



Nature Alberta Annual Report

2023-2024

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Introduction

"A community connected by a love of nature."

Nature Alberta serves as a strong voice and active champion for the greater appreciation and conservation of nature in Alberta. We are structured as a federation composed of 50 nature clubs and 1,747 individual members (as of this publication) from across the province. This Annual Report summarizes our achievements over the past year (from November 1, 2023 to October 31, 2024).

Our operations are focused on public outreach and support of the nature club network, as directed by our strategic plan. We saw continued growth in all components of our Nature Kids program, Nature Network program, and Nature Alberta Magazine. The Nature Network, which involves nature clubs and other partners, also continued to expand, particularly in the areas of citizen science and conservation. More people than ever are learning about and engaging in nature through the efforts of Nature Alberta. In the pages that follow, you will find detailed summaries about what we accomplished over the past year in all of these program areas. Making all of this possible is a network of volunteers and supporters, and we thank all of them for their extraordinary efforts. We truly are a community connected by a love of nature.

Our Vision

Alberta's natural heritage is widely enjoyed, deeply appreciated, and thoroughly protected.

Our Mission

To be a strong voice and an active champion for the greater appreciation and conservation of Alberta's natural environment.

Our Goals

- Goal 1. Advance nature education and appreciation within Alberta
- Goal 2. Promote nature conservation in Alberta
- Goal 3. Support Nature Alberta's member clubs
- Goal 4. Build organizational capacity and sustainability

Annual Report 2023–2024





Nature Alberta provides a unified voice for conservation education and advocacy in Alberta. That collective voice is made up of many people who share a passion for nature, including our volunteer board, our dedicated staff, the membership of clubs who foster that love of nature, and the funders who make our work possible. We gratefully acknowledge the efforts of everyone who contributes to Nature Alberta's ongoing success

2024 Board of Directors

President		
Vice-President		
Treasurer		
Treasurer (until July 2024)		
Secretary		
Director		

Staff

Stephanie Weizenbach	Executive Director		
Nick Carter	Nature Kids Coordinator		
Kethu Mendis	Nature Kids Coordinator (until May 2024)		
Susan May	Communications Director		
Jason Switner	Magazine Managing Editor		
Jennifer Brownridge	Bookkeeper		



Member Clubs

Alberta Amphibian and Reptile Conservancy Alberta Invasive Species Council Alberta Lake Management Society Alberta Lepidopterists' Guild Alberta Mycological Society Alberta Native Bee Council Alberta Native Plant Council Alix Nature Trail Society Beaverhill Bird Observatory Society Big Lake Environment Support Society **Bighill Creek Preservation Society** Boreal Avian Research & Conservation Association Bragg Creek Wild Buffalo Lake Nature Club Calgary Area Nestbox Monitors Society Calgary Bird Banding Society Camrose Wildlife Stewardship Society Cochrane Environmental Action Committee Crooked Creek Conservancy Society of Athabasca Crowsnest Conservation Society Edmonton Native Plant Society Edmonton Nature Club Edmonton River Valley Conservation Coalition Elk Island Recreation Group Ellis Nature Centre Entomological Society of Alberta Fort Saskatchewan Naturalist Society Friends of Blackfoot Society Friends of Elk Island Society Friends of Jasper National Park Friends of the Helen Schuler Nature Centre Society Grasslands Naturalists Society JJ Collett Natural Area Foundation Kimiwan Lake Naturalists

Lac La Biche Birding Society Leduc Wildlife Conservation Society Lesser Slave Lake Bird Observatory Nature Calgary Nature Lethbridge Peace Parkland Naturalists Purple Martin Conservancy of Canada Red Deer River Naturalists Riverlot 56 Natural Area Society Stewards of Alberta's Protected Areas Association Vermilion River Naturalist Society Wagner Natural Area Society Wainwright Wildlife Society Weaselhead/Glenmore Park Preservation Society Wildrose Outdoor Club Wizard Lake Watershed and Lake Stewardship Association

