2% preschool.
• 4,348 volunteers were directly associated with programs

### **Participation Opportunities**

- To guide the development of programs all sites were required to undertake an annual program planning process using a common template developed by the NSCRD.
- No formal definition has been attributed to each programming area. Generally, Sport has been defined as activities that most likely have competition as a major program element. Recreation activities may be physical or social in nature with competition as a minor element. Culture has been considered as activities that were traditional or contemporary in nature. Special Events are a one day single or multi-day, multi-events gatherings with a theme or festival format. These events are usually organized in partnership with other community organizations and agencies.
- The level of program opportunities vary from community to community depending upon the strength of the community school philosophy, the training, education, work experience and the ability of the CSRC, the support of the direct supervisor & steering committees and the length of time the community has participated in the program.
- For some communities, it is a huge achievement to have the doors to the school open in the evening and accessibility to the community for basic drop in programs.

### **Outcomes:**

- The annual program planning requirement brought necessary structure to the community engagement and program planning processes. Continuity of leadership at the community level increased the formality and specificity of the plan.

- The planning process encouraged the steering committee to serve the community as a whole, to identify target groups and to consider the need to increase cultural programs in addition to sport, culture and recreation programs.
- The planning process identified potential partnerships and encouraged the sharing of resources.
- Drop in, unstructured programs have been used to establish participant input processes and evolve, where warranted to more structured formal opportunities.
- Both traditional and contemporary cultural programs continue to grow and to evolve.

**Challenges:**

- Each site continues to struggle with the dynamic tension inherent in the NC&SRCP. They balance personal and organizational purpose and mandate with the inclusive “melting pot” concept of the program. Many sites required flexibility in order to attain the longer term objectives while other required a more pragmatic approach.
- The dynamic tension also manifests itself in actual program delivery. NC&SRCP requires programs be conducted after school, in the evening and on weekends in the community. The employer, partner community agencies, and the entire sport, culture and recreation system occasional subvert the overall objectives of the program to meet theirs.
- Limited personal experiences in sport, culture and recreation either as a participant or in an administrative capacity severely limits the availability of people comfortable enough to step forward to volunteer and to provide leadership.
- The northern environment is also foreign to most leadership in the provincial sport, culture and recreation system. This limited comfort coupled with the relatively small population with a high level of need results in extreme difficulty in securing technical developmental services. This difficulty is not always financing but more likely priority and focus.
- The following series of charts provide detail by approved school/community.
  1. 2006 – 2007 NC&SRCP Program Type and Frequency
  2. 2006 – 2007 NC&SRCP Programs, Population and Age
  3. 2006 – 2007 NC&SRCP Participants

**2006 – 2007 NC&SRCP  
PROGRAM TYPE & FREQUENCY**

			SPORT		RECREATION		CULTURE		TOTAL
	COMMUNITY	SCHOOL	ONGOING	SPECIAL EVENTS	ONGOING	SPECIAL EVENTS	ONGOING	SPECIAL EVENTS	
1	Air Ronge	Gordon Denny	15	9	23	16	0	15	78
2	Air Ronge	Senator Myles Venne	11	3	8	5	7	6	40
3	Beauval **	Valley View	9	1	4	2	1	2	19
4	Buffalo Narrows	Twin Lakes	7	0	5	3	5	2	22
5	Dillon	Buffalo River Dene Nation	1	9	6	33	2	33	84
6	Canoe Narrows	Canoe Lake Miksiw	6	3	9	11	3	0	32
7	Cole Bay	Lakeview	0	0	0	0	0	0	0
8	Creighton	Community School	10	11	4	13	4	7	49
9	Cumberland House	Charlebois	11	1	5	4	2	0	23
10	Deschambault Lake	Kistapiskew	4	2	4	3	1	1	15
11	Fond du Lac	Fr. Gamache Memorial	2	0	3	0	1	2	8
12	Green Lake	St. Pascal	12	1	15	3	6	4	41
13	Hall Lake	Sally Ross	4	4	8	6	1	1	24
14	Ile a la Crosse	Rossignol	11	3	12	2	6	0	34
15	La Ronge	Churchill Community High	9	0	4	3	1	0	17
16	La Ronge	PreCam	31	4	29	13	5	3	85
17	Montreal Lake	Sen. Allen Bird Memorial	6	2	2	1	0	1	12
18	Nemeiben River	Chief Moses Ratt	1	5	2	4	1	4	17
19	Pinehouse **	Minahik Waskahigan	5	2	0	4	1	4	26
20	Stanley Mission	Rhoda Hardlotte Memorial	9	2	12	4	2	8	37
21	Stony Rapids	Community School	7	0	5	8	4	1	25
22	Timber Bay	Community School	1	0	4	6	3	2	16
23	Turnor Lake	Birch Ridge	6	1	5	0	4	0	16
24	Weyakwin	Kiskahikan	0	0	0	0	0	0	0
25	Wollaston	Fr. Megret	3	1	3	1	2	2	12
		TOTALS	<b>181</b>	<b>64</b>	<b>172</b>	<b>145</b>	<b>62</b>	<b>98</b>	<b>732</b>
		TYPE/ SHARE	26%	9%	23%	20%	9%	13%	
		OVERALL SHARE	<b>SPORT 35%</b>		<b>RECREATION 43%</b>		<b>CULTURE 22%</b>		

