

NORTHERN COMMUNITY & SCHOOL RECREATION
COORDINATOR PROGRAM

2008 – 2009
OPERATIONS REPORT

SUBMITTED TO THE

Saskatchewan Lottery Trust Fund for Sport, Culture, and Recreation
and Give Kids Chance Charity Inc. as supported by a Donor

by

The Northern Sport, Culture and Recreation District



NORTHERN COMMUNITY AND SCHOOL RECREATION COORDINATOR PROGRAM

2008 – 2009 Operations Report

The 2008 – 2009 NORTHERN COMMUNITY AND SCHOOL RECREATION COORDINATOR PROGRAM (NC&SRCP), is a result of an evolutionary change to predecessor program(s) developed and delivered by the Northern Sport Culture and Recreation District (NSCRD). These were funded primarily by the Community Initiatives Fund with the support of the Saskatchewan Lottery Trust Fund for Sport, Culture, and Recreation (SLTF) and a 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 information included in this report reflects the operations within the third year of a three-year funding allocation from the SLTF, augmented by funds from Give Kids a Chance Charity Inc. as supported by an Anonymous Donor.

The Northern Community & School Recreation Coordinator Program is managed and administered by The Northern Sport, Culture and Recreation District. The NSCRD is the applicant to the SLTF. This operations report provides an overview of the program as well as 2008-2009 financial and program data. The employers, steering committees, school administration, education divisions and 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 developed in 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.

Number of Approvals

The 2006 - 2009 NC&SRCP is a process for the communities and schools to engage each other. Communities and schools were initially selected through the community developed Notice of Intent process. Continuation relies upon the community and school meeting the obligations they have to each other as well as meeting program accountabilities. The following chart reflects year over year number of approvals as at September 1st. Developmental sites are spots open for additional approvals and not as of yet designated to a community.

Approvals	2006-2007	2007-2008	2008-2009
Full Time	19	19	18
Half Time	6	3	3
Developmental		1	2

Salary Issues

To address the concerns regarding CSRC salary levels and the impact this had on sites ability to secure and retain candidates, particularly those with training, the SLTF and the Donor committed additional resources targeted at salary levels effective September 1, 2008. Grants to full time sites increased to \$37,500 from \$35,000. The salary grid increase of approximately 7% matched the existing NLSD #113 Salary Grid. However, as noted in the 2007-2008 NC&SRCP Operation Report, the NLSD grid was increased approximately 35% effective September 1st, 2008. Further details are detailed in the Objective Recruit, Retain and Support CSRC section of this report on page 13.

Program Management and Community Development Support

The NSCRD continued to manage the program up to March 31, 2009, through two Community Development Coordinators (CDCs) contracted from Sask Sport Inc. Effective April 1, 2009, the CDC positions were decreased to one Program Manager. The NSCRD has staffed this position through a two - year secondment agreement with Sask Sport Inc.

The administration of the program, through a NSCRD transition process implemented in 2008, relied upon 3 Community Relations Coordinator positions (CRCs) to provide direct support to the program sites within a specific geographic service area. As well, the Program Managers for Culture & Community Development and Sport & Recreation provided ongoing support through the mandatory CSRC training events and providing direct technical support to sites upon request. Note: the CRC position for the West Service Area remained vacant during the 2008 – 2009 year. The NC&SRC Program Manager provided direct support to those sites.

Together, the NSCRD staff team works directly with the approved sites, their coordinators, steering committees, partners, and the sport, culture, and recreation system as whole.

Program Planning Cycle

In June 2009, the NSCRD made an application to the SLTF to continue NC&SRCP funding for a three-year term from September 2009 to August 2012. We had requested the same level of SLTF support in 2009 with a 3% increase in the subsequent two years. As well, recommending less administration and a reduced number of sites. A key component of the submission was to increase site grants to provide additional funds to enable all sites to match the NLSA #113 salary grid for the entire program.

The SLTF approved the same level of funding for a 2-year term to the same number of sites, from September 2009 to August 2011. With the reduction in administration this resulted in a 7% increase to grants to sites including the salary grid, to \$40,000 per year. Further, a 3% increase to sites (up to \$41,500) was budgeted for 2010 - 2011.

