



The Atlantic Salmon Conservation Foundation

BUSINESS PLAN 2010

To contribute to the attainment of health and sustainable wild Atlantic Salmon in Atlantic Canada and in Quebec.

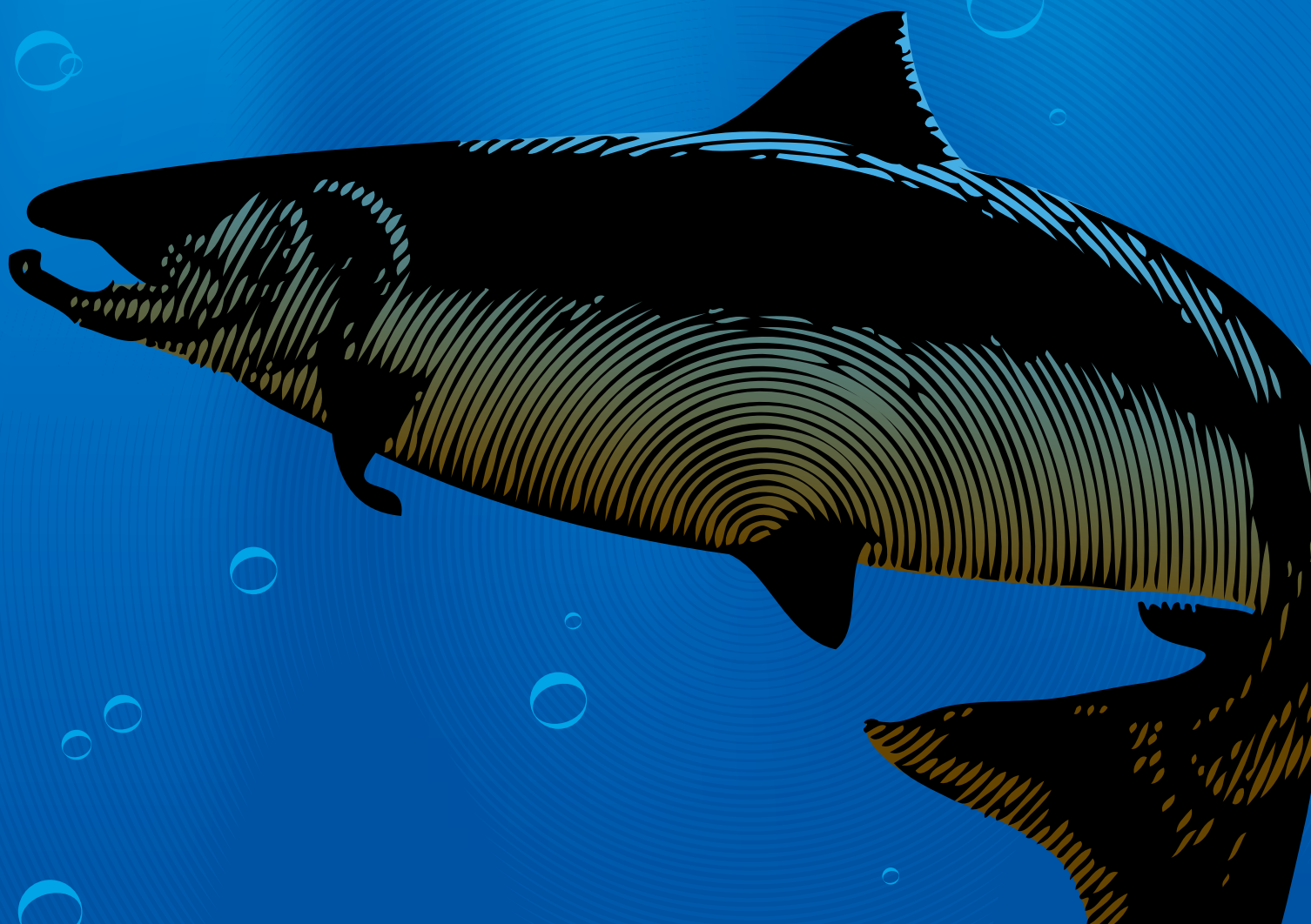


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MESSAGE FROM THE CHAIR

Honourable Rémi Bujold, P.C. C.M.



Hon. Rémi Bujold, P.C., C.M.
Chairman of the Board of Directors

**“... to help
conserve, restore
and protect wild
Atlantic salmon
and their habitat.”**

The Atlantic Salmon Conservation Foundation (the Foundation) was established in 2005 for the purpose of assisting community groups in the restoration and conservation of the Atlantic salmon resource in Atlantic Canada and Quebec. In 2007, the Foundation assumed responsibility for the Atlantic Salmon Endowment Fund (ASEF) created by the Government of Canada as a permanent source of funding to help conserve, restore and protect wild Atlantic salmon and their habitat.

The Foundation is a non-profit, charitable, volunteer-based organization that is a model of partnership and inclusiveness unique in the conservation world. The Foundation has a dual mandate: firstly, to prudently invest the ASCF trust funds to generate income while preserving capital and secondly, to provide funding to eligible salmon conservation initiatives in Atlantic Canada and Quebec in perpetuity.

The overall responsibility for setting the strategic direction and managing the Foundation rests with our volunteer Board of Direc-

tors that continuously seeks valuable input from volunteer experts who are drawn from conservation groups, First Nations and federal and provincial governments.

The Foundation employs a goals-based and results-based approach to strategic planning and management that reflects our vision, mission, goals and mandate. This document describes the Foundation's strategic direction and operational framework and lays out our 2010 business plan which builds on our successes to date. As a more mature organization today, our 2010 business plan reflects our evolution from initial priorities centered on developing governance, technical and management capacity to one that is focused on results-based management such that the Foundation can demonstrably contribute to the attainment of healthy and sustainable wild Atlantic salmon stocks.

A handwritten signature in black ink, reading "Rémi Bujold".

Hon. Rémi Bujold, P.C., C.M.
Chairman of the Board of Directors



Photo: Gilbert van Ryckevorsel

OUR STRATEGIC DIRECTION

Vision, Values, Mission, Goals & Mandate

Vision

The Atlantic Salmon Conservation Foundation's vision is:

To contribute to the attainment of health and sustainable wild Atlantic Salmon in Atlantic Canada and in Quebec.

Our vision statement describes how, today and in the future, our stakeholders and beneficiaries will benefit from the Foundation's programs and services and, as such, is the guiding force for the Foundation as we execute our strategic business plan.

Values

Our values reflect the moral and operational imperatives that guide the Foundation's actions as we carry out our mandate:

Inclusiveness and Partnerships: The Foundation is fully committed to encouraging and facilitating cooperation and partnerships amongst government, First Nations, volunteer groups and all other organizations/individuals committed to the conservation of Atlantic salmon.

Volunteerism: The Foundation's operational model is premised on a robust volunteer base within and across the five provinces we serve. As such, the Foundation is committed to developing volunteer capacity and engaging volunteers throughout all aspects of the Foundation's operations.

Balance: The Foundation provides a balanced allocation of resources that reflects the geographical areas we serve and their respective priorities.

Integrity: The Foundation is fair, ethical, transparent and accountable for all its actions.

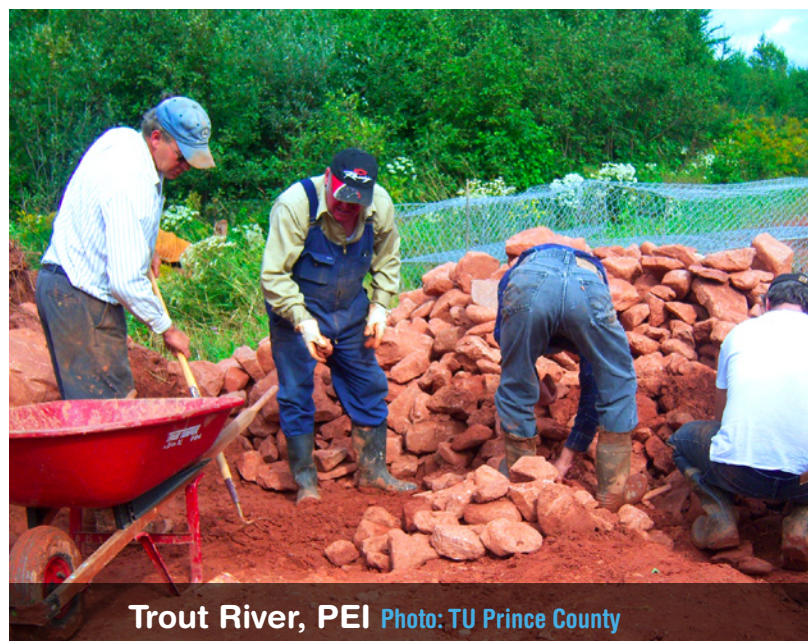
Mission

The mission of the Foundation is to promote enhanced community partnerships in the conservation of wild Atlantic salmon and its habitat in Atlantic Canada and Quebec.

Goals

Our goals are constant and relate directly to our mission:

- To enhance cooperation and partnerships between governments, First Nations, community volunteer groups and others in the interests of conserving, restoring and protecting wild Atlantic salmon and its habitat.
- To be an effective source of funding for community volunteer organizations in conserving, restoring and protecting wild Atlantic salmon and its habitat at the watershed level.
- To ensure effective use of and accountability for funds made available for wild Atlantic salmon conservation initiatives at the watershed level.



Trout River, PEI Photo: TU Prince County

Mandate

The Foundation has a dual mandate. Firstly, the Foundation is responsible and accountable to prudently invest the Atlantic Salmon Endowment Fund that is designated as a permanent source of funding by the Government of Canada for the purpose of helping to conserve, restore and protect wild Atlantic salmon in perpetuity. Secondly, the Foundation is responsible and accountable to ensure our organization is well-managed so it can provide funding to eligible salmon conservation initiatives in Atlantic Canada and Quebec in perpetuity.

OUR OPERATIONAL FRAMEWORK

Stakeholders, Structure & Our Core Program

Our Stakeholders And Beneficiaries

Our stakeholders and beneficiaries include:

- Individuals, organizations and governments engaged in the conservation, restoration and protection of wild Atlantic salmon and their habitat.
- People who are employed in endeavors that depend on wild Atlantic salmon.
- People who participate in recreation related to the Atlantic salmon.
- People who derive sustenance from the Atlantic salmon as a source of food.
- Aboriginal people with cultural connections to the Atlantic salmon.

Our Structure

Our Members: a maximum of 12 volunteer members representative of our jurisdictional stakeholders that include Newfoundland/Labrador, Nova Scotia, New Brunswick, Prince Edward Island and Quebec.

Board of Directors: A board of 9 directors is elected from the Members of the Foundation. Appendix I provides curricula vitae for new Foundation Directors and Officers and Investment Committee members.

Our Central Advisory Committee: volunteer technical experts who assist the Board in defining and adopting relevant conservation objectives, designing effective conservation and management tools/processes and monitoring Foundation progress and performance.

Our Provincial Advisory Committees: volunteer member committees that meet twice annually to identify salmon conservation priorities within their juris-

diction, review proposals for ASCF Program funding and make recommendations to the Board of Directors for projects that should be approved for funding.

Our Staff: the Foundation is supported by an Executive Director and contractual agencies/individuals on an as-required basis as approved by the Board of Directors. Appendix I provides curricula vitae for Foundation staff.

Our Core Program

Our core program utilizes income generated annually by the Atlantic Salmon Endowment Fund to financially support select projects in Atlantic Canada and Quebec that contribute to the achievement of healthy and sustainable wild Atlantic salmon stocks and improve community capacity and involvement in salmon conservation.

Program Eligibility: the Foundation considers eligible projects related to the following categories:

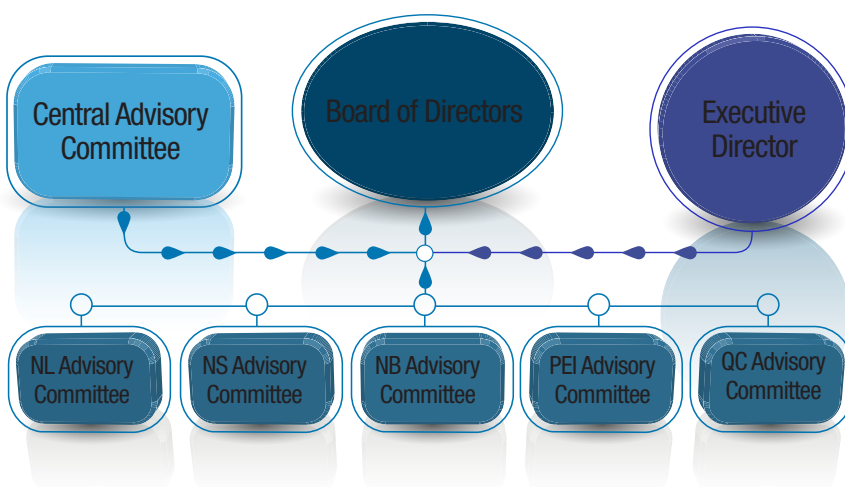
- Development of salmon and salmon habitat conservation plans for watershed or sub-watershed (watershed planning).
- Conservation, rebuilding and restoration of wild Atlantic salmon and salmon habitat.
- Restoring access of wild Atlantic salmon to salmon habitat.
- Public education and awareness of the importance of conservation of wild Atlantic salmon and its habitat.