**2006 – 2007 NC&SRCP – PROGRAM TYPE & FREQUENCY**

**2006 – 2007 NC&SRCP  
PROGRAMS – POPULATION - % BY AGE**

	COMMUNITY	SCHOOL	STATUS	ENROL / POP	TOTAL PROGRAMS	ELDERS	ADULTS	YOUTH	CHILDREN	PRE - SCH
1	Air Ronge	Gordon Denny	FT	216 / 1032	78	5%	15%	10%	64%	6%
2	Air Ronge	Senator Myles Venne	FT	605 / 2310	40	2%	23%	42%	33%	0%
3	Beauval **	Valley View	FT	305 / 806	19	2%	18%	51%	29%	0%
4	Buffalo Narrows	Twin Lakes	FT	313 / 1081	22	1%	15%	36%	46%	2%
5	Dillon	Buffalo River Dene Nation	FT	355 / 615	84	3%	27%	40%	29%	1%
6	Canoe Narrows	Canoe Lake Miksiw	FT	360 / 851	32	3%	13%	40%	39%	5%
7	Cole Bay	Lakeview	HT	39 / 156	0	0%	0%	0%	0%	0%
8	Creighton	Community School	FT	362 / 1502	49	10%	13%	17%	53%	7%
9	Cumberland House	Charlebois	FT	221 / 810	23	3%	18%	39%	37%	3%
10	Deschambault Lake	Kistapiskew	FT	535 / 1157	15	3%	24%	55%	18%	1%
11	Fond du Lac	Fr. Gamache Memorial	FT	365 / 922	8	2%	22%	41%	35%	0%
12	Green Lake	St. Pascal	FT	73 / 361	41	1%	34%	26%	39%	0%
13	Hall Lake	Sally Ross	FT	165 / 514	24	5%	15%	42%	36%	2%
14	Ile a la Crosse	Rossignol	FT	204 / 1341	34	1%	24%	47%	24%	4%
15	La Ronge	Churchill Community High	HT	598 / 2725	17	10%	24%	62%	4%	0%
16	La Ronge	PreCam	FT	370 / 2725	85	0%	7%	7%	86%	0%
17	Montreal Lake	Sen. Allen Bird Memorial	FT	426 / 1444	12	2%	22%	61%	10%	5%
18	Nemeiben River	Chief Moses Ratt	HT	55 / 314	17	0%	3%	5%	82%	10%
19	Pinehouse **	Minahik Waskahigan	FT	446 / 1076	26	1%	36%	49%	12%	2%
20	Stanley Mission	Rhoda Hardlotte Memorial	FT	575 / 618	37	1%	34%	53%	12%	0%
21	Stony Rapids	Community School	HT	55 / 255	25	4%	14%	44%	36%	2%
22	Timber Bay	Community School	HT	21 / 139	16	6%	25%	28%	40%	2%
23	Turnor Lake	Birch Ridge	FT	180 / 475	16	1%	16%	62%	21%	0%
24	Weyakwin	Kiskahikan	HT	37 / 99	0	0%	0%	0%	0%	0%
25	Wollaston	Fr. Megret	FT	265 / 1238	12	1%	3%	62%	34%	0%
		<b>TOTALS</b>			<b>732</b>	<b>3%</b>	<b>20%</b>	<b>40%</b>	<b>35%</b>	<b>2%</b>