The NC&SRCP enables northern communities to deliver sport, culture and recreation programs and supports the development of community and school capacity to meet their resident's needs. The NSCRD will continue to work together with the SLTF, the Donor and other funders to secure ongoing funding and support for this program beyond August 31, 2011.

**2008 – 2009 NORTHERN COMMUNITY AND SCHOOL RECREATION COORDINATOR PROGRAM
APPROVED COMMUNITY AND SCHOOL DETAIL**

	COMMUNITY	SCHOOL	STATUS	EMPLOYER	ED. DIVISION
1	Air Ronge	Gordon Denny	FT	NLSD #113	NLSD #113
2	Air Ronge – LLRIB	Senator Myles Venne	FT	LLRIB	PAGC
3	Air Ronge – LLRIB	Bells Point Elementary	FT	LLRIB	PAGC
4	Beauval **	Valley View	FT	NLSD #113	NLSD #113
5	Buffalo Narrows	Twin Lakes	FT	BN IMFC	NLSD #113
6	Dillon	Buffalo River Dene Nation	FT	BRDN	MLTC
7	Canoe Narrows	Canoe Lake Miksiw	FT	CLCN	MLTC
8	Creighton	Community School	FT	CSD #111	CSD #111
9	Cumberland House	Charlebois	FT	NLSD #113	NLSD #113
10	Fond Du Lac	Fr. Gamache Memorial	FT	FDFLN	PAGC
11	Green Lake	St. Pascal	FT	NLSD #113	NLSD #113
12	Hall Lake	Sally Ross	FT	LLRIB	PAGC
13	Ile a la Crosse	Rossignol Elementary	FT	ILEXSD #112	ILEXSD #112
14	La Ronge	Churchill Community High	HT	NLSD #113	NLSD #113
15	La Ronge	PreCam	FT	NLSD #113	NLSD #113
16	La Loche	Community Schools	FT	LSRC Inc.	NLSD #113
17	Montreal Lake	Sen. Allen Bird Memorial	FT	MLCN	PAGC
18	Nemeiben River	Chief Moses Ratt	HT	LLRIB	PAGC
19	ERFN - Patuanak	St. Louis School	FT	ERFN	MLTC
20	Pinehouse **	Minahik Waskahigan	FT	NLSD #113	NLSD #113
21	Sandy Bay	Hector Thiboutot	FT	NLSD #113	NLSD #113
22	Stanley Mission - LLRIB	Keethanow	FT	LLRIB - STANLEY	PAGC
23	Southend – PBCN	Reindeer Lake	FT	PBCN - Southend	PAGC
24	Timber Bay	Community School	HT	HAMLET	NLSD #113

OVERVIEW

- 22 schools were approved to continue from the previous operating year – (19 full time and 3 half time)
- Sandy Bay was reinstated to the program effective Sept. 1st, 2008, replacing Deschambault Lake.
- Black Lake did not have the capacity to meet the objectives and continue in the program resulting in English River First Nation - Patuanak being selected as a full time developmental site effective Feb. 1st 2009.
- Montreal Lake Cree Nation was removed from the program effective January 22nd, 2009 resulting in Bells Point Elementary being selected as a full time developmental site effective. April 1st 2009.
- School Division /Education Authorities supported,
 1. Northern Lights School Division #113 – 11 schools
 2. Prince Albert Grand Council – 8 schools
 3. Meadow Lake Tribal Council – 3 schools
 4. Creighton School Division #111 – 1 school
 5. Ile a la Crosse School Division #112 – 1 school
- ** Identifies schools designated as receiving support from the Donor.

2008 - 2009 OPERATIONS REPORT

2008-2009 NC&SRCP SUMMARY STATISTICS
• The program generated 21.3 person years of employment.
• 737 distinct programs were offered.
• 34% sport with 24% ongoing and 10% were special events.
• 39% recreation with 20% ongoing and 19% were special events.
• 27% culture with 11% ongoing and 16% were special events.
• 12,052 opportunities to participate
• 225,806 total participants.
• Average of 22 participants per program.
• 51% of participants were male and 49% female.
• Participants were 4% elders, 26% adults, 33% youth, 33% children, and 4% preschool.
• 5,731 volunteers were directly associated with programs

Participation Opportunities

- 25% increase in frequency of programs (opportunities to participate) from the 07-08 year.
- 13% increase in overall participation in programs from the 07-08 year.
- 7% decrease in volunteers from the 07-08 year.
- There has been a noticeable emphasis on contemporary cultural programming at the community level. Some communities have initiated music and band programs. As well drama, dance, fiddle programs have been developing. An ongoing challenge continues to be attracting qualified instructors and or leadership at the community level.
- Overall statistics remain consistent in categories of program or participant profile.
- To guide the development of programs all sites are 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.