Project Solicitation: annual round of calls for project proposals in November-December.

Project Application: provision of a standard application form that includes self-explanatory information including our standard procedures for assessment and scoring of proposals as designed by the Central Advisory Committee for use by each Provincial Advisory Committee.

Project Eligible Costs: within guidelines outlined in Schedule A of the Funding Agreement between the Foundation and the Government of Canada.

Project Assessment: annually by Provincial Advisory Committees in Febru-



OUR OPERATIONAL FRAMEWORK

Foundation Transparency & Accountability

ary-March using our standard project assessment and scoring procedures.

Project Selection: recommended project proposals are considered annually by the Foundation's Board of Directors in April based on ensuring:

- A balanced allocation of funding that reflects our target geographical areas and priorities.
- A fair and reasonable mix of projects in terms of size, risk, complexity, geographic benefit and participation by Ultimate Recipients across Atlantic Canada and Quebec.
- All final approvals of Ultimate Projects are announced annually before the opening of conservation field season.

Project Reporting: Periodic progress and final reports submitted by Ultimate Project recipients.

Foundation Transparency and Accountability

Our Board of Directors is responsible and accountable for:

- Investing and managing the Atlantic Salmon Endowment Fund in accordance with the conditions of Article 3 (Fund Investment Conditions) of the Funding Agreement with the Government of Canada as represented by the Minister of Fisheries and Oceans.
- Identification of principal risks to the ASCF and the Foundation.
- Ensuring fully transparent Foundation operations and management of the ASCF and the administration and funding of ASCF *Ultimate Projects*.

The Foundation fulfills its responsibilities and accountabilities by:

- Adhering to and reporting to the Government of Canada as represented by the Minister of Fisheries and Oceans in accordance with the Funding Agreement between the Government of Canada and the Foundation.
- Ensuring appropriate systems and control processes to provide the Board and management with information about the soundness of their management decisions.
- Continuously identifying principal risks to the ASCF and the Foundation and determining re-



medial actions that are available and appropriate to support sound, effective decisions on ASCF and Foundation policies, programs, procedures and initiatives.

- The on-going collection of key data from target constituents (our stakeholders and beneficiaries).
- Adhering to the ASCF investment conditions in accordance with Articles 3 and 4 of the Funding Agreement.
- Issuing an Annual Report on the Foundation's work and finances in accordance with Article 6.4 of the Funding Agreement.
- Submitting an Audit and Evaluation Strategy to the Government of Canada in accordance with Article 7 of the Funding Agreement.
- Conducting a comprehensive ASCF Program evaluation.
- Ensuring audits of the Foundation that include:
 - Annual financial audit by the Foundation's auditor
 - Audits for performance and compliance by the Auditor General of Canada
- Submitting our annual strategic business plan to the Government of Canada in accordance with Article 6 of the Funding Agreement.

OUR 2010 STRATEGIC BUSINESS PLAN

Our Key Drivers

Our Key Drivers

The Foundation functions in collaboration with our stakeholders and beneficiaries within Atlantic Canada and Quebec and with complementary organizations and individuals across Canada and around the world that share our commitment to conserve, restore and protect our wild Atlantic salmon and their habitat. As a result, we continuously monitor issues, trends and initiatives affecting both the Atlantic Salmon and our stakeholders/beneficiaries to assess the implications in fulfilling our mandate. In addition, our annual business planning approach incorporates a vigorous Foundation SWOT (strengths, weaknesses, opportunities, threats) analysis that involves our Board of Directors, Central Advisory Committee and Provincial Advisory Committees.

In considering external trends, issues and initiatives in conjunction with our internal SWOT, we are fully cognizant that our mandate, our organizational scope/scale and our limited resources demand the Foundation focus efforts where we can demonstrate leadership and maximize impact.

External Trends, Issues and Initiatives that currently affect Atlantic salmon conservation and habitat and/or our stakeholders/beneficiaries include:

Global:

- General decline in salmon populations on both sides of the North Atlantic, over a 30 year period
- The impact of global warming on the freshwater and marine environments has several known and unknown impacts
- Illegal high seas fisheries

National:

- Increasing loss of federal scientific expertise and knowledge dedicated to wild Atlantic salmon
- Declining numbers of volunteers at community level
- Continued adverse impact of industrial and human activity (forestry, mining, agriculture, aquaculture, road building, etc.)

Atlantic Canada/Quebec:

- Adverse industrial impacts on salmon populations (agriculture, aquaculture, forestry, mining and other sources)
- Illegal marine and freshwater fisheries
- Loss of salmon habitat (varies between provinces)
- Funding is available to community groups from other public trust funds in some provinces but not in others



Upsalquitch River, NB Photo: RRWMC

OUR 2010 STRATEGIC BUSINESS PLAN

Foundation SWOT Analysis & 2010 Strategic Objectives

Foundation SWOT Analysis:

Key Strengths:

- The support of the Government of Canada through the Atlantic Salmon Endowment Fund
- The expertise and commitment of our volunteer Board of Directors, our members, and our advisory committee members
- Our non-profit charitable status
- Our mandate to improve salmon conservation
- Our model of partnership and inclusiveness
- Our structure and associated network of volunteers throughout our five provincial jurisdictions
- Our goals-based approach to strategic planning and management
- Our core ASCF Program and well-defined procedures for project eligibility, solicitation, application, assessment, selection, reporting and evaluation.
- Our transparency and accountability.
- Our low administrative overhead
- Our 2009 Audit and Evaluation Strategy that:
 - Aligns terminology with federal government departments
 - Reflects result-based goal statements
 - Is based on a program Logic Model that documents the flow of resources, activities and results
 - Provides more precise performance measurement and reporting
 - Enables internal monitoring and evaluation

Key Weaknesses:

- The need to implement a more robust, results-based management approach to assessing Foundation funded projects.
- The need to strengthen our communications with current and potential stakeholders/beneficiaries and the general public to enhance their engagement in activities that will contribute to the health and sustainability of wild Atlantic salmon.
- The need to be able to implement a ASCF Program funding model that reflects and is more responsive to geographical areas and priorities within Atlantic Canada and Quebec.
- A maximum amount on administration costs that limits the ability to exercise reasonable due diligence in monitoring project performance.

Key Opportunities:

- To build Foundation brand awareness in Atlantic Canada and Quebec.
- To strengthen the Foundation's relationship and communication with the Government of Canada as represented by the Minister of Fisheries and Oceans.
- To encourage greater cooperation amongst federal and provincial governments, First Nations and volunteer organizations.
- To identify new partnerships and potential sources of funding that can help advance the Foundations mission to improve salmon conservation

Key Threats:

- The impact of 2008-09 world financial market conditions on the Atlantic Salmon Endowment Fund and subsequent Foundation financial capacity to support ASCF Program projects.
- External environmental influences and human activity that adversely impact wild Atlantic salmon populations and freshwater and marine salmon habitat

2010 Strategic Objectives

As a result of our increasingly mature organization, the Foundation has identified four strategic objectives that we intend to focus our efforts on in 2010. These imperatives will help us realize our vision, contribute to on-going achievement of our mission, goals and mandate and ensure Foundation transparency and accountability to our stakeholders. We expect that our stakeholders will measure our success in terms of these 2010 objectives:

1. To implement a prudent investment and financial strategy to restore the ASCF to its adjusted value and to create a reserve fund.
2. To work toward introducing a funding allocation model that is reflective of, and responsive to, the various conservation needs and priorities of each province.
3. To introduce a results-based management approach to Foundation funded projects.
4. To strengthen Foundation relationships and communications with current and potential stakeholders/beneficiaries, the public, and potential new supporters.

OUR 2010 STRATEGIC BUSINESS PLAN

2010 Strategic Initiatives

2010 Strategic Initiatives

Objective #1:

To implement a prudent investment and financial strategy to restore the ASCF to its adjusted value and create a reserve fund.

Background: In late 2008 world financial market conditions deteriorated leading to significant declines in the market value of most public and private investment portfolios.

The Foundation is mandated through its funding agreement with the Government of Canada to manage its funds within the parameters of safety and prudence using a balanced investment program including bonds, common stocks and treasury bills or other short-term securities. Foundation funds are managed to achieve the highest investment return that can be obtained within the level of risk acceptance to the Investment Committee because investment returns impact ASCF Program funding that must be provided by the Foundation in perpetuity. In accordance with our Investment Policy and Investment Strategy (Appendix II)

"The objectives will be to not only preserve the capital value of the Foundation Fund, but also to provide the best possible real return on investments while maintaining an acceptable level of risk. As such, a primary objective is to achieve a minimum annualized return of inflation plus 3% in any four-year period."

As a result of the 2008-2009 global economic downturn, the ASCF investment portfolio principal of \$30.2 million declined by approximately 20 percent to just less than \$24 million. While our portfolio

decline was less than the industry benchmark, it required a major revision in our go-forward investment and financial management strategy.

To meet this challenge the Foundation developed a prudent investment and financial management approach that will meet and fulfill the ASCF Agreement by restoring the fund to its adjusted value by 2019 while continuing to ensure an annual distribution of funding, although limited in the short term, to salmon conservation projects.

2010 Actions: To achieve these goals, the Foundation will adhere to a conservative (7% investment growth projection) 10 year investment strategy and an integrated cost containment strategy. By 2019, we project a zero deficit on the principal, a reserve fund and capacity to offer a minimum \$1 million per year in ASCF Program funding.

Outcomes:

Short Term:

- Conservative investment and aggressive financial management to restore the ASCF principal.
- Cost containment efforts that will limit ASCF Program funding to \$300,000 per annum for the better part of years 2010 to 2019 and growing to \$1,000,000 by 2019.

Long Term:

- ASEF investment principal return to adjusted value within 10 years.
- Stability of a reserve fund.
- Capacity to offer a minimum \$1 million per year in ASCF Program funding by 2019.

Objective #2:

To introduce a funding allocation model that is reflective of and responsive to the various conservation needs and priorities of each province.

Background: The ASCF Program must provide for "a balanced allocation of funding that reflects geographical areas and priorities" within and between the five provinces. This can, however, be a challenge as the conservation requirements for wild Atlantic salmon populations vary widely within the salmon's Canadian range. In addition to the five provincial allocations, the ASCF Program also provides for a block of funds to inter-provincial projects that benefit one or more of our member jurisdictions.



S&P/TSX Composite as of Mar. 13 09

OUR 2010 STRATEGIC BUSINESS PLAN

2010 Strategic Initiatives

The Foundation developed, approved and adopted a funding allocation model in 2009 that is reflective of, and responsive to, the various conservation needs and priorities of each province. The funding allocation model, developed by the Central Advisory Committee, allows for a base allocation to each province that can be supplemented according to a rational funding formula that considers:

- **Highest Priority:** The use or value of Atlantic salmon stocks as represented by license sales most represents a number of elements including numbers of fish, angling opportunity, relative health of stocks as well as the volunteer capacity to undertake conservation projects.
- **Second Priority:** Adult salmon returns.
- **Third Priority:** Conservation status because it reflects the difference between the required number of MSW spawning target and the actual returns of MSW fish to the rivers.

NOTE: the funding formula does not factor in Labrador salmon returns since Labrador stocks are relatively healthy in comparison with other Canadian stocks and provide little opportunity for enhancement.

2010 Actions: In 2010 the Foundation will offer a total of \$300,000 in grants consisting of \$50,000 for each province and \$50,000 for inter-provincial projects. No additional one-time funding is planned beyond this allocation for 2010.

Outcomes:

Short Term:

- Provide a reasonable and equitable distribution of funds
- Limit program expenditures to facilitate restoration of the ASCF fund

Long Term:

- Enhance ability to be more responsive to the diverse salmon conservation needs of each province

Objective #3:

To introduce a results-based management approach to funding Foundation projects.

Background: The Foundation undertook development of a comprehensive *Audit and Evaluation Strategy* (Appendix III) that was completed in July 2009.



The *Strategy* details a robust Logic Model that will significantly enhance the Foundation's transition to results-based management.

2010 Action: Beginning in 2010, the overall ASCF Program and individual projects will be evaluated based on the Logic Model that defines performance indicators/measures, data sources, methods of analysis, accountability and reporting time frames. This will include all projects approved and funded in the 2008 and 2009 fiscal years. A database will be developed to facilitate management of the ASCF program and performance reporting in accordance with the Funding Agreement.

Outcomes:

Short Term:

- Analysis of the performance of the 2008 and 2009 approved projects.
- Development of a database that will improve program management and facilitate performance reporting.