Funders

A. Lawrence Berry Family Environment Fund Alberta Conservation Association Alberta Culture Alberta Gaming, Liquor and Cannabis Commission Benevity Community Impact Fund Canada Summer Jobs City of Edmonton Edmonton Community Foundation Edmonton Community Foundation's Endowment Matching Program for Environmental Organizations Elements Outfitters Edmonton Environment and Climate Change Canada Miistakis Institute Nature Canada Northwest Red Water Partnership Patagonia TD Friends of the Environment Foundation



Executive Director Report

Stephanie Weizenbach exec@naturealberta.ca

This annual reporting period was the last of three years in our current strategic plan. In the past year, we advanced our mission and dedicated our efforts to successfully achieve the main operational goals included in that plan:

1. Advance nature education and appreciation within Alberta.

Nature Alberta's Nature Kids engaged 2,233 participants with nature programming at 20 events, collaborating with 36 community partners in 7 cities across Alberta! We even planted trees and shrubs to renaturalize green spaces and enhance wildlife habitat in the process.

Nature Alberta supported a vast array of citizen science initiatives, including oversight of the May Species Count and Alberta Biodiversity Challenge, resulting in 169,201 observations being recorded by 1,163 participants.

2. Promote nature conservation in Alberta.

Since 1970, Nature Alberta has published 54 volumes including 215 issues of *Nature Alberta Magazine*. This year, an average of 2,790 readers perused each beautiful issue.

We publish timely conservation blogs on our website and recently launched a campaign to protect Threatened grizzly bears in the province. This important information is shared with our growing audience of 1,747 members, 4,349 email subscribers, average 19,643 per month website visitors, and 21,733 social media followers across all accounts, including Facebook, Instagram, X, LinkedIn, and YouTube.

3. Support Nature Alberta's member clubs.

Nature Alberta supports a growing network of 50 member clubs across Alberta. Membership includes a free shared Zoom account that clubs can use to host meetings and presentations. As part of this initiative, we broadcast the Nature Network Speaker Series, which included 14 presentations viewed by 1,070 live audience members and 1,865 YouTube viewers.

4. Build organizational capacity and sustainability.

Nature Alberta has further diversified our income, raising funds through a tropical tour, the Birding for Nature peer-to-peer fundraiser, and many other online fundraising appeals. We raised the organization's profile to garner further support through an Open House event, several media interviews, and as a finalist for the Alberta Emerald Awards. Supported by individual donations,

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we made a \$50,000 contribution to the Nature Alberta Endowment Fund to take full advantage of the Edmonton Community Foundation's Endowment Matching Program for Environmental Organizations (EMPEO), effectively doubling our contribution.

I have had the honour of leading Nature Alberta as Executive Director for the past year. I continue to be humbled by the support and contributions received — to empower our organization to achieve our mission — from across our community connected by a love of nature. Our success is made possible by our donors, volunteers, and supporters. Our community is impassioned to work together, and as a united force, we collaboratively increase the appreciation and conservation of nature throughout the province.

I want to thank Richard Schneider for his invaluable contributions to Nature Alberta over the past five years and specifically for his guidance as Treasurer and Editor-in-Chief of *Nature Alberta Magazine* in 2024. We want to wish him well in his adventures in nature around Alberta and look forward to his next book.

To further delineate the organization's impact, we've added new sections to this year's annual report to highlight the successful completion of the focal areas of our 2022–2024 Strategic Plan. I am proud to share all of these exciting accomplishments that our dedicated team has achieved over the past year.





Nature Network Program Report

Steph Weizenbach exec@naturealberta.ca

Nature Alberta added four more clubs to our Nature Network for a total of 50 collaborative clubs across the province. Our Regional Representative Board of Directors members formed supportive connections with their local clubs and brought forward perspectives from across the province to guide Nature Alberta's important work. We support the Nature Network through a variety of benefits, including:

- 1. An online club forum and monthly updates through the Nature Network News e-newsletter.
- 2. Network library filled with valuable resources.
- 3. Promotion of clubs and events to a wide audience.
- 4. Opportunity to collaborate on events.
- 5. A shared Zoom account at no additional cost.
- 6. The Nature Network Speaker Series.
- 7. Free access to Canva Pro non-profit account.
- 8. An online photo library.