The following series of charts provide program detail by approved school/community.

1. 2008 – 2009 NC&SRCP Program Type and Frequency
2. 2008 – 2009 NC&SRCP Programs and Age
3. 2008 – 2009 NC&SRCP Participants

**2008 – 2009 NC&SRCP
PROGRAM TYPE AND FREQUENCY**

			SPORT		RECREATION		CULTURE		TOTAL
	COMMUNITY	SCHOOL	ONGOING	SPECIAL EVENTS	ONGOING	SPECIAL EVENTS	ONGOING	SPECIAL EVENTS	
1	Air Ronge	Gordon Denny	14	11	24	19	6	11	85
2	Air Ronge – LLRIB	Senator Myles Venne	5	2	3	2	2	3	17
3	Air Ronge – LLRIB	Bells Point Elementary	3	1	3	2	0	2	11
4	Beauval **	Valley View	20	4	6	3	0	14	47
5	Buffalo Narrows	Twin Lakes	7	3	2	3	3	4	22
6	Dillon - BRDN	Buffalo River Dene Nation	5	8	2	6	2	3	26
7	Canoe Narrows – CLCN	Canoe Lake Miksiw	5	3	6	5	9	9	37
8	Creighton	Community School	4	7	17	19	7	15	69
9	Cumberland House	Charlebois	15	3	6	3	5	5	37
10	Fond Du Lac – FDFN	Fr. Gamache Memorial	2	5	3	7	5	2	24
11	Green Lake	St. Pascal	14	0	14	13	4	3	48
12	Hall Lake – LLRIB	Sally Ross	16	6	3	4	2	6	37
13	Ile a la Crosse	Rossignol Elementary	11	6	10	15	0	6	48
14	La Ronge	Churchill Community High	4	1	2	1	4	1	13
15	La Ronge	Pre Cam Elementary	7	1	14	1	10	2	35
16	La Loche	Community Schools	10	1	11	9	2	5	38
17	Montreal Lake- MLCN	Sen. Allen Bird Memorial	No longer in the program						
18	Nemeiben River –LLRIB	Chief Moses Ratt	No longer in the program						
19	Patuanak – ERFN	St. Louis School	2	2	2	3	2	4	15
20	Pinehouse **	Minahik Waskahigan	5	3	6	2	6	3	25
21	Sandy Bay	Hector Thiboutot	4	5	3	4	3	2	21
22	Stanley Mission – LLRIB	Keethanow	10	3	4	9	6	10	42
23	Southend - PBCN	Reindeer Lake	7	2	3	5	3	2	22
24	Timber Bay	Community School	2	0	4	3	2	7	18
		TOTALS	172	77	148	138	83	119	737
		TYPE/ SHARE	24%	10%	20%	19%	11%	16%	
		OVERALL SHARE	SPORT 34%		RECREATION 39%		CULTURE 27%		