**2006 – 2007 NC&SRCP – PROGRAMS – POPULATION AGE**

**2006 – 2007 NC&SRCP  
PARTICIPANTS**

	COMMUNITY	SCHOOL	STATUS	TOTAL PROGRAMS	FREQ	TOTAL PARTICIPANTS	MALE	FEMALE	AVERAGE	VOL
1	Air Ronge	Gordon Denny	FT	78	913	19,171	8,151	11,020	21	1,798
2	Air Ronge	Senator Myles Venne	FT	40	822	15,204	8,351	6,673	18	193
3	Beauval **	Valley View	FT	19	346	5,617	3,537	2,080	16	29
4	Buffalo Narrows	Twin Lakes	FT	22	187	2,941	1,420	1,521	16	14
5	Dillon	Buffalo River Dene Nation	FT	84	366	10,537	4,984	5,553	28	178
6	Canoe Narrows	Canoe Lake Miksiw	FT	32	251	6,563	3,491	3,072	28	91
7	Cole Bay	Lakeview	HT	0	0	0	0	0	0	0
8	Creighton	Community School	FT	49	139	4,461	2,049	2,412	32	44
9	Cumberland House	Charlebois	FT	23	230	205	1,341	1,064	11	46
10	Deschambault Lake	Kistapiskew	FT	15	444	8,163	5,305	2,858	18	106
11	Fond du Lac	Fr. Gamache Memorial	FT	8	64	1,245	560	685	19	16
12	Green Lake	St. Pascal	FT	41	471	4,772	2,872	1,900	10	42
13	Hall Lake	Sally Ross	FT	24	84	1,731	704	1,027	21	28
14	Ile a la Crosse	Rossignol	FT	34	487	9,804	5,256	4,548	20	191
15	La Ronge	Churchill Community High	HT	17	189	3,191	1,615	1,576	17	2
16	La Ronge	PreCam	FT	85	512	14,874	6,010	8,864	29	969
17	Montreal Lake	Sen. Allen Bird Memorial	FT	12	275	9,876	6,738	3,138	35	60
18	Nemeiben River	Chief Moses Ratt	HT	17	237	4,991	2,942	2,049	21	178
19	Pinehouse **	Minahik Waskahigan	FT	26	780	10,416	6,043	4,373	13	103
20	Stanley Mission	Rhoda Hardlotte Memorial	FT	37	444	8,163	5,305	2,858	18	106
21	Stony Rapids	Community School	HT	25	369	6,998	3,955	3,043	19	17
22	Timber Bay	Community School	HT	16	264	4,226	2,315	1,911	16	87
23	Turnor Lake	Birch Ridge	FT	16	273	3,888	2175	1,713	14	28
24	Weyakwin	Kiskahikan	HT	0	0	0	0	0	0	0
25	Wollaston	Fr. Megret	FT	12	133	3,337	1,538	1,799	25	22
		<b>TOTALS</b>		<b>732</b>	<b>8,280</b>	<b>162,394</b>	<b>86,657</b>	<b>75,737</b>	<b>Ave. of 20</b>	<b>4,348</b>

**2006 – 2007 NC&SRCP - PARTICIPANTS**

## **Community Direction, Partnerships, and Support**

- Previous manifestations of this program placed responsibility on the schools, school officials, and education personnel to open up their assets, engage the community and provide program and organizational leadership. The 2006-2009 NC&SRCP required the community as a whole to make decisions regarding who should be the employer, the supervisor and steering committee developer. The school and education system were required to be partners and bring their assets to the table. Each community identified who would lead the program through the Notice of Intent.
- In First Nations, community governance can be very personal. The assigned portfolio system can create increased tension between the recreation and education portfolios. Resources in NC&SRCP are designed to bring them together. This will take time. The Band is the employer and the education portfolio appears to provide the most consistent and compliant supervision to the Community and School Recreation Coordinator and leadership to the steering committee.
- As of 2006, all provincial schools were directed to establish School Community Committees. Previously, some local school boards were the steering committees. Presently, no School Community Committees act as a steering committee and others minimally participate in a local steering committee.
- The NSCRD is an amalgamation of the 5 regional recreation associations and the Northern Recreation Coordinating Committee. Through this consolidated organization consistent system leadership, support and processes like the Program Planning template are evolving.