- 9. Volunteer and job recruitment support.
- 10. Support for citizen science initiatives.
- 11. Support for stewardship and advocacy initiatives.
- 12. An opportunity to participate in an affordable group insurance program.
- 13. The ability to partner on grant applications requiring charitable status.
- 14. Free Nature Alberta Lifetime Membership for all member club members.
- 15. A print copy of *Nature Alberta Magazine* on an opt-in basis.

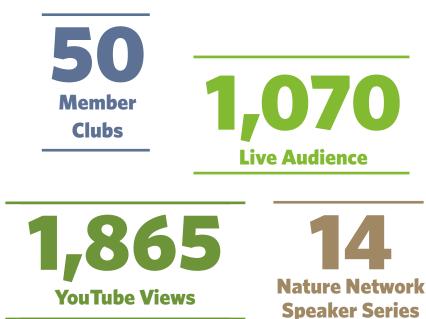
To effectively manage all of these great resources, Nature Alberta continuously updates the *Nature Alberta Member Club Manual*. The 2024 manual included new access to a Canva Pro account for member clubs to easily design attractive posters and graphics. Nature Alberta's Nature Kids program collaborated with 11 member clubs to deliver nature programming at events to inspire youth to nurture a long-lasting connection to nature.

The 2023–24 Nature Network Speaker Series was a wild success, broadcasting 14 educational Zoom presentations on a variety of environmental topics to 1,070 total live audience members. Presenters were recruited and featured by six partners with Nature Alberta to be shared with the entire Nature Network and the general public. The series included a thought-provoking presentation by Dr. Richard

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Schneider on Time Travelling to Alberta's Past and Future Under a Changing Climate, and an inspiring presentation by our Nature Kids Coordinator, Nick Carter, about the recovery of trumpeter swans in Alberta. Executive Director Steph Weizenbach had a hoot teaching a captivated Nature Kids audience all about the owls of Alberta. Many presentations were recorded and continue to reach even more people through our Nature Network Speaker Series playlist on YouTube, where the available videos collectively have over 1,865 views. Thank you to all the Nature Network Speaker Series presenters who volunteered their time to share their knowledge and stories with us.



Talks





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Citizen Science Report

Steph Weizenbach exec@naturealberta.ca

N ature Alberta hosted two annual bioblitzes, resulting in 169,201 observations being recorded by 1,163 participants. The Alberta Biodiversity Challenge, initiated in 2020 and held this year June 13–16, had a total of 8,995 observations of 1,673 species across Alberta, recorded by 718 observers, identified by 664 volunteer identifiers. Edmonton won the "battle of Alberta" for number of observations (3,489) and species (894), but Calgary won for overall participation with 185 observers. The May Species Count, initiated in 1976, had a total of 445 participants in the bird count, who spent 1,258 hours counting 160,206 individual birds from 263 species, plus eight additional count week species. The talk of the province was the new-to-the-count species in Writing-on-Stone, an ash-throated flycatcher. Our Nature Kids program hosted in-person events to take part in the Alberta Biodiversity Challenge, as well as the Christmas Bird Count and Winter Bug Count.

Nature Alberta is a leader in advancing citizen science in Alberta. Executive Director Steph Weizenbach is a contributing member of the Alberta Citizen Science Community of Practice Steering Committee. The committee has been working hard to launch a hub to support citizen science projects across a wide array of subject areas, as well as hosting expert speakers to inform initiative processes. We continued to partner with MacEwan University professors to address the information gap of the data-deficient Franklin's ground squirrel, promoting the use of citizen science to submit observations. We collaboratively recruited a summer intern to assist with research field surveys and educational outreach at info booths and Nature Kids events, and provided a letter of support as a community

