



ALEXIS NAKOTA SIOUX NATION

LEADERSHIP REPORT

(2nd QUARTER)



Presented to ANSN Membership - Dated: September 24, 2025



ALEXIS NAKOTA SIOUX NATION
LEADERSHIP REPORT
Quarterly Report – Dated: September 24, 2025
31 Pages

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Contact: Alexis Nakota Sioux Nation
Mailing: Box 7 Glenevis, Alberta T0E 0X0
Phone: 780-967-2225
Email: communications@ansn.ca



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Alexis Nakota Sioux Nation Message from Alexis Chief and Council

Executive Summary – 2nd Quarter Leadership Report (September 24, 2025)

Abawashded Metodebi,

We are happy to report continued progress across our Nation during the second quarter of 2025. This report highlights the work underway in governance, housing, education, safety, and our Nation-owned businesses. Financially, we remain stable with a reported surplus, and our operations are being managed with close oversight and accountability. We also report this quarter that our annual audit has been completed with an unqualified audit opinion, confirming the strength of our financial reporting and oversight.

Education continues to be a priority. With more than 300 students now enrolled across our schools, new leadership and partnerships are strengthening programs, supporting graduation planning, and expanding opportunities in trades and land-based learning. At Wakamne School, work is underway to complete a new running track, an investment that will support student wellness and provide lasting benefits for the community.

Community safety remain key areas of focus. Over \$1 million has been invested into emergency response modernization, training personnel, and building stronger capacity. The Dagugicebi (Good Relatives) project continues to hold monthly Elders meetings, grounding safety work in culture while also shaping public safety strategies that protect all members of our Nation.

Our businesses—Backwoods Energy Services, Nakota Crossing, and Eagle River Casino & Travel Plaza—continue to contribute through employment, partnerships, and revenues. While challenges remain, each is positioned for steady activity and future growth.

Agricultural Benefits payments are being made each month for minors, with funds held in trust and growing until they turn 18. We are also continuing to reach out to adults who have less than two years left to collect their benefits.

The progress reflected here is the result of shared effort. We thank our knowledge keepers, staff, and members whose guidance and work help move our Nation forward.

Chief and Council
Alexis Nakota Sioux Nation



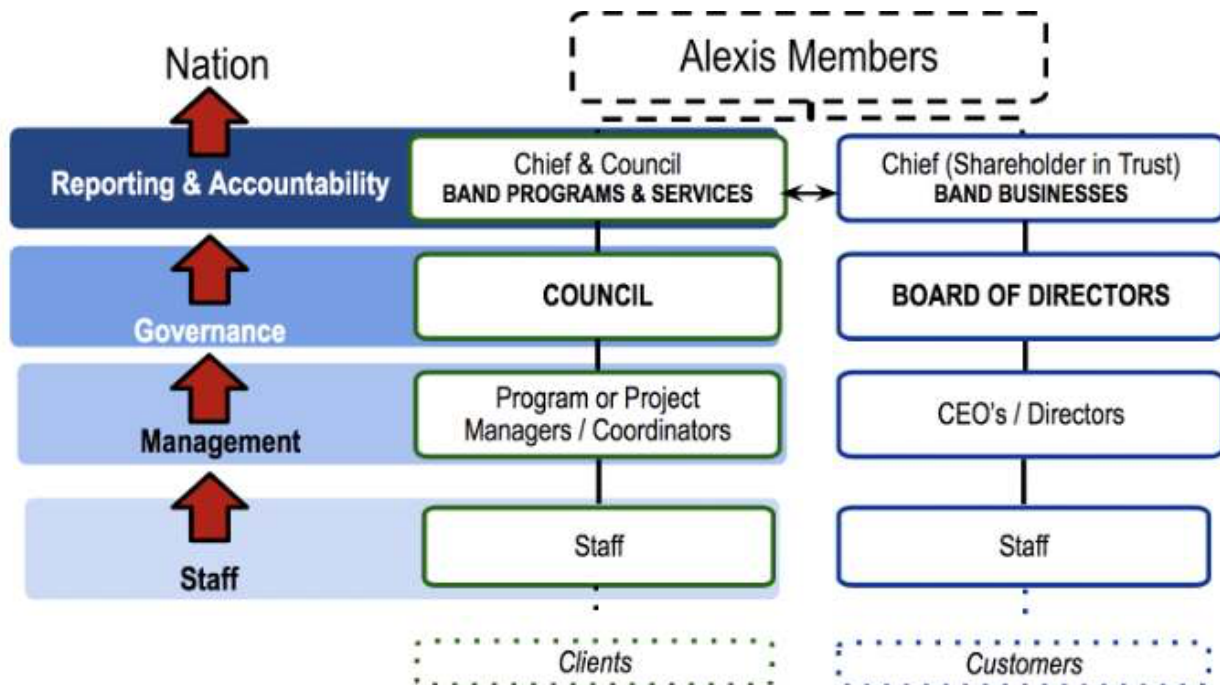
Alexis Nakota Sioux Nation Community Prayer/Vision & ANSN Protocol Chart