### **Outcomes**

- In provincial communities, school divisions continued to be the employer in 11 sites, while municipalities was the employer of choice in 2 sites and 1 not for profit organization is the employer in yet another. The decision of employer of choice is made at the community level and is impacted by the organizational capacity of community based organizations and continuity of leadership from the school system.
- 4 municipalities lead the development of a steering committee.
- The Notice of Intent process resulted in increased understanding of the program objectives, increased community empowerment, responsibility, and accountability by the community back to their community and school and to the NSCRD.
- Two half time sites determined they did not have the capacity to meet the objectives of the program and opted out of the program. Another half time site faced recruitment challenges and had focussed primarily on “in school” activities. They opted out of the program. One full time site acknowledged they were not meeting the objectives of the program due to

a major focus on the arena and the hockey program. They opted out of the program.

- Less than 10% of the previous sites had a functioning steering committee while all now report a steering committee functioning at some level.
- The program planning process and the requirement of an active steering committee has challenged some communities to the point of potentially losing their program. This has inspired their resolve to meet the obligations of the program and has resulted in a significantly stronger and more effective program. This has occurred in a minimum of 5 communities.
- All sites developed annual program plans and budgets.

### **Challenges**

- Some communities did not expend the total budget. This is used as a learning opportunity to encourage increased & improved financial and program management by the CSRC, program supervisors, steering committees, and the employer. The employer retains the responsibility for accounting functions.
- Access to the school physical plant and equipment remains controlled at the local level. The degree of control is contingent upon relationships at the leadership as well as programming level.
- Minimal additional financial support has been identified.
- Partnerships between organizations and individuals who deliver sport, culture and recreation programs at the community level continue to be very challenging in some communities. This is in part due to competition between workers, the fear that sharing of programs may result in the loss of jobs or status in the local political environment.

### **Recruit, Retain and Support Community & School Recreation Coordinator**

- Each site is responsible to recruit and to provide ongoing performance management, while establishing compensation consistent with the NC&SRCP north wide scale.
- High turnover is consistent with this program. It is also consistent many other sectors such as education, and health positions throughout the north. Retention of the CSRC is much likelier to occur when the CSRC receives strong local supervision and support. Many coordinators prefer working in a school environment.
- The turnover with new personnel and new sites is expected. The steering committees and employers are managing performance and attempting to find the right match for the longer term.

### **Outcomes**

- The 2006-2007 program year generated 18.9 person years of employment.

- At the start of the program year, September 1<sup>st</sup> there were 11 incumbents. 7 remained in their position at August 31<sup>st</sup>. Professional advancement and personal relationships were primary factors in the turnover.
- 14 sites retained their incumbent or initial hire for the entire program year. 36 people in total were hired as Community and School Recreation Coordinators. Three historically stable sites experienced significant turnover employing 8 different people.
- Local support through a steering committee or supervisor outside of the school environment has provided a more effective conflict resolution process.

### **Challenges**

- Salary scales are becoming an issue and need to be examined in light of the existing employment environment.
- Unsociable work conditions and hours inherent in the NC&SRCP.
- Those sites that hire fully qualified staff must spend their entire grant on salary and benefits resulting in no program dollars.
- Some sites are hesitant to provide strong supervision that may result in a local person losing employment. These sites are supported and encouraged to establish a performance management process that will benefit the supervisor, the CSRC, and the overall program.

### **Leadership Training**

- An orientation training session was held for all CSRC's in September 2006 in LaRonge. This general in-service and networking session consisted of sessions related to program administration requirements and sport, culture and recreation system networking.
- With the evolution of the 2003-2006 program, the employers, particularly the Northern Lights School Division, as well as the incumbent CSRCs requested access to formal certifiable training. The NSCRD developed a series of distance education/home study courses in conjunction with the SIAST Extension Division. CSRCs were registered as SIAST students and were eligible to receive full credit for those courses successfully completed through distance education. Those CSRCs (2) who met the minimal education requirements of a diploma or a degree in recreation or leisure services were not required to participate.
- The Program covered the travel, meals, accommodation, and cost of books in the 2006 – 2007 program year. Costs to design the programs were incurred in the previous program.
- The courses offered through the Recreation and Tourism Management program were LEAD 180 - Leadership and Group Dynamics, RT 185 - Program Planning, ADMIN 201 – Proposal Writing. The courses offered through the Child care Worker program were SFTY 184 – Crisis Prevention, HUMR 186 Interpersonal Skills, and MGMT 281 – Behaviour Principals and Management. Three 5 day “in person”