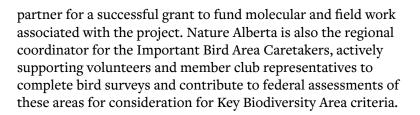




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Conservation Report

Steph Weizenbach exec@naturealberta.ca

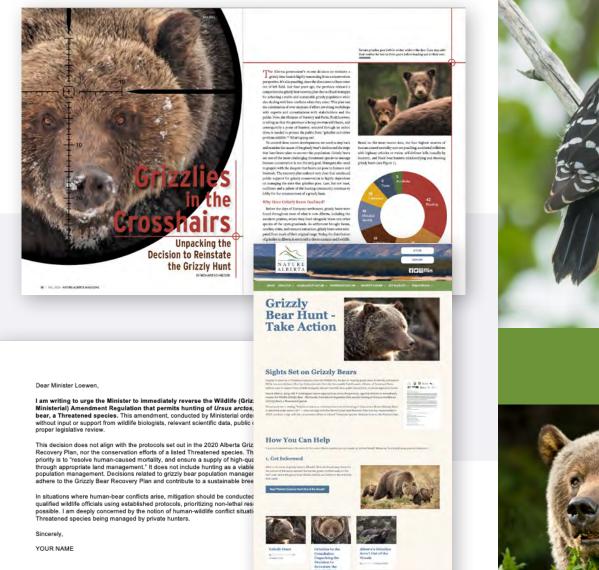
N ature Alberta is a strong voice and active champion for the greater appreciation and conservation of nature in Alberta. We have strengthened our focus on speaking out for our wild species and spaces over the past three years. In July 2024, Nature Alberta openly opposed the changes to the Wildlife Regulation Act that effectively reinstated a grizzly bear hunt. We released an official statement opposing these changes and drafted a template letter to support citizens in voicing their concerns as well. Our Nature Kids Coordinator, Nick Carter, wrote a conservation blog to further inform the public on the issue, titled "Alberta's Grizzlies Aren't Out of the Woods." And our Editor-in-Chief Richard Schneider wrote an in-depth article on this important conservation issue in the Fall 2024 *Nature Alberta Magazine*. All of these resources are shared on the <u>naturealberta.ca/grizzly-hunt-action</u> hub webpage. Nature Alberta formulated a letter with nine undersigned nature organizations to deliver this message directly to two ministers and the premier. Nature Alberta also published other informative articles on a range of important conservation topics, including caribou, lake sturgeon, dark skies,

environmental advocacy, renewable energy, impact assessments, and the changing role of fire in a warming climate.

Nature Alberta serves on the Bird Friendly Edmonton team to advance urban conservation efforts to reduce threats to birds, increase habitat protection, and raise awareness. Through our Connecting for Birds project, we connected Edmonton and Calgary Bird Friendly City teams to leverage volunteer efforts, launched a campaign to spread awareness for everyday actions to reduce threats to birds, and provided window decals to event participants at the Protecting Birds Family Nature Night in Calgary. Nature Alberta staff mentored a MacEwan University student project to evaluate and address threats to birds on the Edmonton campus.







a. Voice your concerns send a letter to the Minister of Forest and Parks and your MLA menogenetic terms and the form pair part for a fore of the set in mark that the forest in the forest part of the set of the set of the set is market that the forest in the set of the set of the set of the set of the set is market that the set of the se



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Nature Kids Program Report

Nick Carter naturekids@naturealberta.ca

From winter 2023 through fall 2024, we continued to advance our successful Nature Kids program. We promoted our updated Nature Heroes book, produced new digital content in our Fun Facts and My Big Alberta Backyard series, and shared ideas for hands-on fun for Do-It-Yourself activities.

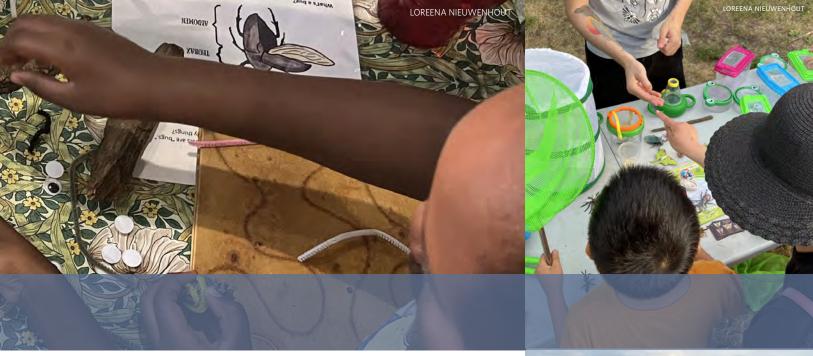
Nature Alberta ran an outreach booth at the Greater Edmonton Teachers' Convention, where we interacted directly with 175 teachers to promote the Nature Heroes book, *Nature Alberta Magazine*, Nature Network Speaker Series, and Nature Alberta website as classroom resources.