OUR 2010 STRATEGIC BUSINESS PLAN

2010 Strategic Initiatives

Long Term:

- Facilitate results-based management of the Foundation.
- Enable re-direction of funding toward initiatives that best address salmon conservation priorities.

Objective #4:

To strengthen Foundation relationships and communications with current and potential stakeholders/ beneficiaries, the public, and potential supporters.

Background: Foundation stakeholders/beneficiaries and representatives of various levels of government, First Nations and community organizations are the lifeblood of the Foundation's efforts. As such, it is critical that the Foundation continuously nurture collaborative relationships and partnerships as the primary vehicle to accomplish our mandate. Likewise, it is equally important that the Foundation continuously educate the public and other supporting parties about Atlantic salmon conservation and habitat protection and restoration.

2010 Actions: The Foundation has developed a Communications Plan (Appendix IV) for execution in 2010 to:

- Ensure that the public, NGO and government stakeholders understand the Foundation, the ASCF program, our successes, challenges and achievements.
- Establish a distinct profile/brand for The Atlantic Salmon Conservation Foundation as an efficient, effective and durable contributor to conservation of wild Atlantic salmon.
- Motivate and involve volunteer-based groups/individual to become involved in the Foundation's salmon conservation program.
- Ensure that potential applicants for funding are aware of the ASCF program, how it works and how to apply for funding.
- Ensure that appropriate recognition is given to the Minister of Fisheries and Oceans for the Government of Canada's contribution to salmon conservation through creation of the Atlantic Salmon Endowment Fund for which the Foundation is responsible.
- Motivate and encourage corporate and individual sponsors to contribute to and support the Foundation's mission.

Outcomes:

Short Term:

- Foundation and ASCF branding.
- Increased awareness by target stakeholders and beneficiaries, and potential supporting parties.

Long Term:

- Strong Foundation and ASCF brand.
- Broad public awareness of the Foundation, the ASCF and the importance of wild Atlantic salmon conservation, restoration and protection.
- Increased numbers of volunteer organizations/individuals engaged in salmon conservation, restoration and protection.
- Enhanced organizational collaboration and cooperation.
- Increased private support to the Foundation's salmon conservation program

2009 Business Plan Review

The Foundation has been successful to-date in attaining its five stated objectives for 2009. These will be reported on in detail in the 2009 Annual Report.



Photo: Gilbert van Ryckevorsel

2010-2011 Financial Forecast

Atlantic Salmon Conservation Foundation • 2010 Strategic Business Plan

APPENDIX IIa

Foundation Directors

Officers and Directors *October 2009*

Officers

Honourable Rémi Bujold, P.C., C.M.,
Chairman

Paul D. Michael, Q.C.,
Secretary

Joan Marie Aylward (new)
Treasurer

Directors

Robert Bishop, C.A.

Chief David Peter Paul (*new*)

James Lawley

John LeBoutillier

Denis Losier

Katharine Mott (*new*)

Board Committees *October 2009*

Investment Committee:

R. Bishop (*Chair*)

J. LeBoutillier

D. Losier

Audit & Finance Committee:

J. Aylward

R. Bishop

R. Bujold

Policy & Program Committee:

P. Michael

D. Losier

Katharine Mott

Development Committee

J. LeBoutillier

J. Lawley

D. P. Paul

APPENDIX IIb

New Participants CVs

Joan Marie Aylward

St. John's, Newfoundland

Education

- 2006 University of Toronto, Directors Education Program, Joseph L. Rotman School of Management, Toronto ON
- 1982 Memorial University of Newfoundland, Bachelor of Nursing, *St. John's, NL*
- 1977 General Hospital School of Nursing, Registered Nurse, *St. John's, NL*

Employment

- 1996-2003 Member of the House of Assembly, Cabinet Minister, Government of NL
- 2001-2003 Minister of Finance, President of Treasury Board, Government of NL
- 2000-2001 Minister of Municipal and Provincial Affairs, Government of NL
- 1997-2000 Minister of Health and Community Services, Government of NL
- 1996-1997 Minister of Human Resources and Employment, Government of NL
- 1990-1996 President, Newfoundland and Labrador Nurses Union
- 1982-1990 Faculty, School of Nursing, St. Clare's Mercy Hospital, *St. John's, NL*
- 1977-1982 Registered Nurse, Health Sciences Centre, *St. John's, NL*

Milestone Achievements

- First female Minister of Health and Community Services, Government of NL (1997-2000)
- First female Minister of Finance, Government of NL (2001-2003)
- Elected to the Newfoundland and Labrador House of Assembly by the citizens of St. John's Centre (1996-2003)
- Appointed to the Cabinet of Premier Brian Tobin, Government of NL (1996-2003)
- Provided leadership and enabled the integration of the Social Services and Health Departments, Government of NL
- Led the development of Newfoundland and Labrador's first strategic Social Plan
- Provided leadership and enabled the implementation of six Primary Healthcare Projects throughout Newfoundland and Labrador
- Provided leadership and enabled the development of legislation including
 - An act to amend the Nursing Assistance's Act
 - Child, Youth, and Family Services Act
 - Nurse Practitioner Act
 - Adoptions Services Act
 - Childcare Services Act

APPENDIX IIb

New Participants CVs

Katharine D. Mott

Stewiacke, NS

Experience

- Program Planning
- Market Development
- Evaluation
- Instructional Design and Training
- Management & Administration
- Community Development

Fields of Work

- Academic
 - Universities, Community Colleges, training institutions
- Private industry
 - Recreational Fishery, Tourism, Eco-tourism various Consulting firms
- Federal Government
 - Fisheries, Tourism, Health, Corrections, ACOA, International Centre for Ocean Development (ICOD), CIDA, Environment
- Provincial Governments
 - Fisheries, Environment, Tourism, Economic Development
- Entrepreneurial
 - Sage Consulting, Rifflin' Hitch sportfishing lodge Volunteer
 - Conservation organizations

Central Focus of Work

- Development
- Administration & management
- Evaluation studies
- Development of training materials
- Training
- Communication

Countries of Work

- Canada
- United States
- Caribbean
- Asia

Degrees and Certification

- 1986 Master of Arts (MA) in Administration & Policy Studies, McGill University
- 1984 Special graduate Studies in Distance Education & Instructional Technology, Concordia University
- 1978 Bachelor of Business Administration (BBA), Mount Saint Vincent University

APPENDIX IIc

Investment Committee CVs

Robert G. Bishop, C.A.

St. John's, NL

Born in St. John's, Newfoundland in 1953. Attended Memorial University and graduated with a B.Sc. in Biology in 1974. Employed by the Churchill Falls (Labrador) Corporation (1974 through 1976) as Site Biologist at Churchill Falls, working on documenting and quantifying the impacts of the hydroelectric development on fish stocks in the area of the new reservoir, as well as downstream of the development in the Churchill River. Resigned from CF(L)Co for personal reasons (couldn't face another winter in a small, isolated community) and obtained employment with what was then the Fisheries Research Board of Canada (now the Science Branch of DFO) as a Fisheries Technician at the beginning of 1977. Resigned from that position at the end of 1977 to start the program leading to the Chartered Accountant designation.

Obtained the CA designation in 1983 with Clarkson Gordon (now Ernst and Young) and worked in a number of positions in industry and public practice until moving to my current position with the City of St. John's in 1995. As the Director of Finance and City Treasurer of the City, I am responsible for annual revenue and expenditures of approximately \$165,000,000. I chair the City's Pension Committee and have the primary responsibility for the oversight and governance of the City's pension fund. I have also had extensive experience in dealing with the development and implementation of policies on grants to community groups.

A member of SAEN (Salmonid Association of Eastern Newfoundland) since 1984 and of ASF since 1986. I have been on the Board of Directors of SAEN since 1985 and served as Treasurer for 3 years, President for 3 years and Past-President for 2 years. I have served on numerous committees of the SAEN Board including Finance, Fund-raising, Dinner and Auction, Environment and Stewardship.

Also served as Treasurer for 2 years and Vice-President for 2 years of SCNL (Salmonid Council of Newfoundland and Labrador). Other volunteer activities included 5 years on the executive of the Quidi Vidi - Rennie's River Development Foundation and I am currently on the Executive of the Memorial University of Newfoundland Botanic Garden.

John LeBoutillier, C.M.

Montreal, QC

Born in Gascons, Quebec in 1944, John LeBoutillier received his undergraduate degree from the Séminaire de Gaspé, his law degree from Université Laval and his MBA from the University of Western Ontario (now The Richard Ivey School of Business). He is a member of the Quebec Bar.

Mr. LeBoutillier was President and Chief Executive Officer of Sidbec-Dosco Inc. (now Mittal Canada Inc.) from 1983 to 1996 and President and Chief Executive Officer of the Iron Ore Company of Canada from 1996 to 2000. He is Chairman of the Board of Industrial Alliance, Insurance and Financial Services Inc. and of Roctest Ltd., Vice-Chairman of TechnoCentre éolien Gaspésie-les Îles (Wind Energy TechnoCentre) and a director of several companies including Mazarin Inc., Novamerican Steel Inc., Shermag Inc., Semafo Inc. and Société générale de financement du Québec. He was a director of St. Laurent Paperboard Inc. He is Chairman of the Board of the Conseil du patronat du Québec. He is an active chairman or director of several organisations in the health, education and culture fields.

He was a member and director of various Canadian, North American and international industry associations. In 2000, he was a member of the Quebec Commission of Inquiry into Health and Social Services (Clair Commission) and, in 2001, a member of the Canadian Democracy and Corporate Accountability Commission (Bennett/Broadbent Commission).

He is a Member of the Order of Canada.

Mr. LeBoutillier is married with one daughter.

APPENDIX IIc

Investment Committee CVs

Denis Losier

Moncton, NB

He was born on June 14, 1952, in Tracadie, NB.

After completing his schooling in Tracadie, Mr. Losier obtained a Bachelor of Arts in 1973 and a Bachelor of Social Sciences (Economy) in 1974 from the University of Moncton. He continued his studies at the University of Western Ontario, where he received a Master's of Arts (Economy). In May 2003, Mr. Losier was awarded an Honorary Doctorate Degree in Business Administration from the Université de Moncton. Mr. Losier also received two Paul Harris Awards from the Rotary Club for his community services.

He started his career as an economist by accepting a position at the former Federal Ministry for Regional Industrial Expansion. He then went on to become President of the *Société des Acadiens du Nouveau-Brunswick*. From 1984 to 1986, he was First Secretary for Industrial Cooperation at the Canadian Embassy in Paris. He returned to Canada to accept the position of Executive Director of the *Conseil Économique du Nouveau-Brunswick*; in June 1988, he was appointed Deputy Commissioner of Economic Development in Premier Frank McKenna's office.

On November 14, 1988, Mr. Losier was elected MLA in the constituency of Tracadie and was reelected in September 1991.

On June 15, 1989, Mr. Losier was appointed Minister of Fisheries and Aquaculture. On October 9, 1991, he was appointed Minister of Commerce and Technology and Minister of Tourism, Recreation and Heritage, after the two departments were combined. This department was subsequently renamed Department of Economic Development and Tourism. Mr. Losier was a member of the Cabinet Policies and Priorities Committee as well as of the Budget Committee and co-chairman of the Ministers' Committee on Internal Trade, a federal-provincial-territorial committee.

Mr. Losier was appointed President and Chief Executive Officer of Assumption Mutual Life Insurance Company of Moncton on September 1, 1994. Mr. Losier is also Chairman of Assumption Life's subsidiaries and Louisbourg Investments, a company specializing in pension fund management, with assets of more than \$1.3 billion under management.

Assumption Life is one of the major insurance companies in the Maritimes, with assets in excess of \$600 million and has 50,000 policyholders in Canada and 16,000 in the United States.

Mr. Losier is a member of boards of well-known public companies such as Canadian National, NAV Canada, Enbridge Gas NB, PlazaCorp Retail Property Ltd., as well as several associations and groups, namely, Atlantic Provinces Economic Council, *Conseil économique du N.-B.*, Beauséjour Regional Health Authority, Fondation Dr-Georges-L.-Dumont, Canadian Life and Health Insurance Association, Atlantic Cancer Research Institute as well as chair of its Discoveries Campaign. Mr. Losier was also co-chair of the Université de Moncton Excellence Campaign.

He is married to Cécile Mallais and they have three children: Andrée Pascale, Joshua and Jessica.

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Investment Policy

Statement of Investment Policy

I. BACKGROUND REGARDING INVESTMENT PHILOSOPHY AND POLICY OBJECTIVES:

The Investment Committee has adopted this Statement of Investment Policy with the goal of enunciating:

- The investment philosophy the Investment Committee wishes its Fund Manager(s) to follow,
- The level of risk which the Investment Committee is prepared to accept with respect to the investment of the Foundation Fund, and
- The basis for measurement of the Foundation Fund's and each Fund Manager's performance.