Our Vision

We, the Alexis Nakota Sioux Nation, will protect and promote our cultural and spiritual values. We will strive to live in harmony and respect the Creator and all creation. We will commit to our Isga beliefs and utilize every resource that the Creator has bestowed upon us to empower our people, spiritually, emotionally, physically and mentally.

Otabi Wagicarabi Wakohnabi (Community Prayer / Vision Statement)

Wakâ nimi ikum ne
Igibi Wakâ Mne Isgabi ne otab nen igicedaham ne
Wakâ wishodeshi wacigebi abadâ igihamina Xam mne wicashda daga wicoxagine augihnabina
igibasnibdabacin
Wakâ Taupa Agduyami ihnobamina Wakâ daga gare nesh igiyobamicin Dagugicem ne ?um
doshgamin da?a uzhicigebina wazhike wodegice inimicin
Wakâ ne daga igikubnesh Isgabi duken toxemzhecen itus iginabina taudagizhi âgiyamicin
Wakâ Mne Isga wicashdabi Taucii Tacâ Cade Wanarozi
dabage Wash?a hamicin Wazhike ihamicin
Dukenag hicedog





Alexis Nakota Sioux Nation Leadership Portfolios



Hûgakebi Tony Alexis

“Our governance is deeply rooted in customs and traditions. Our knowledge keepers serve as vital advisors, playing an essential role in shaping how our community operates. They actively preserve our values, principles, and laws, acting as mentors and providing steadfast guidance and support. We extend our heartfelt gratitude to our elders, members, employees, and businesses, for their significant contributions, prayers, and continued support.”

- Chief & Council



Togahakebi Cameron Alexis
*Portfolio: Justice (Bylaws)
& Emergency Management*



Togahakebi Darwin Alexis
*Portfolio: Language and Heritage
& ISETS*



Togahakebi Dwayne Alexis
*Portfolio: Lands Consultation
& Economic Development*



Togahakebi Hank Alexis
*Portfolio: Community Wellness &
Wakâmne Science*



Togahakebi Tina Cardinal
*Portfolio: Education & Social
Development*



Togahakebi Darren Kootenay
*Portfolio: Health & Youth
Recreation*



Togahakebi Emily Potts
*Portfolio: Public Works & Child and
Family Wellbeing & Prevention Program*



Alexis Nakota Sioux Nation Tribal Administrator Update

Leadership & Governance Support

As Tribal Administrator, I support Council by fostering respectful decision-making in alignment with Alexis Nakota Sioux Nation policies. I serve as a conduit to Council on matters concerning administration and internal governance. A key part of my role involves reinforcing the chain of command and promoting clear communication through the proper channels, an area that continues to require active attention. I remain committed to supporting Directors and Managers in fulfilling their responsibilities and maintaining accountability to both Council and the programs they lead.