Our Nature Kids program organized a guided Christmas Bird Count for Kids and Youth in Edmonton's Gold Bar Park with record attendance of 56 people, contributing important data to the world's largest citizen science project. For the second year in a row, we ran a Winter Bug Count event with John and Benny Acorn along with students from the University of Alberta. This year, the event was held at the Kerry Wood Nature Centre in Red Deer, where at least 16 species of invertebrates were found. Another momentous "second" for the year was the second annual reborn Snow Goose Festival in Tofield. Nature Alberta again engaged with newcomers to Canada and at-risk youth to bring them on a guided nature walk, engage with biologists and experts at the expo in Tofield, and go out to look for snow geese in the countryside around Beaverhill Lake. A community art project, designed by a University of Alberta student during a mini-internship, invited festival participants to add their construction paper hands as feathers to a large snow goose masterpiece, which now hangs on the wall of Nature Alberta's office at the Percy Page Centre.

Nature Alberta staff supported Big Lake Environment Support Society in hosting the World Migratory Bird Day at Lois Hole Centennial Provincial Park, with at least 300 people attending the event and interacting with our outreach and craft booths. We also led, or were closely involved with, a variety of in-person events, nature walks, and outreach booths throughout the year.

We increased capacity this summer by hiring a summer staff position to assist with Nature Kids programming during our busiest season. This increased capacity enabled us to host a brand-new event: Fish Fin-atics, where we invited participants through our community partners who serve newcomers to Canada and at-risk youth to come learn all about fish. The event was well attended with 120 participants — despite competing with an Oilers playoff game — and participants thoroughly enjoyed learning about fish form and function, aquatic insects, and touch and release trout being stocked in Hermitage Pond. We hosted our annual Tree Planting for Biodiversity event to coincide with the Alberta Biodiversity Challenge bioblitz. Through guided tree-planting activities at two of our 2024 events, participants renaturalized Edmonton parks by planting 129 native shrubs and 140 native tree seedlings.





Our ever-popular Family Nature Night events were held in Red Deer at the Kerry Wood Nature Centre, Inglewood Bird Sanctuary in Calgary, across a variety of parks in Edmonton, and at Lois Hole Centennial Provincial Park in St. Albert. Despite some challenging weather conditions that included extreme heat, smoke, and high winds, we had a total of 652 participants, 39 volunteers, and 54 experts attend these events. We were honoured to include Nugget Bull Bear of Kainai First Nation among these experts, to share traditional knowledge and stories through dance. The themes for our Family Nature Nights this year were:











We would like to thank all the organizations who collaborated with us to deliver our Nature Kids programming:

Alberta Amphibian and **Edmonton Immigrant Reptile Conservancy** Services Association Alberta Fish Hatcheries Edmonton Nature Club Alberta Invasive Species Edmonton River Valley Council **Conservation Coalition** Alberta Lake Entomological Society Management Society of Alberta Aquatic Biosphere Indigenous Sport Council of Alberta Project Beaverhill Bird Inglewood Bird Observatory Sanctuary **Big Lake Environment Invasive** Plant Support Society Outreach Program, City of Edmonton Boys & Girls Clubs **Big Brothers Big Sisters** John Janzen Nature of Edmonton & Area Centre Canadian Wildlife Jurassic Forest Federation Kerry Wood Nature Catholic Social Services Centre Chris Bull Bear MacEwan University City of Edmonton Nature Calgary Pest Lab Newcomer Centre **Edmonton Forest** North Saskatchewan School Watershed Alliance

Northern Forestry Centre Red Deer River Naturalists Red Deer River Watershed Alliance Root for Trees Town of Tofield University of Alberta Future Energy Systems Wagner Natural Area Society Wildbird General Store Wild Birds Unlimited, Edmonton



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"My daughter and I had the opportunity to partake in the Family Nature Night in Calgary at the Inglewood Bird Sanctuary. This was our first time attending the event, but hopefully not the last, as we had so much fun and plan to bring more family and friends next time. This being our first experience at the location, we were unsure what to expect, but the staff and volunteers were beyond organized, friendly, and knowledgeable.