In creating its Investment Policy, the Investment Committee recognizes that the purpose of the Foundation Fund is to assist community groups in the restoration and improved conservation of the Atlantic salmon in Atlantic Canada and Quebec.

Therefore, the Foundation Fund must be managed to achieve the highest investment return that can be obtained within the level of risk acceptance to the Investment Committee, since investment returns will have a significant impact on the funding level which can be provided by the Foundation in the longer term.

The Investment Committee believes that investment risks can be reduced by prudent and thoughtful diversification. The Investment Committee further believes that diversification is achieved by investing in a variety of asset classes that behave differently depending on the economic environment, and where feasible, by selecting managers with different investment styles.

In this context the following general statements of philosophy and objectives will apply:

Members of the Investment Committee and their agents shall exercise the care, diligence and skill in the administration and investment of the Foundation Fund that a person of ordinary prudence would exercise in dealing with the property of another person. They must act in the best interests of the Foundation and must not permit their personal interests to conflict with the exercise of their duties and powers.

The Foundation Fund assets will be managed within parameters of safety and prudence using a balanced investment program including bonds, common stocks, and treasury bills or other short term securities. The Investment Committee may consider limited investments in other types of instruments such as alternative assets or derivatives.

Diversification will be maintained. Investment in securities of any one issuer, or two or more affiliate entities, should not exceed 10% of the market value of the portfolio. The Investment Committee shall be informed of any holding greater than 5% at the next meeting.

In the long term, the objectives will be to not only preserve the capital value of the Foundation Fund, but also to provide the best possible real return on investments while maintaining an acceptable level of risk. As such, a primary objective is to achieve a minimum annualized return of inflation plus 3% in any four-year period.

Over shorter time periods, the objective will be to achieve competitive rates of return on the total Foundation Fund and on each major asset class while avoiding undue investment risk and excessive market volatility.

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II. ALLOCATION OF RESPONSIBILITIES:

A. Investment Committee:

The Investment Committee will be responsible to the Board for the following:

- i. Recommending and reviewing annually the Investment Policy Statement.
- ii. Recommending the Portfolio Manager(s) and the performance measurement service or methods to be employed on behalf of the Foundation.
- iii. Assessing the performance of the Portfolio Manager(s) at least annually regarding investment performance and other pertinent factors.
- iv. Advising the Portfolio Manager(s) at least annually of the anticipated cash flows to and from the Foundation and of any other material developments.
- v. Engaging an Agent or Agents to assist the Investment Committee in performing its duties in connection with its management of the Foundation Fund, including persons or organizations such as the Fund Manager, the Custodian, and the Performance Measurement Service.
- vi. Ensuring that all activities required for monitoring and managing compliance to the Investment Policy Statement are delegated to the various agents retained by the Investment Committee.

B. Portfolio Manager:

The Portfolio Manager will be responsible for the following:

- i. Managing the Foundation's investment portfolio in a manner consistent with the Foundation's Investment Strategy.
- ii. Selecting securities within each asset class, subject to the constraints of Section III.
- iii. Preparing written reviews of quarterly investment performance, economic and market conditions, and future expectations for presentation to the Investment Committee.
- iv. Providing complete portfolio statements to the Foundation on a monthly basis.
- v. Confirmation of compliance with the Investment Policy Statement on a quarterly basis.
- vi. Informing the Investment Committee of developments occurring within the Fund Manager's firm that may impact the firm's business, including developments such as the loss or acquisition of key personnel, changes in ownership structure, and rapid growth or decline in assets under management.

C. Custodian:

The Custodian will:

- i. Maintain safe custody over the assets of the Foundation Fund;
- ii. Provide monthly, quarterly and annual portfolio reports of all assets of the Foundation Fund and monthly reports of all transactions during the period for each Fund Manager as well as for the Foundation Fund;
- iii. Execute the instructions of the Investment Committee, as delegated to any portfolio manager appointed to manage a portion of the assets of the Foundation Fund.

D. Investment Advisor:

The Investment Advisor will:

- i. Assist in the development and implementation of the Statement of Investment Policy;
- ii. Where required, participate in the discussions with each Fund Manager, identifying issues that need to be addressed;
- iii. Conduct additional research and analyses as may be requested by the Investment Committee from time to time;

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- iv. Assist the Investment Committee in its annual review of the Statement of Investment Policy;
- v. Report to the Investment Committee on the investment performance and identify key issues (positive and negative) with each portfolio manager;
- vi. Advise the Investment Committee in reviewing the Investment Strategy on an annual basis.

III. INVESTMENT POLICY STATEMENT:

A. Permissible Asset Classes:

Subject to the limitations set out in this document, the Foundation Fund may be invested in any or all of the following asset categories and subcategories of investments either directly or through pooled funds, which hold only these investments:

- a. **Canadian Equity:** common stock, income trusts, convertible debentures, or preferred shares of Canadian public companies.
- b. **Foreign Equity:** common stock, convertible debentures, or American depository receipts (ADRs) and Global depository receipts (GDRs) of publicly traded non-Canadian companies.
- c. **Fixed income:**
 - Bonds, debentures, notes, mortgages or other debt instruments of governments or Canadian corporations;
 - Asset-backed securities and mortgage-backed securities;
 - Guaranteed investment contracts or equivalent financial instruments of Canadian insurance companies, trust companies, banks or other eligible issuers;
 - Annuities, deposit administration contracts or other similar instruments regulated by the Insurance Companies Act (Canada) or comparable provincial law, as amended from time to time;
 - Coupons and residuals;
 - Term deposits or similar instruments of Canadian trust companies and banks.
- d. **Cash or Cash Equivalents:**
 - Deposits with banks or trust companies;
 - Money market securities issued by governments or Canadian corporations with term to maturity of one year or less.

B. Quantitative Restrictions and Limitations

Canadian Equity:

The Foundation Fund and any portion allocated to a Fund Manager must be well diversified across industry sectors and capitalization ranges consistent with the following:

- a. No one equity holding shall represent more than 10% of the book value of the aggregate Canadian Equity portfolio.
- b. There will be a minimum of 30 stocks in the Canadian equity portfolio.
- c. No more than 10% of the market value of a Canadian equity portfolio may be invested in companies with a market capitalization of less than \$500 million at the time of purchase.

Proper diversification will be maintained across industry groups, (i.e., with investments in at least 7 of the ten major sub-indices of the S&P/TSX). Purchase of an equity investment in an industry group cannot be made if the resulting aggregate equity investment in that industry group will exceed the lesser of:

- a. The S&P/TSX weight for that group, plus 15 percentage points, and
- b. 40% of the total Canadian Equity portfolio.

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United States Equity:

The Foundation Fund and any portion allocated to a Fund Manager must be well diversified across industry sectors and capitalization ranges consistent with the following:

- a. No one equity holding shall represent more than 10% of the book value of the aggregate US Equity portfolio.
- b. There will be a minimum of 30 stocks in the US equity portfolio.
- c. No more than 10% of the market value of a U.S. equity portfolio may be invested in companies with a market capitalization of less than \$800 million at the time of purchase.
- d. No more than 20% of the market value of a U.S. equity portfolio may be invested in companies with a market capitalization of less than \$2 billion at the time of purchase.

Proper diversification will be maintained across industry groups (i.e., with investments in at least 7 of the ten major sub-indices of the S&P 500). Purchase of an equity investment in an industry group cannot be made if the resulting aggregate equity investment in that industry group will exceed the lesser of:

- a. The S&P 500 weight for that group, plus 15 percentage points.
- b. 40% of the total U.S. Equity portfolio.

The Fund Manager at his/her discretion may utilize pooled funds for this assets class provided this does not violate other requirements of this Policy Statement.

International Equity:

The Foundation Fund and any portion allocated to a Fund Manager must be well diversified across industry sectors, geographical areas and capitalization ranges consistent with the following:

- a. No one equity holding shall represent more than 10% of the book value of the aggregate International Equity portfolio.
- b. There will be a minimum of 30 stocks in the International equity portfolio.
- c. No more than 10% of the market value of an International equity portfolio may be invested in companies with a market capitalization of less than \$800 million at the time of purchase.
- d. No more than 20% of the market value of an International equity portfolio may be invested in companies with a market capitalization of less than \$2 billion at the time of purchase.

Proper diversification will be maintained across industry groups (i.e., with investments in at least 7 of the ten major sub-indices of the MSCI EAFE). Purchase of an equity investment in an industry group cannot be made if the resulting aggregate equity investment in that industry group will exceed the lesser of:

- a. The MSCI EAFE weight for that group, plus 15 percentage points.
- b. 40% of the total International Equity portfolio.

The Fund Manager may invest a portion of its international equity mandate in emerging markets not to exceed 10% of the international equity portfolio under management by the Fund Manager.

The Fund Manager at his/her discretion may utilize pooled funds for this asset class provided this does not violate other requirements of this Policy Statement.

Use of Derivatives:

A Manager may only use derivatives on the prior written approval of the Committee. Notwithstanding the aforementioned, derivatives or any instruments that have derivative holdings cannot be used in instances other than for risk mitigating purposes

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Fixed Income Investments:

Government Issues:

- There are no limits on Federal issues or AAA provincial issues.
- The maximum weighting in AA provincials is 50% of the fixed income portfolio.
- The maximum weighting in A provincials is 40% of the fixed income portfolio.

Corporate Issues:

- Not more than 10% of the total bond component of the Foundation Fund shall be invested in any issuer.
- 0 • The maximum weighting in A corporate issues is 30% of the fixed income portfolio.
- 1 • The maximum weighting in BBB corporate issues is 15% of the fixed income portfolio.
- Corporate issues in total may not exceed 50% of the fixed income portfolio.

Minimum Quality:

- The minimum average quality of the bond portfolio is to be A.
- No purchases may be made within the bond portfolio of issues rated BB or less.

Quality standards for the total bond component of the Foundation Fund shall be as follows:

Maximum % of Bond Portfolio

Total BB or Lower	5%*
Total BBB or Lower	15%
Total A or Lower	50%
AA or Higher	no limit

* Only to be used with the prior approval of the Committee The Fund Manager shall notify the Investment Committee of any issues that fall to BB or lower within ten days of the downgrading of the issue, and should be prepared to discuss his plan of action on such holdings.

Not more than 25% of the total bond component of the Foundation Fund and of each Fund Manager's Portfolio shall be in foreign pay, Canadian domiciled bonds (including Canadian recognized supranationals); or in bonds of foreign issuers.

Each Manager will maintain the duration of their bond portfolio within a range of 50% to 150% of the duration of the Scotia Capital Markets Bond Universe Index, and will report the duration as information with each quarterly written report.

Short Term Securities:

Short-term securities will be limited to those of the highest quality to minimize risk, namely those with a minimum rating of R1.

The Fund shall maintain a minimum of 2% of the investment portfolio in cash or cash equivalent instruments to meet the Fund's liquidity needs.

Use of Portfolio Manager's Pooled Funds:

Where the Investment Committee retains a portfolio manager utilizing a pooled fund, the Investment Committee may accept the Investment Policy of that Pooled Fund for that Mandate. As a result, if this were to occur, the Investment Policy of that Pooled Fund would override any specific requirements contained in this Policy. The Manager is required to notify the Investment Committee promptly of any

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changes to that Investment Policy. Should the Investment Committee decide that the Pool's Investment Policy cannot be supported, it will change to a segregated approach with the current portfolio manager, or an alternative portfolio manager, with a Pooled Fund Investment Policy that can be supported, will be identified.

Alternative Investments:

No such investments will be allowed without obtaining the prior written consent of the Investment Committee. Notwithstanding the above, investments in alternative assets (including hedge funds, funds of hedge funds, venture capital, private equity, real estate and other nontraditional asset classes) shall be limited to no more than 10% of the investment portfolio's assets.

C. Investment Constraints:

- i. Currency hedging is permitted with committee approval
- ii. Investments in equities will be limited to 70% of the market value of the fund.
- iii. Investments will be diversified across a number of industries and geographical areas.
- iv. The securities in the portfolio should, in general, be readily marketable.
- v. Investment in securities of any one issuer, or two or more affiliate entities, should not exceed 10% of the market value of the portfolio. The Investment Committee shall be informed of any holding greater than 5% at the next meeting.
- vi. Paragraph v. does not apply in respect of any investments in securities issued by the Government of Canada or the government of a province, or securities that carry the full faith and credit of either and any index, segregated, mutual or pooled fund.
- vii. Investments in alternative assets (including hedge funds, fund of hedge funds, venture capital, private equity, real estate and other non-traditional asset classes) shall be limited to no more than 10% of the investment portfolio's assets.
- viii. The Foundation shall not issue any debt obligations or securities, give any guarantees to secure a debt or an obligation of another person or mortgage, pledge or do any other thing that would encumber the Fund. The Foundation is permitted to maintain an operating line with the Schedule A Charter Bank, not to exceed 1% of the book value of the Fund's assets.