Financial Overview (YTD as of September 23, 2025)

Today, you will receive a detailed report on the audit. We are pleased to report an unqualified audit opinion, and we remain committed to maintaining this standard. Following the audit, we received the Auditors' Management Letter, which highlights areas requiring improvement. After conducting an internal review, we identified actionable changes and have begun their implementation. Management was also informed of upcoming improvements and minor adjustments to our accounting systems. In addition, we are working with Council to review policies, with the goal of ensuring any structural changes have a positive and lasting impact. The Administration Department has been highly active over the past quarter. We supported several key initiatives and ongoing activities, including the hiring of five directors and managers, and the implementation of the Community Safety Plan. The Finance Team, under the guidance of the Finance Supervisor, continues to work diligently to uphold financial transparency and maintain readiness for the fiscal year.

Upcoming Funding Agreement Renewal

The current five-year block funding agreement with Indigenous Services Canada (ISC) will expire on March 31, 2026, as previously reported during the last quarterly meeting. This upcoming milestone was previously reported to Council during the last quarterly meeting. These agreements determine how federal funds are allocated to support key programs such as health, education, social development, and infrastructure, and they influence reporting requirements and program flexibility. In preparation, Administration has begun an internal review and met with ISC Field Services Officer Tammy Pintaric to start early discussions. Additional sessions are being scheduled to ensure a clear understanding of the funding model that may be presented to Alexis Nakota Sioux Nation. While final decisions rest with Council, Administration continues to engage in a respectful and careful manner, with close attention to broader governance and Nation interests.

Closing Remarks

I remain committed to supporting the Nation's Council and administration with integrity, focus, and responsiveness. I thank our staff and leadership for their hard work during a time of healing, accountability, and adaptability. In particular, I want to recognize our managers and administrative team, whose dedication behind the scenes ensures the Nation continues to move forward. Your efforts may not always be visible, but they are essential and deeply appreciated.



Alexis Nakota Sioux Nation Department Senior Personnel

Programs and Services	Contact	Title	Reports to:
ANSN Tribal Programs and Services	Shannon Alexis	Tribal Administrator	Alexis Chief and Council
Administration – Chief's Office	Dorian Alexis	Chief of Staff	Chief Tony Alexis
Administration – Chief & Council	Courtney Alexis	Executive Secretary	Tribal Administrator
Administration – Finance	Rodney Mustus	Finance Supervisor	Tribal Administrator
Administration – HR	Patricia Alexis	HR Manager	Tribal Administrator
Administration – Property, Assets and Office	Willis Kootenay	Manager	Tribal Administrator
Administration – Fund Support Officer	Candy Potts	Fund Administrator	Tribal Administrator
Administration – Membership	Jamie Cardinal	IRA / Membership Clerk	Tribal Administrator
ISETS	Lisa Alexis	Manager	Yvette Alexis, Coordinator
Child & Family Wellbeing Program	Robert Brisson	Interim Director	Tribal Administrator
Daycare	Taylor Bigchild	Director	Tribal Administrator
Economic Development	TBD	Ec. Dev. Officer	Tribal Administrator
Education	Toni Letendre	Director	Alexis Board of Education
Chief Aranazhi School	Sheldon Couillonneur	Principal	Education Director
Wakâ mne Elementary	Melissa Day	Principal	Education Director
Environment & Climate	Dr. Hughie Jones	Project Manager	Tribal Administrator
Health	Patricia Roth	Director	Tribal Administrator
Heritage (Archives, History & Repatriation)	Liz Letendre	Interim Director	Tribal Administrator
Language (Language)	Eugene Alexis	Director	Tribal Administrator
Housing	Corrine Potts	Manager	Tribal Administrator
Lands Consultation	Duane Kootenay	Manager	Tribal Administrator
Public Works & Infrastructure	Samantha Alexis	Manager	Tribal Administrator
Social Development	Denise Verreault	Director	Tribal Administrator
Alexis-Whitecourt Sub-Office	Rosemary Aginas	Office Manager	Tribal Administrator