**2008 – 2009 NC&SRCP
PROGRAMS – % by AGE**

	COMMUNITY	SCHOOL	STATUS		TOTAL PROGRAMS	ELDERS	ADULTS	YOUTH	CHILD	PRE SCH
1	Air Ronge	Gordon Denny	FT		85	4%	17%	15%	60%	4%
2	Air Ronge – LLRIB	Senator Myles Venne	FT		17	1%	15%	69%	14%	1%
3	Air Ronge – LLRIB	Bells Point Elementary	FT		11	4%	27%	26%	34%	8%
4	Beauval **	Valley View	FT		47	2%	30%	25%	40%	2%
5	Buffalo Narrows	Twin Lakes	FT		22	1%	13%	25%	57%	5%
6	Dillon - BRDN	Buffalo River Dene Nation	FT		26	2%	18%	38%	37%	5%
7	Canoe Narrows - CLCN	Canoe Lake Miksiw	FT		37	3%	26%	35%	32%	5%
8	Creighton	Community School	FT		69	11%	21%	18%	44%	5%
9	Cumberland House	Charlebois	FT		37	3%	22%	39%	35%	1%
10	Fond Du Lac - FDLFN	Fr. Gamache Memorial	FT		24	3%	28%	37%	26%	6%
11	Green Lake	St. Pascal	FT		48	3%	31%	29%	34%	3%
12	Hall Lake – LLRIB	Sally Ross	FT		37	3%	22%	45%	25%	4%
13	Ile a la Crosse	Rossignol Elementary	FT		48	7%	29%	33%	22%	10%
14	La Ronge	Churchill Community High	HT		13	2%	31%	51%	16%	0%
15	La Ronge	Pre Cam Elementary	FT		35	1%	41%	13%	45%	0%
16	La Loche	Community Schools	FT		38	7%	24%	46%	19%	5%
17	Montreal Lake-MLCN	Sen. Allen Bird Memorial	FT		No longer in the program					
18	Nemeiben River - LLRIB	Chief Moses Ratt	HT		No longer in the program					
19	Patuanak – ERFN	St. Louis School	FT		15	6%	41%	31%	20%	2%
20	Pinehouse **	Minahik Waskahigan	FT		25	6%	27%	38%	26%	3%
21	Sandy Bay	Hector Thiboutot	FT		21	0%	35%	32%	32%	0%
22	Stanley Mission - LLRIB	Keethanow	FT		42	9%	28%	32%	29%	2%
23	Southend – PBCN	Reindeer Lake	FT		22	1%	19%	30%	50%	0%
24	Timber Bay	Community School	HT		18	4%	27%	26%	34%	8%
		Total			737					
		Average %				4%	26%	33%	33%	4%

2008 – 2009 NC&SRCP – PROGRAMS – % by AGE

**2008 – 2009 NC&SRCP
PARTICIPANTS**

	COMMUNITY	SCHOOL	STATUS	TOTAL PROGRAMS	FREQ.	TOTAL PARTICIPANTS	MALE	FEMALE	AVE.	VOL.
1	Air Ronge	Gordon Denny	FT	85	1075	22,651	10,141	12,510	21	1,849
2	Air Ronge – LLRIB	Senator Myles Venne	FT	17	361	6,899	3,464	3,435	19	32
3	Air Ronge – LLRIB	Bells Point Elementary	FT	11	60	1,534	893	641	25	16
4	Beauval **	Valley View	FT	47	1,710	17,579	8,648	8,931	10	228
5	Buffalo Narrows	Twin Lakes	FT	22	700	11,174	5,340	5,834	16	77
6	Dillon - BRDN	Buffalo River Dene Nation	FT	26	252	9,274	4,623	4,651	36	56
7	Canoe Narrows – CLCN	Canoe Lake Miksiw	FT	37	841	16,056	6,818	9,238	19	106
8	Creighton	Community School	FT	69	335	9,206	4,318	4,888	27	344
9	Cumberland House	Charlebois	FT	37	469	9,020	5,116	3,904	19	17
10	Fond Du Lac – FDFN	Fr. Gamache Memorial	FT	24	219	9,825	4,812	5,013	44	169
11	Green Lake	St. Pascal	FT	48	634	4,393	2,659	4,013	7	38
12	Hall Lake – LLRIB	Sally Ross	FT	37	452	8,266	4,985	3,281	18	167
13	Ile a la Crosse	Rossignol Elementary	FT	48	607	10,371	5,534	4,837	17	126
14	La Ronge	Churchill Community High	HT	13	230	3,311	2,039	1,272	14	4
15	La Ronge	Pre Cam Elementary	FT	35	539	14,430	3,075	11,355	26	486
16	La Loche	Community Schools	FT	38	298	11,754	5,542	6,212	39	456
17	Montreal Lake - MLCN	Sen. Allen Bird Memorial	FT	No longer in the program						
18	Nemeiben River – LLRIB	Chief Moses Ratt	HT	No longer in the program						
19	Patuanak – ERFN	St. Louis School	FT	15	101	2,878	1,530	1,348	28	44
20	Pinehouse **	Minahik Waskahigan	FT	25	1,016	7,794	4,479	3,315	8	149
21	Sandy Bay	Hector Thiboutot	FT	21	576	12,224	7,208	5,016	21	43
22	Stanley Mission – LLRIB	Keethanow	FT	42	837	28,140	15,159	12,981	33	855
23	Southend - PBCN	Reindeer Lake	FT	22	508	8,045	5,863	2,182	23	382
24	Timber Bay	Community School	HT	18	426	5,182	2,381	2,801	12	149
		TOTALS		737	12,052	225,806	112,440	113,366	22	5,731
		Percentage					51%	49%		