D. Prohibited Investments and Trading Activities:

The Foundation undertakes not to engage or invest in the following:

- i. Fixed income instruments rated below BBB- by Standard & Poors or Fitch ratings, Baa3 by Moody's or BBB by DBRS;
- ii. Derivatives or any instruments that have derivative holdings other than for risk mitigating purposes;
- iii. Non-marketable securities;
- iv. Commodities; and
- v. Repurchase agreements against securities which are not permitted to be held in the portfolio.

E. Securities Lending:

Securities Lending, under which the Foundation Fund lends securities to a borrower who delivers collateral in an acceptable form and amount, is authorized in order to secure added income for the Foundation Fund. Unless provided otherwise, all such transactions are managed by the Custodian according to a securities lending agreement with the Investment Committee. The collateral must take the form of cash or marketable investments having a market value of at least 105% of the loan and maintained no less frequently than weekly.

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F. Shareholder Voting Rights:

In general, the Fund Manager has the right but not the obligation to exercise the voting rights. In case of doubt concerning the best interests of the Foundation, the Fund Manager shall request instructions from the Investment Committee and act in accordance with such instructions. The Investment Committee may demand to exercise a voting right by communicating their intention to the Fund Manager within a reasonable period.

G. Securities Not Regularly Traded:

It is expected that the securities held in the Foundation Fund will have an active market and therefore valuation of the securities held in the Foundation Fund will be based on the securities' market values, as determined by the Custodian/Trustee. If a security held in the Foundation Fund does not have an active market, then it will be valued at least annually by the Foundation Fund's Custodian/Trustee or such other appraiser as the Investment Committee may choose to nominate.

H. Performance Objective for the Balanced Fund Manager:

The Balanced Fund Manager will be allowed to employ asset allocation and security selection techniques in an effort to increase the Foundation Fund's total return.

Asset Allocation:

A Balanced Fund Manager, while adhering to its Balanced Fund Benchmark Portfolio in the long term, may employ shorter term asset allocation strategies, but in so doing must not violate the following maximum and minimum allocations to each asset class:

Asset Class	Balanced Fund Benchmark Portfolio	Proporti	On in Range	
Short term securities	5%	2%	^	10%
Equities				
Canadian	30%	15%	^	55%
International (including US)	30%	10%	^	40%
Fixed Income	35%	25%	^	55%

In order to achieve satisfactory overall investment performance, the Balanced Fund Managers are expected to meet or exceed the following performance targets:

$(0.05 * 90\text{-day SCM Treasury Bills Index}) +$
 $(0.30 * \text{S\&P/TSX Composite Index with Income Trusts (capped)}) +$
 $(0.30 * \text{MSCI World Index (Cdn\$)}) +$
 $(0.35 * \text{SCM Universe bond index}) + 1.0\% \text{ per annum}$

Calculated net of fees assuming quarterly re-balancing on an annualized basis over moving 4 year time periods.

Security Selection:

Each Balanced Fund Manager may employ security selection techniques within each asset class, such that the investment characteristics of the asset class differ from the characteristics of the representative

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index. The various limits set out previously in the above Section entitled Quantitative Restrictions and Limits must be adhered to.

Furthermore, a Balanced Fund Manager's contribution will be measured in two parts; the portion due to asset allocation strategies, and the portion due to security selection techniques. The following are a Balanced Fund Manager's secondary performance objectives:

- To have a positive contribution from both asset mix and security selection;
- With respect to security selection, to achieve performance within each asset class that exceeds the rate of return by an appropriate "Active Margin" on that asset class's representative index. The appropriate "Active Margin" calculated net of fees, for each asset class's representative index are as follows:

Asset Class	Representative Index	Active Margin
Cash	90-day SCM Treasury Bills Index	Nil
Canadian Equity	S&P/TSX Composite Index with Income Trusts (capped)	1.25%
Global Equity	MSCI World Index (Cdn. \$)	1.25%
Fixed Income	SCM Universe Index	0.25%

In addition to meeting or exceeding these objectives, each Balanced Fund Manager will be monitored in other aspects of his/her operation, including (but not limited to):

- Compliance with this Statement of Investment Policy ;
- Continuity of personnel within the firm;
- Continuity of management style; and
- Overall management of the firm's business.

I. Other Investment Policies:

- a. The Foundation has no policy of socially responsible investing.
- b. The Foundation is permitted to hold securities on a Segregated or Pooled basis.

IV. Conflict of Interest Concerning Investment Management:

- I. All investment advisors or portfolio managers who are involved in the investment management of the Fund shall disclose in writing, on a timely basis, the nature and extent of his/her interest, including any material interest in any equity that is a party to the transaction with the Foundation.
- II. The Foundation shall also ensure that the Foundation's conflict of interest policies and procedures with respect to the investment of the Fund include provisions on voting, prohibited transactions, continuing disclosure and avoidance standards.
- III. The Custodian and any other agent who may have responsibility for the assets of the Foundation shall disclose in writing, on a timely basis, the nature and extent of his/her interest, including any material interest in any equity that is a party to the transaction with the Foundation.

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Investment Strategy

Investment Strategy

The Investment Strategy describes the means used by the Foundation to best implement the Statement of Investment Policy. The key investment tenets underlying the Investment Strategy are:

1. The Fund will have a long-term investment bias towards equities, given that asset allocation is the most important determining factor in the investment performance of the Fund, and over the long term, equities have historically outperformed bonds to compensate for their greater uncertainty for positive investment returns.
2. Given that market movements of equity and bond portfolios are not perfectly correlated (and Canadian equities are not perfectly correlated with foreign equities), diversification provides the opportunity to improve risk-adjusted returns.

As such:

- A. The Board attempts to reduce the overall level of risk of the Fund by diversifying amongst various asset classes (including Canadian equities, foreign equities and bonds),
 - B. Where feasible, the Board attempts to further reduce the overall level of risk by diversifying by investment manager and investment style within asset classes.
3. The Fund will adopt an active (vs. passive) investment management approach, at this time, as active investment management provides the opportunity to outperform specific investment benchmarks as found in the Statement of Investment Policy.

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Audit & Evaluation Strategy

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Audit & Evaluation Strategy

1.0 Introduction

The Atlantic Salmon Conservation Foundation was established in 2005 for the purpose of assisting community groups in the restoration and improved conservation of the Atlantic salmon resource in Atlantic Canada and Quebec. The Foundation is committed not only to achieving results commensurate with its resources, but it is also committed to applying best practices in audit and evaluation so that it can measure its results and report them for accountability to its interested parties, and generate lessons learned to improve future practice.

Furthermore, Article 7 of the Funding Agreement requires the Foundation to have developed and submitted an audit and evaluation strategy to the Minister within 180 days following the signing of the Funding Agreement. That requirement was fulfilled by the Foundation in submission of its original strategy document on 19 July 2007. Fisheries and Oceans Canada followed-up in March 2008 by providing the Foundation with some suggested revisions. As a result, the Foundation submitted a substantially revised strategy document as part of the 2009 Business Plan in October 2008.

This version of the Audit and Evaluation Strategy has been developed as a result of further discussion with the Department in spring 2009 and involvement of an expert on evaluation related to federal government programs. This version clarifies the terminology to align terms with those typically used in federal government departments; it outlines adjusted results statements and a revised logic model; it includes more precise performance measurement and reporting requirements for the Foundation; and it suggests approaches to internal monitoring and evaluation. It assumes a results-based management approach, namely an “approach to management that integrates strategy, people, resources, processes and measurements to improve decision-making and drive change. The approach focuses on getting the right design early in a process, focusing on outcomes, implementing performance measurement, learning and changing, and reporting performance” (Treasury Board Secretariat).

The stated objective of the Funding Agreement between the Minister of Fisheries and Oceans and The Atlantic Salmon Conservation Foundation is to contribute to “attainment of healthy and sustainable wild Atlantic salmon stocks in Atlantic Canada and Quebec.” The Audit and Evaluation Strategy will assist the Foundation to meet that objective by:

- Articulating a chain of results and logic model for its program, incorporating the requirements of Article 5 of the Funding Agreement;
- Building on the indicators in Schedule B of the Funding Agreement, specifying objectively verifiable indicators for measuring results at each stage of the results chain;
- Identifying risks and associated mitigation strategies with respect to the Ultimate Projects funded, including provision for periodic audits;
- Suggesting the content and approach for internal monitoring of the Foundation’s work
- Outlining the Terms of Reference for a future evaluation of the Foundation’s program.

2.0 Program Profile

2.1 Rationale

Wild Atlantic salmon inhabit over 600 rivers in Canada’s five eastern provinces. The Atlantic salmon is an important cultural, recreational and economic resource as the species reinforces the cultural identity of Aboriginals, provides recreation for anglers, and generates employment and sustenance for many people and its presence in rivers and streams serves as a barometer of environmental health. However, as a result of historical overfishing at sea and environmental degradation of vital watersheds, the species is threatened. Major steps to address the situation have been taken such as the elimination of commercial

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fishing in Canadian waters, signing of international treaties banning the fishing of Atlantic salmon in the high seas, improved husbandry by governments, and mobilization of conservation-minded community organizations to conserve, enhance and sustain the Atlantic salmon through such measures as improved watershed management and limited kill angling.

Recognizing the need of community groups for additional resources in support of conservation efforts, and reinforcing the principle of shared stewardship with interested parties, the Government of Canada provided funding to the Foundation to create an endowment in support of community group projects. The mission statement of The Atlantic Salmon Conservation Foundation is *“To promote enhanced community partnerships in the conservation of wild Atlantic salmon and its habitat in Atlantic Canada and Quebec.”*

2.2 Program

The purpose of the Foundation’s Program is to achieve healthy and sustainable wild Atlantic salmon stocks in Atlantic Canada and Quebec, and to improve community capacity and involvement in salmon conservation. In order to achieve the above purpose, the Foundation:

- Funds priority projects and helps watershed and community organizations working on a range of wild Atlantic salmon habitat, enhancement, monitoring and conservation initiatives;
- Encourages cooperation between governments, Aboriginal groups and volunteer groups;
- Encourages the engagement of and participation by interested parties;
- Through a communications strategy, increases awareness of the habitat requirements of salmon; and
- Provides a balanced allocation of funding that reflects geographical areas and priorities.

2.3 Interested Parties

The interested parties and beneficiaries of the Foundation’s program include:

- Individuals, organizations, and governments engaged in the conservation, restoration and protection of wild Atlantic salmon and their habitat;
- People who are employed in endeavours that depend on wild Atlantic salmon;
- People who participate in recreation related to the Atlantic salmon;
- People who derive sustenance from the Atlantic salmon as a source of food;
- Aboriginal people with cultural connections to the Atlantic salmon
- The general public who may participate in non-consumptive interaction with Atlantic salmon, and who stand to benefit generally from a healthier environment.

3.0 Program Results

The planned results of the Foundation’s Program are embodied in its four goals:

Goal #1

To be an effective support to community volunteer organizations in conserving, restoring and protecting wild Atlantic salmon and its habitat

Goal #2

To enhance cooperation and partnership among governments, Aboriginal organizations, community volunteer groups and others in the interests of conserving, restoring and protecting wild Atlantic salmon and its habitat

Goal #3

To promote and improve conservation planning and management at the watershed level as the basis for ensuring effective use of and accountability for funds made available for wild Atlantic salmon conservation initiatives

Goal #4

To improve public awareness, education, and research respecting the conservation of wild Atlantic salmon and salmon habitat

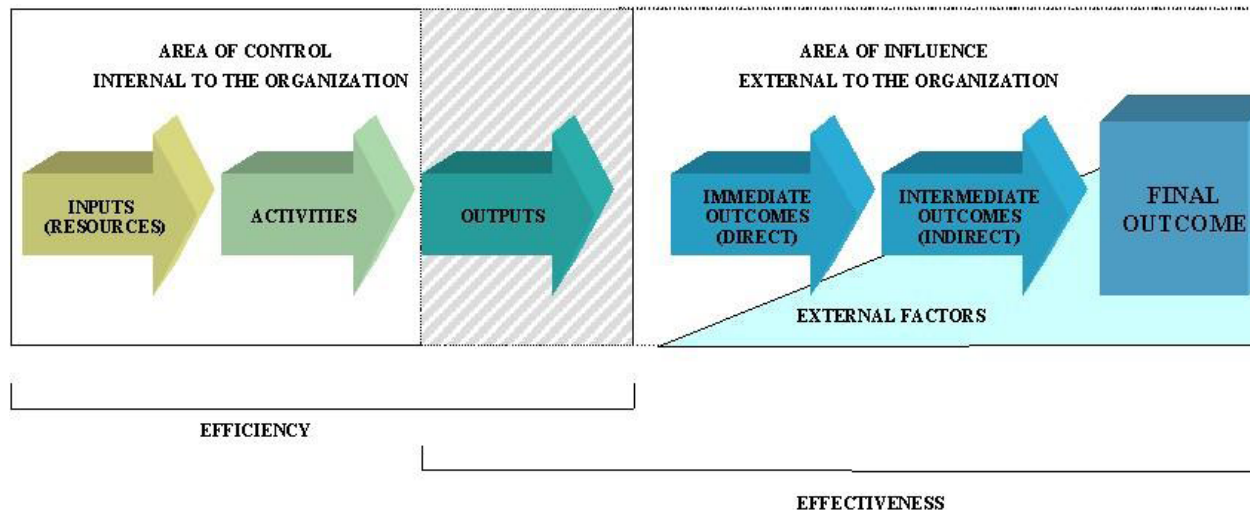
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4.0 Program Logic

4.1 Introduction

A program Logic Model is intended to illustrate a logical flow of resources, activities and results of an organization's program. The model follows the Treasury Board of Canada's generalized model, which is depicted below:



Outputs refer to direct products or services stemming from the activities of an organization, policy, program or initiative, and usually within the control of the organization itself. E.g., Pamphlet, research study, habitat rehabilitation project, training session, etc...