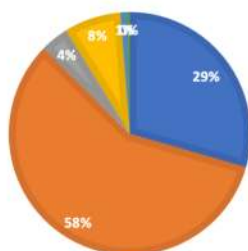
Alexis Nakota Sioux Nation

Financial Statement Consolidated as of August 31, 2025

REVENUE:	
ISC REVENUE	10,341,320
DEFERRED REVENUE (unaudited)	20,355,511
OTHER CORPORATE REVENUE	1,328,587
ISC REVENUE - HEALTH	2,665,654
OTHER REVENUE	317,713
PROV.GRANTS & CONTRIBUTIONS	110,000
TOTAL REVENUE	35,118,785
EXPENSES:	
SALARIES & RELATED COSTS	4,476,846
OPERATIONAL COSTS	2,485,072
MEETING EXPENSES	1,090,227
INSURANCE	344,737
CAPITAL PURCHASES/MAINTENANCE	852,821
PROGRAM EXPENSES	6,266,046
LOAN & INTEREST PAYMENTS	400,000
AGRICULTURAL BENEFITS	1,600,000
TOTAL EXPENSES	17,515,749
NET SURPLUS/(DEFICIT)	17,603,036

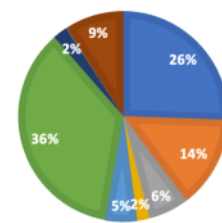
REVENUE: AS OF AUGUST 2025

■ ISC REVENUE ■ DEFERRED REVENUE ■ OTHER CORPORATE REVENUE
 ■ ISC REVENUE - HEALTH ■ OTHER REVENUE ■ PROV.GRANTS & CONTRIBUTIONS



EXPENSES: AS OF AUGUST 2025

■ SALARIES & RELATED COSTS ■ OPERATIONAL COSTS ■ MEETING EXPENSES
 ■ INSURANCE ■ CAPITAL PURCHASES/MAINTENANCE ■ PROGRAM EXPENSES
 ■ LOAN & INTEREST PAYMENTS ■ AGRICULTURAL BENEFITS





Alexis Nakota Sioux Nation

IGIBI WAKÂ MNE ISGABI NE OTAB NEN TANIDA NIMI
OWABI BASNIBDA (Heritage & Language)

DACA ADOCAXA
(DEPARTMENT INFORMATION)

DACA CAYUMIDI (MANDATE) Under the authority of the Alexis Nakota Sioux Nation Chief and Council, the department's mandate is to promote and maintain the Stoney Language and History of the Alexis Nakota Sioux Nation and to develop Alexis as a bilingual community.

TAUWIYE (AUTHORITY): The Alexis Nakota Sioux Nation Elders are the Knowledge Keepers of the language and history and provide direction, guidance and support to the staff and program. The Alexis Nakota Sioux Nation Stoney Language Program was initially formed in the year 1996 by the authority of the Alexis Chief and Council to teach the language at the school. To meet community needs, the program expanded and is now operating as the Alexis Heritage & Language Department. The department is governed and managed in accordance with the policies and procedures of the Alexis Nakota Sioux Nation.

DAGUNAG ADOCAMIXEXACACIN (GOALS)

- 1.0 Archive Management
- 2.0 Museum
- 3.0 Oral History, Research & Documenting
- 4.0 Cultural & Land Base Workshops
- 5.0 Monument
- 6.0 Transcribing / Translation
- 7.0 Dictionary
- 8.0 Language Instruction & Training Initiatives
- 9.0 Curriculum Research & Resource Development
- 10.0 Cross Cultural

DACA CANUNI (CURRENT PROJECTS)