training sessions occurred during one week in October, 2006, one week in February 2007 and one week in June 2007. In some cases, when additional seats were open, northern recreation workers who were specifically connected to the program were offered the opportunity to participate in the SIAST sessions.

### **Outcomes**

- 24 participants including CSRCs and supervisors attended the LaRonge orientation session. This process established an immediate enhanced level of functionality.
- 16 of the 17 students passed Crisis Prevention, which did not require distance education assignments. The remaining courses had a maximum of 3 and a minimum of 1 person actually acquire course credit.

### **Challenges**

- Initially, some of the CSRC's were challenged beyond their comfort level and in some cases, beyond their ability to comprehend and to apply theory to the practical application of their actual work experience. However, this improved significantly over the period of the 3 one week sessions and the instructors pleased with the student's progress. Overall, very few of the CSRCs completed their required distance education assignments. Course content enhanced their knowledge and skill development but did not result in the achievement of formal credit for SIAST courses nor immediately improving day to day functioning.

## **Volunteers and Skill Development Opportunities**

- Life experiences and finances limit participation by community members in an administrative capacity or as a program leader or participant.
- The movement to community decisions regarding responsibility for the program elements has enhanced the status of the program and the relationships that are necessary to engage community. The development of strong mutually respectful relationships has improved but needs continual focus and support.
- Some training events have been designed to facilitate the various players at the community level to interact with the CSRC but also other managers, steering committee representatives as well as community recreation personnel.

### **Outcomes**

- Steering committees identified leadership and education opportunities that would enable local people to attend courses to receive information and certifications that would enhance their ability to lead programs at a local

level. Examples are Girl Guide training, coaching certification and the S.P.R.A. play leadership program.

- Significant community support occurs when conducting traditional cultural events. Program support appears to be directly related to personal knowledge and friendship rather than a planned approach.

### **Challenges**

- Volunteering remains a financial as well as conceptual issue for the north to manage.
- The movement to community decisions regarding responsibility for the program elements has enhanced the status of the program and the relationships that are necessary to engage community. The development of strong mutually respectful relationships has improved but needs continual focus and support.
- The provision of these training opportunities places extreme pressure on the local operating budget but at times is the only outside source of funding.

## **Community Spirit and Wellness**

### **Outcomes**

- The NC&SRCP has an increasingly strong recognition factor in each community and throughout the north. There is an enhanced understanding of the partnerships necessary to make up a community.
- Local Steering committees and school personnel are stepping forward and sharing their experience with other communities.
- Culture Camps, Festivals and programming that requires families to participate together at the school provide the best opportunity to use sport culture and recreation programs for individual and community wellness.

### **Challenges**

- Northern communities traditionally have strong sense of the need to celebrate and share. This is impacted by organizational needs for accountability that may not be consistent with community values and operations.

## **Financial Overview**

- The following chart represents the financial report to the SLTF for the Operating year of September 1<sup>st</sup>, 2006 – August 31<sup>st</sup>, 2007