We loved being in dedicated groups, working through the stations, learning about nature and the history of Calgary, Indigenous Peoples, and the flora and fauna. While we only spotted a few birds, we heard many calls and saw signs of wildlife in the area. We came away with so many nature facts that we shared while camping and with friends all summer.

My daughter's favorite fact to share was all about magpies. She found it fascinating that magpie nests have one entry and one exit due to their tail length, and that they have roofs on their nests due to laying their eggs so early in the spring,

Another memorable activity was bird food storage and their ability to cache their food every year. It was fun for parents to watch their toddlers not-so-sneakily hide their food, and for the older children to quickly find not only their own food but others'.

A highlight was the chicken dancer who shared cultural and Indigenous history through dance, storytelling, and their regalia.

We are so grateful for the opportunity and give much thanks to the volunteers, Nature Calgary, Nature Alberta, the City of Calgary, and the Inglewood bird sanctuary. The event was certainly a highlight of summer 2024!"

- Charlene May, Family Nature Night participant





Annual Report 2023–2024 NATURE ALBERTA



Nature Alberta Magazine Report

communications@naturealberta.ca

N ature Alberta Magazine is the leading publication dedicated to exploring nature in Alberta and delivering a strong voice for the greater appreciation and conservation of our natural environment. Our talented production team at intrinsic design continually improves the quality of the magazine, which receives high praise throughout our community. The magazine is intended for a broad audience, from outdoor enthusiasts and committed naturalists, to researchers, students, and educators, to backyard birders and members of local nature clubs. If you are interested in nature, at any level, you will always learn something new in the pages of *Nature Alberta Magazine*.

In addition to being available in print for the cost of printing and postage, *Nature Alberta Magazine* is published online with no paywall to make nature knowledge accessible to all. We formatted a new webpage template to increase the reach of each article in the magazine, allowing the content to be more readily found in Google searches and providing a visual link to the free magazine beside the valuable content. We also increased the reach of the magazine by implementing a new *Nature Alberta Magazine* Digest, which goes out each quarter to our growing 4,300+ email subscriber list. The first digest was well-received and resulted in a tripling of online readers. Online and print readership has grown to an average of 2,790 readers per quarterly issue. We are humbled by the tremendous



volunteer contributions this publication has received over the past several years: a volunteer Editor-in-Chief, knowledgeable authors sharing their experiences, volunteer proofreaders doing a final review, and exceptional wildlife photography donated by so many talented individuals. You make this high-quality, leading-edge publication possible. Thank you.

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Nature Alberta Magazine online

Magazine Article Contributors in 2024

John Acorn Blake Bartlett Fauve Blanchard Mark Boyce Cheryl Bozarth Soll Jim Butler Lu Carbyn Nick Carter Colleen Cassady St. Clair Miles Constable Patsy Cotterill Gordon Court Iris Davies Ethan Denton Lyn Druett Tony Druett Megan Evans Jonathan Farr Lorne Fitch

Jessica Haines Diane Haughland Glen Hvenegaard Margot Hervieux Geoff Holroyd Cora Kaplan Sara Lorenz Tina Mclean Erin McCloskey Brittney Miller Melanie Mullin Kenton Neufeld Loreena Nieuwenhout Margo Pybus Richard Schneider Corey Scobie David Scott Stephanie Weizenbach Jay White



Volunteer Team Report

Nick Carter naturekids@naturealberta.ca

This year, Nature Alberta had 147 volunteers donate a total of 2,813 hours of their time to the organization. This number of hours is equivalent to two additional staff members, one full-time and one half-time! Volunteers' valuable time ensures we can continue to deliver all the fantastic things we do, from guiding participants and leading interpretive walks at Family Nature Nights, to writing magazine content, to expanding our public profile at outreach events. It's more than that, though. It's having a fun activity ready to go to fill up some unexpected time with a group of excited kids. It's setting out folding tables and carrying event supply bins. It's giving up an evening or weekend that could go from sweltering heat to pouring rain at any moment. It's hopping on a bus in the early morning cold, bound for the fields around Beaverhill Lake. All of this and more is what makes the unique and valuable things that Nature Alberta does happen.