- Community Language Classes (Online)
- Stoney Language at Yellowhead Tribal College
- Cross Cultural Sensitivity Awareness
- Dictionary App
- Translations (Ongoing)
- Curriculum Development
- Isga I?abi Barec'ebi (Nakota Language Conference)
- Jasper National Park Project with Lands
- Mitaushin Aranazhi Hnami (Protection of Historical Site)
- Nakota Language Children's Books
- Nakota Wohna Biti (Cultural Centre)
- Residential School Monument
- Treaty Research: Treaty Genealogy, Chief Profiles & Treaty Timeline

IHNU SABA (Headmen/Band Councillor)
Togahakebi Darwin Alexis

DUCA CANUCIN NIKUBI (EXECUTIVE STAFF LIST)

1. Eugene Alexis, Isga I?abi Basnibde, Director of Language
2. Alexandra Alexis, Wanigash Ohnabi Basnibde, Director History & Archives
3. Arlene Brenda Potts, Isga I?abi Owabi Yusbecake / Garesa / Yusbebicin, Stoney Language Instructor / Literacy Training Leader / Stoney Curriculum Resource Developer & Translator
4. Ramona Couillonneur, Isga I?abi Ekenak Awiyaabi, Language Assistant
5. Angel Petawaysin, Duken Igi?abi Awiye, Ohakebi Basnibde awiye, Dictionary App Technician

DUCA CANUCIN NIKUBI – OHNAHNAN (CASUAL STAFF):

WAGICAREBI UCAGI:

Stephanie Alexis, Owabi Shune Nagebi, Owabi Wizhakabi Ohne / Odegicebi Xdezhe Shune lyobi, Financial Officer / Researcher / Alexis Treaty Curriculum

2025 NAKOTA LANGUAGE CONFERENCE





Alexis Nakota Sioux Nation Dagugicebi - Alexis Community-Elder Led Safety Project

Pathways to Safe Indigenous Communities Initiative

Project Overview

The Dagugicebi (Good Relatives) Project is an Alexis Nakota Sioux Nation-led initiative developed under the Pathways to Safe Indigenous Communities Program. It aims to address the escalating rates of mortality, violence, and crime in the community through elder-guided, culturally rooted approaches. Grounded in Nakota traditions and teachings, the project is community-driven and prioritizes healing, resilience, and safety for all members, especially vulnerable populations.

Purpose

The project empowers the community by:

- Engaging elders (Ish?awmin) in leadership roles.
- Promoting Nakota laws and teachings around being “good relatives.”
- Building a sustainable, culturally informed safety and resilience plan.

Key Goals

- Elder & Community Engagement: Monthly sharing circles to assess safety needs.
- Healing Through Culture: Integration of ceremonies and traditional knowledge.
- Plan Development: Co-creation of a safety strategy grounded in Nakota values.
- Support for Vulnerable Groups: Tailored programming for women, girls, 2SLGBTQIA+ members, and older adults.
- Governance & Sustainability: Community-led control, training, and partnership building.

Meetings Held

- **May 2025** – Theme: Respect
- **June 2025** – Theme: Community Safety
- **July 2025** – Theme: Housing
- **August 2025** – Theme: Eviction and Housing Responsibility





Alexis Nakota Sioux Nation

Emergency Management and Response Objectives

Executive Overview

Emergency Management is a comprehensive, systematic approach to preparing for, responding to, recovering from, and mitigating the impacts of disasters and emergencies. This discipline encompasses natural disasters, technological hazards, and human-caused incidents that threaten public safety, property, and the environment.

Core Phases

Emergency management operates through four interconnected phases. Mitigation involves long-term risk reduction activities such as building codes, land-use planning, and infrastructure improvements. Preparedness focuses on developing response capabilities through planning, training, exercises, and resource allocation. Response encompasses immediate actions during emergencies, including search and rescue, medical care, evacuation, and public safety measures. Recovery involves both short-term restoration of essential services and long-term community rebuilding efforts.