2008 – 2009 NC&SRCP - PARTICIPANTS

Community Direction, Partnerships, and Support

- The NC&SRCP continues to require 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 continue to be required to be partners and bring their assets to the table. Each community identified who would lead the program through the Notice of Intent.
- Several communities continue to express a desire to become approved under the NC&SRCP. The business process is open and transparent in that all communities who express the desire get an opportunity through face to face visits to outline how they would accomplish meeting the program objectives and identifying the individuals and organizations with leadership and management roles.
- Opportunity arose during this operating year to establish new developmental sites. Firstly, Sandy Bay was reinstated, followed by English River First Nation – Patuanak and Lac La Ronge Indian Bands' Bells Point Elementary in Air Ronge.
- In provincial communities, school divisions continued to be the employer in Creighton, Ile a la Crosse and 8 NLSD #113 sites, a total of 10 sites. A municipality was the employer of choice in 1 site and not for profit organizations were the employer in 2 sites. The remaining sites are First Nations and the employer may be band administration or its education authority.
- Access to the school physical plant and equipment remains controlled at the local level. The degree of control exercised 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.
- In NLSD #113 communities, some animosity with community-based partners has resulted from the salary variance.
- Guidelines have been provided for functioning of steering committees. Some education authorities have recommended a more formal compulsory operating manual and process be developed while others relish local control and autonomy.
- The development of effective steering committees varies from site to site. Steering committees continue to be a key element of the program. Concentrated effort by NSCRD staff to support steering committees through a facilitated orientation or program planning process happened in a minimum of nine sites. Most sites saw a marked improvement; (English River First Nation, Cumberland House, LaRonge, La Loche, Sandy Bay, Canoe Lake, Buffalo River Dene Nation) however, two sites (Montreal Lake, Black Lake) did not have the capacity to succeed and were removed from the program.

Recruit, Retain and Support Community & School Recreation Coordinator

- 10 of the 20 continuing sites had incumbent staff as at September 1st. Two CSRCs had degrees, (2 had over 5 years experience, 5 over 2 years & 3 had 1 year). 3 of the ten initial new hires had diplomas or degrees. All five were retained at the end of the program year, August 31st.
- In total 18 CSRCs' were retained throughout the program year. A 20% turnover, yet significant reduction from the previous year. None of the newly approved sites were able to recruit a candidate with training.
- 31 individuals occupied the positions this year compared to 38 last year. Some sites experienced multiple turnovers in an attempt to find a suitable match at the community level. Half time sites are proving extremely difficult to staff.
- Total Salary & Benefit expenditures, year over year,
 - 2007 – 2008 - \$ 525,600
 - 2008 – 2009 - \$ 660,500
- Salary & Benefit expenditures comparison with NLSD #113 and all others expressed as a percentage,
 - 2007-2008 (\$35,000 grant)
 - NLSD #113 - 80% of total expenditures.
 - All others - 46% of total expenditures
 - 2008-2009 (\$37,500 grant)
 - NLSD #113 - 77% of total expenditures.
 - All others - 47% of total expenditures.
- During the operating year the NC&SRCP generated 19.81 years of employment at the community level, supported by 1.5 person years at the at the program management level for a total of 21.31 person years of direct employment. In 2007-2008 21.1 person years (19.1 at the community level) of employment were generated by 7.5 more people.
- At present the program has two salary scales. One recommended by the program as well as the NLSD #113 scales as developed by an independent consultant. This results in a salary system that has an annual variance up to \$7,000...dependant upon employer, not the experience, training or functions.