Thanks to the efforts of our volunteers, we've been able to pursue citizen science projects such as the Christmas Bird Count for Kids, Winter Bug Count, and Important Bird Areas monitoring. Content for *Nature Alberta Magazine* is created by professional researchers and experienced naturalists donating their time to write articles and other educational pieces. Our volunteer base also includes those who help with registration, group leading, photography, and running education stations and nature walks at our Family Nature Nights. Others still help run our information booths and tours at events like the Snow Goose Festival and World Migratory Bird Day. Fundraising volunteers contribute their time to our casino nights and Birding for Nature campaign. The individuals on our Board of Directors are also volunteers who play a critical role in supporting the organization and keeping it heading towards a sustainable and successful future.

Nature Alberta's volunteers are kept up to date on opportunities within the organization as well as in our member clubs and other partners through our monthly digital newsletter. They can also find opportunities on the Volunteer & Job Board page on our website. We actively work to stay in touch with our ever-growing volunteer team to ensure that everyone feels connected, welcome, and appreciated.

This year we added to our volunteer orientation and training content as well. Led by our summer intern, Loreena Nieuwenhout, we created a pair of short videos providing information such as an overview of the volunteer roles associated with our Family Nature Nights and a guide to our emergency response strategies. These videos were linked to in all outgoing orientation emails to volunteers sent out prior to every event. This addition streamlined our onboarding process and helped our volunteers feel confident and better equipped going into each event.













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Financial Statements of NATURE ALBERTA for the year ended March 31, 2024

Statement of Financial Position As at March 31, 2024					
	2024	2023			
	\$	\$			
ASSETS					
CURRENT					
Cash and short-term investments	232,838	248,143			
Accounts receivable	11,146	6,199			
Inventory	13,892	14,797			
Prepaid expenses	11,233	11,233			
	269,109	280,372			
EQUIPMENT	4,149	3,336			
	273,258	283,708			
LIABILITIES AND NET ASSETS					
CURRENT					
Accounts payable and accrued liabilities	14,350	18,150			
Deferred contributions (including casino)	62,694	81,427			
	77,044	99,577			
NET ASSETS					
Invested in equipment	4,149	3,336			
Unrestricted	192,065	180,795			
	196,214	184,131			
	\$273,258	\$283,708			



Statement of Changes in Net Assets

Year ended March 31, 2024

	Invested in	ested in Unrestricted		2023
	equipment		\$	\$
NET ASSETS, BEGINNING OF YEAR	3,336	180,795	184,131	194,506
Purchase of equipment	2,001	(2,001)	-	-
Revenue over (under) expenses	(1,188)	13,271	12,083	(10,375)
NET ASSETS - END OF YEAR	4,149	192,065	196,214	184,131



Statement of Operations

Year ended March 31. 2024

	2024	2023
	\$	\$
REVENUE		
Grants	112,400	91,971
Donations	53,945	48,772
Casino funds	40,642	26,065
Memberships and club insurance fees	15,073	19,445
Store	15,049	15,714
Fees for club services and other	12,237	8,927
Interest income	4,169	2,681
	253,515	213,575
EXPENSES		
Employee wages and benefits	106,788	86,084
Endowment contribution	47,321	41,429
Contracted services	30,537	30,241
Advertising and promotion	10,866	20,224
Insurance	11,744	15,983
Program costs	12,507	10,410
Professional fees	9,240	8,149
Office	6,696	7,331
Bank charges	1,751	1,375
Travel	2,470	1,361
Other	1,512	1,363
	241,432	223,950
REVENUE UNDER EXPENSES	12,083	-10,375



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