An outcome is an external consequence attributed, in part, to an organization, policy, program or initiative. Outcomes are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence. Outcomes are usually further qualified as immediate, intermediate, or ultimate (final) depending on the length of time before they are expected to be achieved, how certain they are to come about and how much control the organization exercises over their achievement.

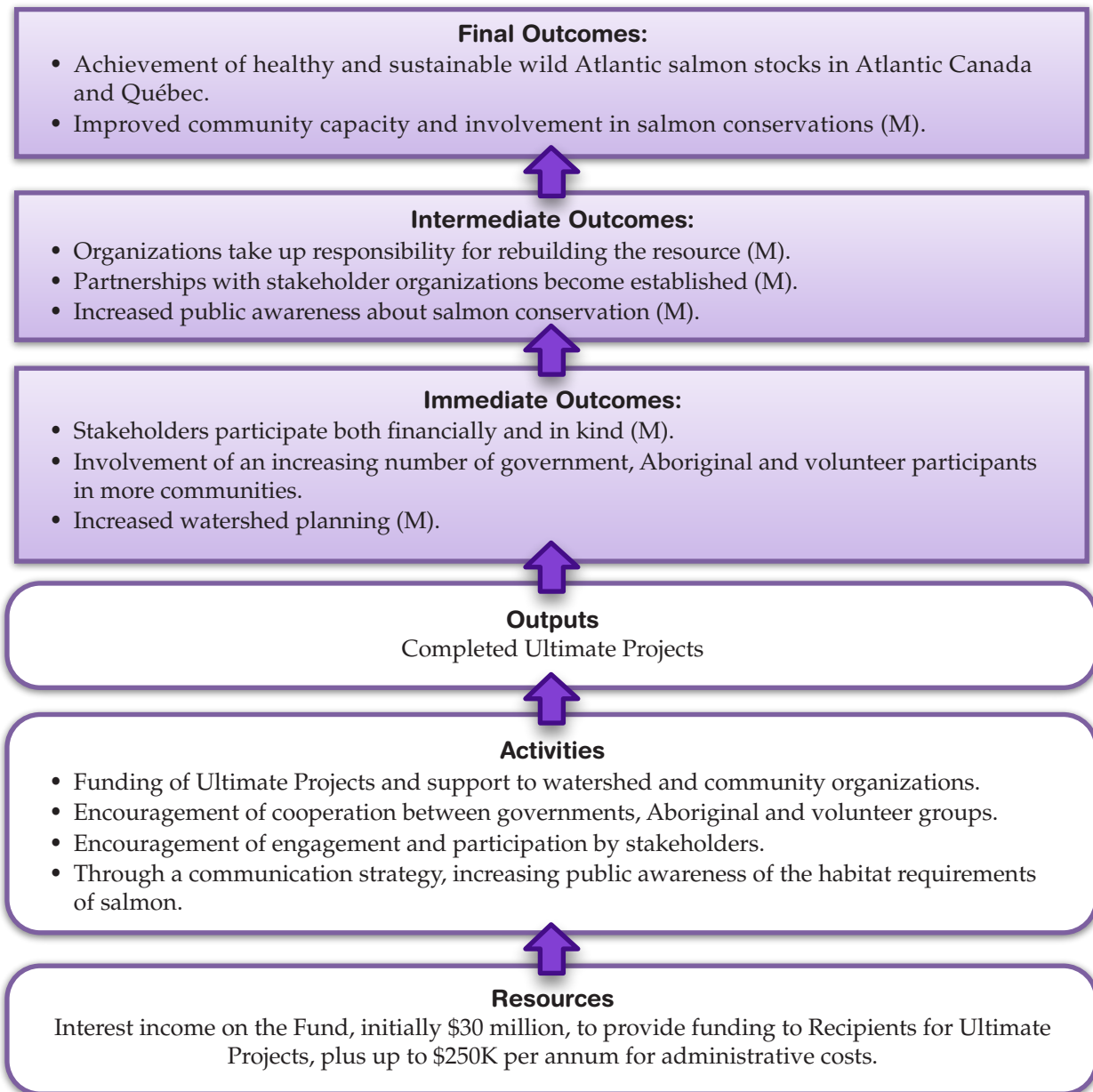
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4.2 Atlantic Salmon Conservation Foundation Logic Model

The program logic for the Atlantic Salmon Conservation Foundation is shown below:

Program Logic Model



Note: Mandatory performance measurement requirements of the funding agreement are indicated (M)

Notes:

Conditions on Projects

Projects eligible for funding include those that maintain, protect and enhance Atlantic salmon and their habitat, rebuild stocks and restore salmon populations, and are related to watershed planning.

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Audit & Evaluation Strategy

Program Strategy and Requirements

A balanced allocation of funding that reflects geographical areas and priorities

- A fair and reasonable mix of projects in terms of size, risk, complexity, geographic benefit, and participation by Ultimate Recipients across Atlantic Canada and Quebec
- No less than once per year, the Foundation will issue a call for applications for Ultimate Project funding
- Ultimate Projects will conform to all other requirements set out in Schedule “A” of the Funding Agreement

Fund Management Requirements

- The Fund is invested and managed in conformity with the conditions of Article 3 of the Funding Agreement.

The time that it will take to achieve these outcomes is influenced by several factors including: building community capacity to undertake conservation activity, the internal capacity of Foundation staff, volunteer involvement and support for the Foundation’s program, the commitment of scientific and technical expertise by federal and provincial governments to advise the Foundation, knowledge regarding restoration projects, the degree of knowledge of salmon populations, public interest in the fishery, quality of habitat, and many other factors.

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5.0 Key Risk Areas

5.1 Definition of Risks

For the purpose of identifying risk, the definition of risk used is: “Risk refers to the uncertainty that surrounds future events and outcomes. It is the expression of the likelihood and impact of an event with the potential to influence the achievement of the program’s objectives.”

Key risk areas are “the key internal and external inherent risk areas that evolve from the legislation, mandate, program design and/or operating environment, where there is a potentially significant impact on performance.”

The prospective Foundation risks have been identified based on Foundation experience since inception, the experience of other conservation funding programs, through consultation with interested parties and, by a rational assessment of the nature of the program.

In this analysis, the Foundation has placed most emphasis on external risks that could affect results. Unstated internal risks relate to the possibility of ineffective programming by the Foundation, which would be identified, and corrected, through ongoing internal monitoring and program evaluation.

The key risks for the Atlantic Salmon Conservation Foundation to achievement of results at each level are listed in the following table. This table is viewed as a dynamic tool to be monitored and updated as the situation unfolds.

Level of Results	Results	Risks
Final Outcomes	Achievement of healthy and sustainable wild Atlantic salmon stocks in Atlantic Canada and Quebec.	Despite best efforts there are no demonstrable improvements in salmon abundance as a result of factors beyond the Foundation’s influence.
	Improved community capacity and involvement in salmon conservation. (M)	Engagement and project involvement by themselves may be insufficient to develop capacity in involved organizations.
Intermediate Outcomes	Organizations take up responsibility for rebuilding the resource. (M)	
	Partnerships with stakeholder organizations become established. (M)	External political forces may affect the willingness of stakeholder organizations to form partnerships.
	Increased public awareness about salmon conservation. (M)	
Immediate Outcomes	Interested parties participate both financially and in kind. (M)	
	Involvement of an increasing number of government, Aboriginal and volunteer participants in more communities.	
	Increased watershed planning. (M)	

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Level of Results	Results	Risks
Outputs	Completed Ultimate Projects.	
Activities	Funding of Ultimate Projects and support to watershed and community organizations.	Inability of community-based proposals to secure the minimum contribution to funding to be eligible for Foundation funding. Failure of the Foundation project selection and approval process to identify the most effective projects for funding
	Encouragement of cooperation between governments, Aboriginal groups and volunteer groups.	External agendas affect the willingness of stakeholder organizations to cooperate on issues affecting the Atlantic salmon
	Encouragement of engagement and participation by interested parties.	Limited success in securing and maintaining adequate volunteer participation in the Foundation's program. The Foundation making trade-offs that place project quality ahead of the need for participation by all interested parties.
	Through a communications strategy, the Foundation increases awareness of the habitat requirements of salmon.	
Resources	Interest income on the Fund, initially \$30 million, to provide funding to Ultimate Recipients for Ultimate Projects plus up to \$250K p.a. for administrative costs.	Failure to achieve revenue levels on investment or through fund-raising activities to adequately support the Foundation program in the five provincial jurisdictions. Limited success in augmenting the fund through leveraging other sources of project funding or from fund-raising activities.

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5.2 Risk Assessment

It is important to note that improvements to populations of wild Atlantic salmon are influenced by multiple factors, some of which may be subject to control or influence by conservation activity conducted by conservation organizations. These factors must be taken into account in assessing attainment of anticipated outcomes.

This section identifies the key risk areas associated with successful implementation and operation of the Foundation's program. Continued experience with the program will confirm if this initial assessment is accurate and where changes are necessary.

Key Risks are defined in the Treasury Board of Canada Risk-Based Audit Framework Guide¹. Risks rated as 'Medium or High' should have proposed incremental risk management strategies to reduce the levels of risk.

'Low risks' are also defined in order to present a complete picture of the risk environment in which the Foundation operates. If the probability of occurrence or likely impact of any of the identified risks should rise, it may become necessary to monitor risks that were formerly considered of acceptably low probability of impact.

The parties for which these risks areas arise, and may be addressed, include:

- Proponents and participants in initiatives funded by the Foundation
- First Nations and other Aboriginal organizations in Atlantic Canada and Quebec
- The general public (who are tapped for contributions to sustain the work of the Atlantic Salmon Conservation Foundation through multiple fund-raising activities)
- Foundation directors and staff, ASCF
- Government departments and agencies

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The following potential risks have been assessed according to probability and impact:

#	Potential Risk Areas	Parties affected	Probability			Impact		
			Low	Med	High	Low	Med	High
1	Despite best efforts there are no demonstrable improvements in salmon abundance as a result of factors beyond the Foundation's influence	All		X		X		
2	Engagement and project involvement by themselves may be insufficient to develop capacity in involved organizations	ASCF, Participants	X			X		
3	External political forces affect the willingness of stakeholder organizations to form partnerships	All	X			X		
4	Inability of community-based proposals to secure the minimum contribution to funding to be eligible for Foundation funding.	ASCF, Participants	X			X		
5	Failure of the Foundation project selection and approval process to identify the most effective projects for funding.	ASCF	X			X		
6	External agendas affect the willingness of stakeholder organizations to cooperate on issues affecting the Atlantic salmon	All	X			X		
7	Limited success in securing and maintaining adequate volunteer participation in the Foundation's program	ASCF	X					X
8	The Foundation making trade-offs that place project quality ahead of the need for participation	ASCF		X			X	
9	Failure to achieve revenue levels on investment to adequately support the Foundation program in the five provincial jurisdictions	ASCF		X		X		
10	Limited success in augmenting the fund through leveraging other sources of project funding or from fund-raising activities	ASCF		X		X		

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5.3 Risk Analysis

The potential risks to attainment of outcomes are identified in the preceding table. This section provides an analysis of these risks.

Risk 1: On a local scale the likelihood of realizing Risk 1 is assessed as medium due to environmental and human-caused factors beyond the control or influence of watershed groups. It is possible to overcome negative local influences on salmon populations. Salmon populations on a global scale have been decreasing on both sides of the Atlantic in the natural range of wild salmon, although recently trends indicate a slowed decline. Therefore, every possible contribution to salmon conservation is important.

Risk 2: While the probability is assessed as low, engagement in activities may merely reinforce organizational practices, and not contribute to building new capabilities. Should this risk become real, the Foundation may need to provide organizations with additional support to improve their capacities to support the Foundation's mission.

Risk 3: Development of partnerships is a major goal of the Foundation since good working partnerships among those interested improving salmon conservation is essential to the success of conservation efforts. Partnership within the community, as well as between the community groups, Aboriginal organizations and government agencies is important in pooling of effort, resources and focus on conservation priorities. While there could be temporary problems in cooperation among specific groups, over the long term this risk is considered low.