NC&SRCP SALARY SCALE OVERVIEW						
Effective January 1 st , 2009						
	0	1	2	3	4	5
NC&SRCP						
No Training	23845	25752	27661	29568	31476	33385
Degree/Dip.	29807	32192	34576	36960	39345	41729
NLSD #113						
No Training	30872	32265	33721	35221	38392	
Diploma	33721	35242	36828	38478	41948	
Degree	36828	38478	40213	42034	45804	

- NLSD #113 has had significant results from their salary grid. Two full time vacancies were staffed and retained with local people with formal training either

at the degree or diploma level. Overall, the new scales have directly affected the retention of existing Community and School Recreation Coordinators and increased the number of applicants and quality of applicants for vacant positions. A quote from a Principal, “I no longer feel embarrassed to offer the salary to candidates”.

- An outcome of the increased salary scales at NLSD sites resulted in the majority of dollars in 2008 – 2009 directed to salaries. This jeopardized the integrity of the program and sites were expressing the need for program dollars. *At the time of writing NLSD #113 has addressed this by providing access to additional funds for programming and professional development (\$7,000) where they are the employer of record (effective September 1, 2009).*
- While the compensation level has presented issues, both positive and negative for those involved it has had an impact with the partners at the community level also. The NC&SRCP compensation levels reflected local sport, culture and recreation system realities. The level recommended by the independent consultant cannot be matched locally and has resulted in local candidates recruited from other agencies. This has caused some levels of animosity.
- Overall, some turnover is consistent with this program and is also experienced by 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.
- Turnover with supervisory staff at the local level is also constant and consistent with the statistics for Community and School Recreation Coordinators.

Leadership Training

CSRC Inservice Training

- An **Orientation Training Session** was held for all CSRCs in October 2008 in LaRonge. 20 CSRCs attended along with 7 steering committee members, 4 direct supervisors, 2 PAGC representatives and 7 NSCRD staff. The training provided detailed information related to the 7 objectives of the NC&SRC program. Information was provided on the Northern Sport, Culture and Recreation District (NSCRD), Saskatchewan *inmotion* and the provincial sport, culture, recreation provincial delivery system. All participants received detailed orientation binders and detailed resource information. The NSCRD staff led all sessions – this was a team effort that resulted in top quality and interactive sessions and very positive evaluations from all participants.
- At the major **System wide Training Event**, Feb 10, 11 and 12th, 2009 in Prince Albert 122 participants including 21 CSRCs along with northern community representatives including direct supervisors, community leaders, steering committee members and sport, culture and recreation program providers and volunteers. Representatives of provincial sport, culture and recreation provincial organizations and the 3 global organizations provided booths and established connections to northern communities.

The training event focussed upon direct involvement of Northern youth and a cross section of panels in which Northerners shared their successes/best practises related to sport, culture and recreation initiatives at the community level. Booths/presentations were provided by the 3 Globals and the Life Saving Society, Girl Guides, Saskatchewan Wild Life Society (archery), Saskatchewan Wrestling Association, Saskatchewan Cultural Exchange Society, Scouts Canada, Paved Arts and the Saskatchewan Drama Association.

All CSRCs and their employers, partners and steering committee members provided valuable input and insight into the strengths and challenges that affect the success of the NC&SRC Program. This feedback was undertaken as a means of an ongoing evaluation of the program and in preparation for the submission by the NSCRD to the Saskatchewan Lotteries Trust Fund for their continued support for this program.