2006-2007 NC&SRCP

Comprehensive Financial Report

COMMUNITY	SCHOOL	ED. AUTHORITY / EMPLOYER	GRANT	ALL EXPENDITURES		
				Wages/Benefits	Programs	Train
1 Air Ronge	Gordon Denny Community School	NLSD #113	\$35,000.00	\$37,938.42	\$125.00	\$
2 Air Ronge	Senator Myles Venne School	Lac LaRonge Indian Band (LLRIB)	\$35,000.00	\$30,561.81	\$4,512.86	\$
3 Beauval **	Valley View School	NLSD #113	\$35,000.00	\$21,257.95	\$10,484.60	\$3
4 Buffalo Narrows	Twin Lakes Community School	B.N.Friendship Center / NLSD #113	\$35,000.00	\$16,465.68	\$2,412.85	\$3
5 Dillon	Buffalo River Dene Nation School	Buffalo River Dene Nation	\$35,000.00	\$22,955.65	\$16,484.29	\$1
6 Canoe Narrows	Canoe Lake First Nation School	Canoe Lake First Nation	\$35,000.00	\$27,563.52	\$9,090.15	\$2
7 Cole Bay	Lakeview School	NLSD #113	\$17,500.00	\$3,123.13	\$3,583.70	\$
8 Creighton	Creighton Community School	Creighton School Division #111	\$35,000.00	\$24,737.00	\$51,715.00	\$3
9 Cumberland House	Charlebois Community School	NLSD #113	\$35,000.00	\$31,928.08	\$2,458.50	\$1
10 Deschambault Lake	Kistapiskew School	Deschambault Lake - PBCN	\$35,000.00	\$31,187.00	\$2,581.00	\$1
11 Fond du Lac	Father Gamache Memorial School	Fond du Lac Dene Nation	\$35,000.00	\$10,249.34	\$21,934.70	\$2
12 Green Lake	St. Pascal School	NLSD #113	\$35,000.00	\$15,512.61	\$17,698.22	\$1
13 Hall Lake	Sally Ross School	Morin Lake Band - LLRIB	\$35,000.00	\$15,154.24	\$17,250.00	\$
14 Ile a la Crosse	Rossignol Elementary School	Ile a la Crosse School Division #112	\$35,000.00	\$21,969.79	\$12,596.60	\$2
15 La Ronge	Churchill Community High School	NLSD #113	\$17,500.00	\$7,197.95	\$3,826.88	\$
16 La Ronge	Pre-Cam Community School	NLSD #113	\$35,000.00	\$34,983.14	\$1,663.17	\$1
17 Montreal Lake	Senator Allan Bird Memorial School	Montreal Lake Cree Nation	\$35,000.00	\$17,937.91	\$876.34	\$
18 Nemeiben River	Chief Moses Ratt School	Lac La Ronge Indian Band	\$17,500.00	\$20,822.51	\$1,159.63	\$1
19 Pinehouse **	Minahik Waskahigan School	NLSD #113	\$35,000.00	\$28,470.89	\$3,243.01	\$3
20 Stanley Mission	Rhoda Hardlotte Memorial School	Stanley Mission Band - LLRIB	\$35,000.00	\$25,048.34	\$2,181.38	\$
21 Stony Rapids	Stony Rapids School	NLSD #113	\$17,500.00	\$5,032.57	\$6,671.57	\$
22 Timber Bay	Timber Bay School	Hamlet of Timber Bay / NLSD #113	\$17,500.00	\$10,296.15	\$5,239.94	\$2
23 Turnor Lake	Birch Ridge Community School	Birch Narrows Dene Nation	\$35,000.00	\$17,535.87	\$1,002.00	\$

24 Weyakwin	Kiskahikan School	Hamlet of Weyakwin / NLSD #113	\$17,500.00	\$5,362.09	\$3,580.84	\$1
25 Wollaston	Father Megret Elementary School	Hatchet Lake Dene Nation	\$35,000.00	\$31,197.28	\$2,583.26	\$2
<b>Totals</b>			<b>\$770,000.00</b>			
	Total Salary & Benefits			<b>\$514,488.92</b>		
	Total Program Expenditures				<b>\$204,955.49</b>	
	Total Training Expenditures					<b>\$38,000.00</b>
	Total Expenditures					
	Person Years of employment (est.)					

NSCRD Expenditures

Administration	<b>\$3,629.61</b> (site selection) NSCRD expense	
Training Events	\$22,788.21 06/07 audited statements	Grants to
Training Events	\$10,550.85 07/08 statements	
<b>Total</b>	<b>\$33,339.06</b>	

**Funding Return Calculation**

	<b>SLTF</b>	<b>Anon. Donor</b>
Grants to Schools/Communities	\$700,000.00	\$70,000.00
Training and Education	\$30,000.00	
Schools/Community Expenses	(\$614,278.14)	(\$70,000.00)
Education Expenses	(\$33,339.06)	
<b>Grant Return</b>	<b>\$82,382.80</b>	\$0.00