Risk 4: There is a low risk that some project proponents will be unable to raise the minimum percentage cash and/or in-kind contribution in support of a funding proposal. Furthermore, the Foundation always has the right to compensate for such a shortfall providing fundraising efforts were sincere.

Risk 5: The Foundation has established a very effective and competent technical advisory committee structure in each province, and has adopted a rigorous proposal assessment and ranking process. Each advisory committee is composed of expert government and stakeholder representatives. Project selection criteria and priorities are reflective of Foundation objectives. In addition, the application process is designed to attract proposals that respond to provincial conservation priorities. The risk of selecting ineffective project proposals is considered low.

Risk 6: People can be expected to bring external agendas to bear when they participate in other fora; however, over recent years most interested parties have been willing to cooperate regarding salmon conservation. Of course, the situation bears continual monitoring. Overall, the probability of this risk is considered low.

Risk 7: This risk reflects the high level of dependence of the Foundation's program on volunteer involvement. Volunteers participate in the Foundation and its program at several levels. The Foundation, from its Members, Board of Directors and all of the technical advisory committee membership are volunteers. In addition, most ultimate recipient organizations are volunteer, community-based entities. This risk is considered low due to the strong commitment of volunteers in salmon conservation programs. The impact would be high if the numbers of volunteers were reduced.

Risk 8: The Foundation puts priority on project quality and has established responsible inclusive mechanisms to achieve quality projects. However, groups that lack experience or expertise can understandably misinterpret a rejection and withdraw their future participation. Because there has been an instance of this, the probability is considered medium. As there are more projects and improved capacities among Ultimate recipients, the risk should reduce.

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Risk 9: This risk area involves lower planned trust fund interest income generation. The Foundation has adopted a balanced investment policy and investment strategy in conformity with the terms of the Funding Agreement. In addition, the Foundation has established a 10 year financial projection with the goal of attaining a zero deficit by 2018 and creation of a reserve that will enable the Foundation to offer \$1 million in grants by 2018. This also will enable the Foundation to meet the program administration requirements, fund investment management costs and to while not eroding the capital base. This risk varies according to the performance of financial markets and is assessed as medium over the long-term for the trust fund.

Risk 10: It is early in the Foundation's history to assess this risk; however, the poor economic climate may suggest a potential problem. The Foundation will monitor the situation on an ongoing basis.

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6.0 Performance Measurement

6.1 Performance Measurement Strategy

The Performance Measurement Strategy is summarized in the following table.

Logic Model Component: Results/Conditions	Indicators/Measures	Data Sources & Methods of Analysis	Accountability	Reporting Time Frame
Achievement of healthy and sustainable wild Atlantic salmon stocks in Atlantic Canada and Quebec.* * SEE NOTE 1 (below)	Number of rivers: lost; threatened, not threatened, restored Estimated salmon stocks	NASCO Atlantic salmon rivers data base (655 Canadian rivers) DFO Reports Quantitative and qualitative analysis	ASCF Program evaluator	Five Years
Improved community capacity and involvement in salmon conservation	Number of project proposals received Number of projects funded Funds contributed by participating organizations	ASCF project cycle data base Reports on funds contributed (Application forms)	ASCF Funding applicants	Annually
Organizations taking up responsibility for rebuilding the resource	Number of project applications received Number of approved and signed project agreements. Numbers of partner organizations contributing to project activity Numbers of newly identified partnerships Membership of participating organizations	Quantitative analysis of ASCF project data/records Review of ASEF project agreements Applicant reports on membership numbers (Application forms)	ASCF Applicant	Annually
Partnerships with stakeholder organizations becoming established	Numbers of genuine partnerships established and maintained	Project funding proposals Quantitative analysis of ASCF project data/records Interviews with ASCF staff, volunteers and applicants	ASCF Recipients	Annually
Increased public awareness about salmon conservation (M)	Number of hits on ASCF web site Number of ASCF press releases and public announcements Amount of documentation distributed Number of enquiries to ASCF	ASCF records monitored	ASCF	Annually
Recipient participation: a. financially* b. in kind* *as compared to total cost of project	Report degree of: • financial • in-kind participation by funding recipients	Quantitative analysis of ASCF project data/records Recipient project completion reports	ASCF Recipients	Annually
Involvement of an increasing number of Government, Aboriginal and volunteer participants in more areas	Report the numbers of organizations involved in project proposals. Volunteer effort in support of ASCF – Number of hours	Quantitative analysis of ASCF project data/records Project completion reports	ASCF Recipients	Annually
An increase in watershed planning	Number of watershed plans developed by community groups Number of project proposals associated with watershed plans in support of watershed plans Number of kilometres of improved habitat	Quantitative analysis of ASCF project data/records Review of ASCF project agreements Project completion reports	ASCF Recipients	Periodic depending on Project timeframes

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Logic Model Component: Results/Conditions	Indicators/Measures	Data Sources & Methods of Analysis	Accountability	Reporting Time Frame
Completed Ultimate Projects	Number of completed projects supporting: <ul style="list-style-type: none"> • protection and restoration of habitat • restoration of access • rebuilding stocks • development of watershed plans • education/ awareness 	Project progress and completion reports	ASCF Recipients	Periodic depending on Project timeframes
Funding of priority projects (Ultimate Projects) and support to watershed and community organizations	Amount of investment (ASCF & Recipient)in: <ul style="list-style-type: none"> • protection and restoration of habitat • restoration of access • rebuilding stocks • development of watershed plans • education/ awareness 	ASCF data Project applications	ASCF Recipients	Annually
Encouragement of cooperation between governments, Aboriginal groups and volunteer groups	Meetings related to such cooperation Description of cooperation	Qualitative and quantitative description of ASCF initiatives	ASCF	Annually
Encouragement of engagement and participation by interested parties	Number of individuals and organizations involved with ASCF	ASCF records	ASCF	Annually
Through a communications strategy, the Foundation increases awareness of the habitat requirements of salmon	Number of visits to the Foundation web site Number of press releases & public announcements Number of enquiries to the Foundation Number of funding applications received Results of periodic public surveys	Quantitative analysis of ASCF project data/records Interviews with ASEF staff, volunteers and applicants Periodic public surveys	ASCF Recipients	Five Years
Balanced funding to provinces/interested parties	Funding allocated to provinces & interested parties	Quantitative analysis of ASCF project data/records	ASCF	Annually

NOTE 1: ASCF aspires to contribute to the restoration of salmon stocks, but recognizes that this is a long term goal requiring concerted efforts of all stakeholders, including other conservation organizations. Further, ASCF has insufficient internal resources to actively monitor the health of Canadian Atlantic salmon stocks. However, the Foundation endeavours to keep abreast of overall salmon abundance through reports of Governmental and scientific organizations.

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6.2 Measurement Validity

Measuring results related to interventions in a complex ecosystem that spans watersheds and oceans is not a simple proposition. The results in terms of salmon abundance rely on myriad loosely-coupled systems. While reliable and valid measurement is possible for the components related to salmon abundance, the overall system can only be understood in terms of general trends over multiple years, if not decades. The following table summarizes realistic assumptions about measurement, which need to be understood in the overall performance measurement scheme. Active engagement of project recipients in measurement is a good means to develop understanding, and build organizational capacities.

Useful Indicators	Threats to measurement validity	Comments
Spawning escapement by river	<ul style="list-style-type: none"> • Salmon returns on many rivers fluctuate widely, so numbers measured over a year or two are unreliable in estimating sustainability levels • Sampling with trap nets can be unreliable due to weather variations and other factors • Clear rivers, such as those in Gaspé, enable accurate counts prior to spawning, but turbid and peat-stained rivers require proxy indicators such as red counts, which are somewhat less valid • Rivers with barrier fences and counters provide for valid counts 	<ul style="list-style-type: none"> • Ultimate projects should where possible include available data in applications and/or reports, ideally for a five year period prior to project commencement • Rivers opened to access provide good venues to measure additions to salmon abundance • The Foundation should use the best data available in each involved watershed
Juvenile salmon density	<ul style="list-style-type: none"> • Parr density can be a reasonable indicator if data are systematically collected over multiple years • Such proxy indicators as predator abundance (e.g. merganser counts) can be a low-cost alternative where more robust approaches cannot be used • Smolt counts using robust methods, such as smolt wheels, are a good proxy of salmon density, and provide a measure at one of the pivotal stages of the salmon's life cycle 	<ul style="list-style-type: none"> • Rivers opened to access provide good venues to measure additions to salmon abundance • Project applicants should indicate how they intend to measure results

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Useful Indicators	Threats to measurement validity	Comments
Angling catch data	<ul style="list-style-type: none"> • Self-report data can lack validity • In tightly controlled situations, such as Quebec rivers, where angled fish must be registered, angling catch provides a reasonable proxy for adult escapement • The rising popularity of catch-and-release requires self-reporting, which compromises validity 	<ul style="list-style-type: none"> • Except where there are particular reasons to use such data, more direct counts are preferred
Salmon access to critical habitat	<ul style="list-style-type: none"> • While the number of kilometers of accessible river is an important indicator, ideally it can be supplemented by data on flow rate, which indicates another dimension of the amount of restored habitat 	<ul style="list-style-type: none"> • Recipients need to clarify the role of non-Project partners in such projects to avoid the problem of double counting
Protection and restoration of salmon habitat	<ul style="list-style-type: none"> • The previous comments on access apply • Protection and restoration is complicated by the need for qualitative indicators 	<ul style="list-style-type: none"> • The Foundation will explore development of a framework to classify restoration (e.g. Rip rap; re-planting banks; erosion control, etc.)
Conservation plans	<ul style="list-style-type: none"> • Plans can vary widely in thoroughness and utility, so the mere existence of a plan is considered a temporary indicator until the Foundation gains experience in qualitative assessment 	<ul style="list-style-type: none"> • The Foundation will explore development of standards for watershed conservation plans, which will add validity in the future

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7.0 Evaluation and Audit

7.1 Introduction

The audit and evaluation functions of the Foundation are intended to provide the Board and management with the information they need to make sound, effective decisions on their policies, programs and initiatives; to provide them with information about the soundness of their management and control processes; and to identify where the organization is most exposed to risk and what remedial actions are available and appropriate.

7.2 Internal Monitoring

The Foundation issues an Annual Report on its work and finances. To prepare for the development of the Annual Report and future evaluation, the Foundation manages a data base and collects the following data on an ongoing basis:

Element/ Constituency	Key Data Collected
Public	<ul style="list-style-type: none">• Requests for information by location• Documents disbursed by location• Web site hits• Inventory of press releases & public announcements
Salmon Conservation Groups	<ul style="list-style-type: none">• Inventory of groups, contact information• Number of members by group• Report on funds raised by grant applicants
Foundation Volunteers	<ul style="list-style-type: none">• Listing of people, affiliation, geographic origin, Foundation involvement• Record of hours spent in support of Foundation work (From committee chair reports)
Partnerships	<ul style="list-style-type: none">• Listing of meetings, events• Copies of Agreements
Salmon watershed enhancement	<ul style="list-style-type: none">• Protection and restoration of habitat (km) by location• Restoration of access (km) by location• Rebuilding stocks (number of juveniles, adults replenished)• Development of watershed plans (File of watershed plans)
Fundraising	<ul style="list-style-type: none">• Matching funds raised by applicants• Donations to the Foundation• Value of Fund

7.3 Evaluation

Evaluation is considered an essential function both to promote accountability and to stimulate improvement in the Foundation's work. The approach to evaluation and reporting of results for the Foundation's program is expected to comprise the following:

- Periodic progress and final reports submitted by ultimate recipients
- Annual progress reports (to be reported in the Annual Report)
- Periodic formative and summative evaluation of projects and of the Foundation

Appendix A provides draft terms of reference for evaluation of the Foundation and its program.

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7.4 Audit

Audit of the Foundation may consist of the following:

- Annual financial audit by the Foundation Auditor
- Compliance audits
- Performance audits
- Audit for performance and compliance by the Auditor General of Canada

8.0 Reporting Commitments

Systematic and timely reporting of results of ongoing performance monitoring, evaluation, and audit is one of the fundamental principles underlying the Audit and Evaluation Strategy, which is premised on management reacting to results achieved over the lifecycle of the program.

Ongoing performance monitoring and evaluation will provide feedback to the Foundation, DFO and interested parties on the extent to which anticipated outcomes are being achieved. The Audit and Evaluation Strategy is a vehicle for ensuring that information is reported at key intervals to those who require it for decision-making, communication or information sharing.

Key elements of reporting for the Atlantic Salmon Conservation Foundation Grant include activities, reports, timing and who is responsible as shown in the following table.