- The Northern Lights School Division and the Northern Health Strategy Partnership held a Capacity Building and Community Development Conference in Prince Albert on May 22, 23 and 24th, 2009. This event was declared mandatory training for all CSRCs working at NLSD sites. The agenda reflected the purpose and the objectives of the NC&SRC Program and provided an opportunity for CSRCs to participate with their coworkers and community members. The NC&SRC Program Manager provided a brief overview of the NC&SRC Program and emphasized the connection between the NC&SRCP to the community school concept and to community development in particular. 10 CSRCs and 6 steering committee members participated in this training event.
- **Mandatory Leadership Training** for CSRCs was held in two locations; June 19th in Creighton or June 26th in Beauval. This training focussed upon summer programming and a Saskatchewan Physical Education Association (SPEA) workshop on Active Living and physical activity programming ideas. Each workshop was held in advance of an S.P.R.A. Play Leadership course that was offered in each of the locations on the same weekend. This encouraged CSRCs to bring along community youth and to support their involvement in leadership & skill development.
11 participants, including 5 CSRCs attended the Creighton training event.
16 participants, including 10 CSRCs attended the Beauval training event.
- The NC&SRC Program Manager attended a Search Institute training event in St. Paul, Minneapolis on May 10 – 13, 2009. The training focussed on “Going from Good to Great: Tools for Becoming Asset Rich” specifically geared to After School Program evaluations.
The NSCRD has determined that all CSRC training events will incorporate the 40 Development Assets approach. Additionally, the NC&SRC Program Manager participates on a Northern Saskatchewan 40 Development Assets Committee that is led by the health regions with participation by the NLSD and the RCMP.
- CSRCs continued to access their training allocation from the NC&SRC grant to attend a wide range of educational or professional development opportunities that were relevant to the specific needs of the CSRC and to their community.

Participatory decisions were made at the local level and a variety of training opportunities were accessed. Examples are coaching certification, first aid training, and attendance at provincial community school conferences.

Volunteers and Skill Development Opportunities

- 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 activity specific training, coaching certification and the S.P.R.A. play leadership program.
- Volunteering remains a financial as well as conceptual issue for all agencies in the north to manage – this continues to be raised and addressed at CSRC training events. There is an ongoing philosophy that volunteers should be paid.

Community Spirit and Wellness

- Feedback indicates the NC&SRCP continues to address opportunities to support positive / healthy lifestyles.
- Other sectors continue to use sport, culture and recreation as one of the means to address the increasing suicidal rates facing northern youth.
- All human service sectors use recreation activities to engage their clientele or target populations. Within existing organizations, communities, or partnerships, significant effort is necessary to ensure collaboration or even awareness occurs.
- Northern communities traditionally have a strong sense of the need to gather, to celebrate and to share. This is reflected in a strong sense of culture and community spirit that contributes to wellness.

Financial Overview

- The following chart represents the financial report to the SLTF for the Operating year of September 1st, 2008 – August 31st, 2009.

2008-2009 NC&SRCP - Comprehensive Financial Report

COMMUNITY	SCHOOL	EMPLOYER / ED. AUTHORITY	GRANT	ALL EXPENDITURES					
				wages/ Benefits	Programs	Training	Total Expenditures	Eligible Expenses	PY
1 Air Ronge	Gordon Denny Community School	NLSD #113	\$37,500.00	\$52,433.12		\$933.08	\$53,366.20	\$37,500.00	1.00
2 Air Ronge	Senator Myles Venne School	Lac La Ronge Indian Band	\$37,500.00	\$41,646.48	\$9,983.01	\$821.32	\$52,450.81	\$37,500.00	1.00
3 Air Ronge	Bells Point	Lac La Ronge Indian Band	\$18,750.00	\$5,937.30	\$12,655.22	\$297.20	\$18,889.72	\$18,750.00	0.25
4 Beauval **	Valley View School	NLSD #113	\$37,500.00	\$45,268.88	\$1,562.74	\$2,123.20	\$48,954.82	\$37,500.00	1.00
5 Buffalo Narrows	Twin Lakes Community School	B.N.Friendship Center / NLSD #113	\$37,500.00	\$26,220.06	\$9,988.97	\$1,899.88	\$38,108.91	\$37,500.00	1.00
6 Dillon	Buffalo River Dene Nation School	Buffalo River Dene Nation	\$37,500.00	\$27,631.57	\$7,577.87	\$2,298.00	\$37,507.44	\$37,500.00	1.00
7 Canoe Narrows	Canoe Lake First Nation School	Canoe Lake First Nation	\$37,500.00	\$30,549.65	\$5,174.44	\$3,057.65	\$38,781.74	\$37,500.00	1.00
8 Creighton	Creighton Community School	Creighton School Division #111	\$37,500.00	\$26,661.00	\$46,346.00	\$1,629.00	\$74,636.00	\$37,500.00	1.00
9 Cumberland House	Charlebois Community School	NLSD #113	\$37,500.00	\$30,959.12	\$599.21	\$1,965.80	\$33,524.13	\$33,524.13	1.00
10 Fond du Lac	Father Gamache Memorial School	Fond du Lac Dene Nation	\$37,500.00	\$32,217.66	\$11,411.73	\$2,215.00	\$45,844.39	\$37,500.00	1.00
11 Green Lake	St. Pascal School	NLSD #113	\$37,500.00	\$29,925.97	\$6,141.46	\$1,477.45	\$37,544.88	\$37,500.00	1.00
12 Hall Lake	Sally Ross School	Lac La Ronge Indian Band	\$37,500.00	\$31,003.78	\$6,140.56	\$401.62	\$37,545.96	\$37,500.00	1.00
13 Ile a la Crosse	Rossignol Elementary School	Ile a la Crosse School Division #112	\$37,500.00	\$35,091.44	\$3,386.47	\$1,810.75	\$40,288.66	\$37,500.00	1.00
14 La Ronge	Churchill Community High School	NLSD #113	\$18,750.00	\$15,491.30	\$4,234.65		\$19,725.95	\$18,750.00	0.42
15 La Ronge	Pre-Cam Community School	NLSD #113	\$37,500.00	\$26,252.24	\$3,218.18	\$1,030.56	\$30,500.98	\$30,500.38	0.90
16 La Loche	La Loche Community Schools	La Loche SRC Inc. / NLSD #113	\$37,500.00	\$30,000.00	\$5,698.30	\$2,669.55	\$38,367.85	\$37,500.00	1.00
17 Montreal Lake	Sen. Allen Bird	Montreal Lake Cree Nation	\$9,993.22	\$8,249.90	\$1,743.32		\$9,993.22	\$9,993.22	0.42
18 Nemeiben River	Chief Moses Ratt School	Lac La Ronge Indian Band	\$18,750.00	\$12,877.58	\$3,567.05	\$1,903.29	\$18,347.92	\$18,347.92	0.45
19 Patuanak	St. Louis School	English River First Nation	\$28,125.00	\$21,973.45	\$8,494.19		\$30,467.64	\$28,125.00	0.66
20 Pinehouse **	Minahik Waskahigan School	NLSD #113	\$37,500.00	\$31,750.52	\$7,132.34	\$117.14	\$39,000.00	\$37,500.00	0.95
21 Sandy Bay	Hector Thiboutot	NLSD #113	\$37,500.00	\$33,009.03	\$10,612.93	\$641.86	\$44,263.82	\$37,500.00	0.80
22 Stanley Mission	Rhoda Hardlotte Memorial School	Stanley Mission - LLRIB	\$37,500.00	\$30,704.00	\$9,136.38	\$950.00	\$40,790.38	\$37,500.00	0.92
23 Southend	Reindeer Lake School	Southend - PBCN	\$37,500.00	\$23,207.15	\$12,780.44	\$1,733.07	\$37,720.66	\$37,500.00	0.54
24 Timber Bay	Timber Bay School	Hamlet of Timber Bay / NLSD #113	\$18,750.00	\$11,452.58	\$6,760.85	\$697.75	\$18,911.18	\$18,750.00	0.50
Totals			\$788,118.22						
	Total Salary & Benefits			\$660,513.78					
	Total Program Expenditures				\$194,346.31				
	Total Training Expenditures					\$30,673.17			
	Total Expenditures						\$885,533.26		
	Person Years of employment (est.)							\$776,740.65	19.81
			Budget	Actual					
NSCRD Expenditures			\$247,500.00						
	Community Development Coordinators		\$200,000.00	\$200,000.00					
	Leadership / Training Events		\$47,500.00	\$47,500.00					
	Total		\$247,500.00	\$247,500.00					
	Variance		\$0.00	\$0.00					
Funding Return Calculation			SLTF	Anon. Donor **	Total				
	Grants to Schools/Communities		\$682,500.00	\$95,000.00	\$777,500.00				
	Community Development Allocation		\$200,000.00		\$200,000.00				
	Leadership / Training Events Allocation		\$47,500.00		\$47,500.00				
	Schools / Community Expenses		\$681,740.65	\$95,000.00	\$776,740.65				
	Community Development Expenses		\$200,000.00		\$200,000.00				
	Leadership / Training Events Expenses		\$47,500.00		\$47,500.00				
	Grant Return		\$759.35	\$0.00	\$759.35				