Atlantic Salmon Conservation Foundation Reporting Strategy			
Results Measurement Activities	Reports	Timing of Reports	Responsibility
Ongoing performance Measurement	Annual Report	Annually	Foundation
Ongoing performance Measurement	Annual Business Plan	Annually	Foundation
Internal Audits	Project audit reports	Annual (post-2008)	Foundation
Program Evaluation	Evaluation report	2011/12	Foundation and DFO

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Appendix A: Draft Terms of Reference for Evaluation of the Foundation and its Projects

These are draft terms of reference intended to be suggestive of the evaluation agenda. They are intended to be updated and revised to better address issues and questions that have materialized by the time an actual evaluation takes place.

Background

The Atlantic Salmon Conservation Foundation was established in 2005 for the purpose of assisting community groups in the restoration and improved conservation of the Atlantic salmon resource in Atlantic Canada and Quebec. The purpose of the Foundation's Program is to achieve healthy and sustainable wild Atlantic salmon stocks in Atlantic Canada and Quebec, and to improve community capacity and involvement in salmon conservation. In order to achieve its purpose, the Foundation:

- Funds priority projects and helps watershed and community organizations working on a range of wild Atlantic salmon habitat, enhancement, monitoring and conservation initiatives;
- Encourages cooperation between governments, Aboriginal groups and volunteer groups;
- Encourages the engagement of and participation by interested parties;
- Through a communications strategy, increases awareness of the habitat requirements of salmon; and
- Provides a balanced allocation of funding that reflects geographical areas and priorities.

The interested parties and beneficiaries of the Foundation's program include:

- Individuals, organizations, and governments engaged in the conservation, restoration and protection of wild Atlantic salmon and their habitat;
- People who are employed in endeavours that depend on wild Atlantic salmon;
- People who participate in recreation related to the Atlantic salmon;
- People who derive sustenance from the Atlantic salmon as a source of food;
- Aboriginal people with cultural connections to the Atlantic salmon
- The general public who may participate in non-consumptive interaction with Atlantic salmon, and who stand to benefit generally from a healthier environment.

After several years of programming the time has come for an evaluation of the Foundation's progress. The purpose of the evaluation is to review the processes and progress of the Foundation's activities to assess the extent to which it is fulfilling its mission and complying with requirements under the funding agreement, and to recommend ways to enhance the effectiveness, efficiency and relevance of its work.

Scope and focus

- Review key documentation related to the Foundation, including the Funding Agreement, statutes, by-laws, annual reports, business plan, grant application materials, promotional material, and the web site.
- Assess the extent to which the Foundation practices good governance. Recommend ways to improve governance as required.
- Examine the extent to which the Foundation is adequately managing risks. Recommend improvements as may be warranted.
- Examine the policies and procedures related to management of the investment fund and assess compliance with the Funding Agreement and normal standards of due diligence.
- Assess the Foundation's effectiveness in moving towards achievement of its stated goals. Recommend ways to improve effectiveness.
- Assess the Foundation's relevance to interested parties and the needs related to salmon conservation and enhancement. To what degree is the Foundation engaging suitable numbers and types of interested parties in its programs – i.e. Evaluate the reach? Recommend ways of increasing relevance to interested parties.

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- Assess the efficiency of the program cycle of planning, project selection, monitoring progress, reporting and evaluation. Are there more cost-effective ways of achieving similar results? Recommend ways to improve efficiency.
- Examine the competitive environment to ascertain whether there are other organizations doing similar functions with Atlantic salmon conservation. What is the Foundation's distinctive niche? Is the Foundation benefitting appropriately from the contributions of other conservation organizations? If not, how might synergy be increased?
- Assess the extent to which the Foundation is adequately documenting its activities and recording the results achieved. Suggest improvements as warranted in the way it manages performance.
- To what extent is the Foundation financially sustainable? What measures should it be taking to enhance sustainability?
- Prepare a report and/or presentation on the findings, conclusions and recommendations of the evaluation.

Information Sources

- Core documents (Funding agreement, statutes, bylaws, annual reports, business plan, grant application materials, promotional material, and the web site)
- Management and staff
- Minutes/reports of meetings
- Data base of existing information
- Project Proposals
- Project progress and final reports
- Members of Board of Directors, Technical Advisory Committees
- Volunteers and people involved with community organizations in the five participating provinces
- Atlantic Salmon Federation and its regional affiliates
- Department of Fisheries and Oceans
- Provincial departments involved with Atlantic salmon

Interested Party participation

Participation by interested and supportive parties is important both for evaluation credibility and to help develop capacities in local communities. The evaluation should consider such methods as:

- Focus groups
- Electronic Questionnaire Surveys
- Web-based discussion for a
- Interviews with key interested parties

Ideally, the evaluation could be timed to coincide with key meetings to facilitate cost-effective data collection. The evaluation report, or at least a summary, should be made available through the Foundation's web site.

Accountabilities

The Foundation should appoint a person to coordinate interested parties, make documentation available. The Board should appoint an ad hoc sub-committee to review and approve the work plan for the evaluation, review a draft report and approve a final report.

Evaluation team composition

The limited size of the program and scope suggests involvement of one person, knowledgeable about evaluation and able to relate to diverse interested parties throughout the five provinces.

APPENDIX V

The Atlantic Salmon Conservation Foundation 2010 Communications Plan

1.0 Introduction

This communications plan is intended to address key annual communications needs of The Atlantic Salmon Conservation Foundation. It takes into account lessons learned in the first three year of operations, which included two rounds of salmon conservation grants.

Communications is an important part of the Foundation mandate for several reasons. First, is the on-going responsibility to inform the public, conservation groups and governments of the origins and role of the Foundation in funding eligible conservation initiatives. Secondly, to make available the results and findings of funded projects by adding to the body of knowledge respecting conservation of wild Atlantic salmon thereby helping to improve conservation results. Thirdly, and perhaps most importantly, is to encourage more contributing players to work together in partnership to improve conservation efforts.

2.0 Objective of the Communications Plan

The objective of this communications plan is to outline how the challenging communications responsibilities presented above may be achieved within a limited budget. These objectives include:

- Ensuring that the public, NGO and government stakeholders understand the Foundation program, its successes, challenges and achievements.
- Establishing a distinct profile for The Atlantic Salmon Conservation Foundation as an efficient, effective and durable contributor to conservation of wild Atlantic salmon.
- Motivating and involving volunteer groups to become involved in the Foundation's salmon conservation program.
- Ensuring that potential applicants for funding are aware of the Foundation's program, how it works and how to apply for funding.
- Ensuring that appropriate recognition is given to the Minister of Fisheries and Oceans for the Government of Canada's contribution to salmon conservation through creation of the Atlantic Salmon Endowment Fund trust for which the Foundation is responsible.

3.0 Audiences

- Community-based salmon conservation groups throughout Atlantic Canada and Quebec
- Federal, provincial government officials, Aboriginal officials and politicians
- Volunteers associated with the Foundation program delivery
- General Public and media

4.0 Key Messages

Key messages would be developed to achieve the following:

- Communicating an understanding of the Foundation's program, its successes, challenges and achievements the status of the Foundation
- The nature of salmon conservation initiatives that are eligible for funding, the priority initiatives the Foundation wishes to encourage and how to apply for funding
- Promoting recognition of the importance of volunteers in achieving improved conservation of wild Atlantic salmon
- Promoting recognition of the importance of partnerships among conservation groups, Aboriginal groups and governments in achieving improved conservation of wild Atlantic salmon

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The Atlantic Salmon Conservation Foundation 2010 Communications Plan

5.0 Communications Strategy

The communications needs of the Foundation consist generally of the on-going communications needs and periodic communications, linked to fixed events on the Foundation's calendar. Ongoing communications to keep Foundation constituents and the public informed regarding Foundation activities can largely be managed through the website.

Periodic communications, including the call for proposals, announcement of successful grants, cheque presentations, the publication of the Annual Report and the Annual Business Plan can be managed through a variety of vehicles. The overall goal will be to manage the communications needs as effectively as possible and within budget.

5.1 Delivery Vehicles:

There are several delivery vehicles for the Foundation communications strategy. This Website, media, Annual Report, Annual Business Plan, announcement of call for proposals, announcement of grants

5.2 Limitations:

In view of its salmon conservation mandate in 5 provinces the Foundation is, in effect, a national entity with national communications needs and in both official languages. The Foundation has duties in reporting to the public, in broadening awareness of foundation programs and in building public understanding and support for salmon conservation needs.

The greatest challenge in delivering a broad and effective communications program is the limited budget available for communications. Some conservation organizations commit more funds to communications activities than the entire administrative budget permitted under the Funding Agreement with the Government of Canada. The Foundation will need to be resourceful in managing its communications efforts to meet this challenge.

6.0 2010 Communication Plan:

In the 2010 fiscal year the Foundation will deliver an annual communications plan consisting of the following elements:

6.1 News releases:

Mid October 2009: News releases in each province and to national media to announce the annual call for proposals, in both official languages.

Late April 2010: News releases will be issued in each province and to national media to announce successful grants of funding, in both official languages.

- Successful recipient groups will be contacted to prepare stories for distribution to media within the province where the project is being carried-out.

6.2 Public Service Announcements:

Mid-October 2009: Commencing in mid-October 2009 the Foundation will utilize opportunities for free public service announcements to announce calls for funding proposals in radio, television and web-based media.

6.3 Website:

The Foundation website is a primary method of promoting awareness of the Foundation, its activities and

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The Atlantic Salmon Conservation Foundation 2010 Communications Plan

successes. Applicants are required to submit applications through the website, both to simplify administration and to establish the website as the primary point of contact between conservation groups, the public and the Foundation.

There are three web addresses that allow the user to access the same webpage:

www.salmonconservation.ca

www.conservationsdusaumon.ca

www.ascf-fcsa.ca

The website is regularly updated with new materials and reports. On an annual basis, beginning in mid-October promotional materials for the next round of calls for proposals is placed on the website. In late April, the result of the most recent call for proposals is posted.

Other key annual dates for posting of materials are November for posting of the next Annual Business Plan, and May, for posting of the Annual Report for the previous year.

In addition, final reports of completed projects are posted to the website, as they are completed in order to create a body of information for groups to access and to promote accountability for results.

6.4 Annual Report:

The Annual Report is one of the two public reports mandated by the Funding Agreement and represents an excellent communications vehicle for the Foundation. Commencing with the 2008 Annual Report, filed with the Minister on 30 April 2009, the Foundation has adopted a comprehensive and user-friendly annual report format.

The Annual Report is published on the Foundation website and will serve to report on Foundation activities and achievements, but also serve as a marketing vehicle in educating stakeholder audiences on salmon conservation and illustrating the value of ASCF. The 2008 Annual Report features stories on several funded projects, and has received positive feedback.

6.5 Annual Business Plan:

The Annual Business Plan is the second of two mandated reports that are submitted to the Minister in accordance with the Funding Agreement on 1 November each year.

The Business Plan provides can also serve as a communications vehicle for the Foundation. The Foundation will explore how the 2010 Business Plan may be developed to serve additional communications opportunities beyond simply reporting plans for the upcoming year.

6.6 Stakeholder Communications:

Good communications between the Foundation and its stakeholders is important to success as an effective conservation organization. Email and the website are the primary tools for communication with both internal and external stakeholder groups.

Internal stakeholders consist of Directors and Members of the Foundation and the advisory committees. External stakeholders comprise current and past recipient groups, conservation umbrella organizations, community-based conservation groups, federal and provincial government agencies, First Nations and Aboriginal organizations.

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The Atlantic Salmon Conservation Foundation 2010 Communications Plan

Given the limited budget available for communications effective notification of most external stakeholders respecting Foundation initiatives, such as calls for proposals and the availability of various published report can be achieved through email and the website.

Similarly, email and website are the primary methods of communication with internal stakeholders on matters such as notices of meeting, providing meeting materials, notice of Foundation policies, practices, changes, decisions, and any other matter of interest to internal stakeholders.

Maintenance of current email addresses for the many stakeholders is the main challenge.

7.0 Future Plans:

7.1 Web-based forum: Future plans include development of a web-based forum to serve as a resource for salmon conservation groups where technical questions can be answered and experience shared. Various Canadian and international experts will be engaged to serve as resources to the forum.

7.2 E-mail Newsletter: Establish a comprehensive database of organizations and people with which to maintain contact and to keep informed of developments with the Foundation.

7.3 Solicit media interviews/stories: In addition to interviews that may result from the above initiatives, the Foundation will follow up on all opportunities to place its chairman, Executive Director, all Advisory Committees and representatives from funded organizations for media interviews, as appropriate.

8.0 Measurement:

The effectiveness of this plan and adjustments to it are achieved through recording and analyzing the following records:

- Press releases issued
- Press releases picked-up and reported in the media
- Contact by the media related to press releases and otherwise
- Visits to the Foundation website

9.0 Closing Remarks:

This communications plan represents an overview of the annual communications process adopted by the Foundation during its first three years of operation. It addresses the key elements to reach target audiences and assure accountability to the Federal government, which has funded the Foundation, and for the key stakeholders who wish to see positive results from the funded projects. Like all plans, however, it will be adapted as circumstances require and serve as the basis of informing future communications plans.