Alexis Nakota Sioux Nation has invested approximately \$330,000 in a comprehensive emergency management modernization initiative across 12 projects, transforming community safety and emergency response capabilities. Funding was secured through proposals initiatives through the EMAP (Emergency Management Assistance Program with the Provincial Government), and FireSmart Canada.

Investment Breakdown

Communication & Technology (\$149,578)

- AFRRCS Radio System (\$56,527) - Province-wide emergency communication network, intended for use with the Fire Services Department.
- Mobile EOC Kits (\$46,920) - Eight portable emergency operations centers with satellite connectivity
- Drone Operations (\$46,131) – 2 Advanced thermal imaging drones with 5 trained operators (completed July 2025)

Emergency Preparedness (\$80,853)

- Emergency Operations Plan (\$52,598) - Comprehensive response framework with H2Notify alert system
- RPAS (Remotely Piloted Aircraft System) Flight Manual (\$1,900) – Preparation and Delivery of a custom UAV Flight Safety Manual Designed to meet Transport Canada Part IX of the Canadian Aviation Regulations.
- Community Entrance Signs (\$26,355) - Safety information displays (completed Sept 2025)





Alexis Nakota Sioux Nation Emergency Management and Response Objectives

Training & Development (\$24,633)

- First Aid & CPR Certification (\$17,922) - 46 staff members trained across four cohorts (Fire Services, Administration, Health Services, General)
- Search and Rescue Training (\$4,000) – 9 members trained in ground search
- RPAS Flight Review (\$1,353) – Delivery of RPAS Flight review in accordance with Transport Canada's standards for Small Advanced Pilot Certificate
- On-site RPAS Training (\$1,358) – Onsite training on the use of the DJI Matrice 350 and the DJI M30T with Alexis Nakota Sioux participants. (4 hours)

Infrastructure (\$76,950)

- Fire Hall Renovation (\$50,000) - Roof refurbishment and facility upgrades
- EOC Trailer (\$26,950) - Planned mobile emergency operations center for FY 2025-26

Key Achievements

- 58+ personnel trained across multiple emergency disciplines
- Province-wide communication capabilities established
- Mobile emergency response capacity with advanced technology
- Community alert system for mass emergency notifications, & can be used to relay messages for nations departments.
- Mutual aid agreements supporting regional firefighting efforts

Strategic Partnerships

- Alberta Emergency Management Agency (AEMA)
- H2Safety Consulting Services
- Confederacy of Treaty 6 First Nations
- Yellowhead Tribal Council
- Lac Ste Anne County
- 4 Nations Mutual Aid – Wildfire Response

Project Status

- 90%+ completion rate across all initiatives
- October 2025 target for full program implementation
- Community education campaign launching fall 2025

Upcoming

- Community Engagement – Policing, Community Safety – October 8, 2025
- Strategic Planning Campaign – October 9 – 12, 2025





Alexis Nakota Sioux Nation Emergency Management and Response Objectives

Impact Summary

This investment positions Alexis Nakota Sioux Nation as a regional leader in emergency management, delivering comprehensive capabilities across all four emergency phases: mitigation, preparedness, response, and recovery. The integrated approach ensures sustained community safety and enhanced inter-agency coordination during critical incidents.

Project Overview

- Total Investment: \$332,014
- Number of Projects: 12
- Completion Rate: 90%+
- Target Implementation: October 2025
- Personnel Trained: 58+



Detailed Project Breakdown

	Project/Deliverable	Cost	Status	Description	Key Details
Communication & Technology	AFRRCS Radio System	\$56,527	In progress	Province wide emergency	For Fire Service Department use
	Mobile EOC Kits	\$46,920	Completed May 2025	Portable Emergency	8 units with satellite
	Drone Operations	\$46,131	Completed July 2025	Advanced Thermal	2 drones with 5 trained operators
Emergency Preparedness	Emergency Operations	\$52,598	In progress	Comprehensive response	Includes H2Notify alert system
	RPAS Flight Manual	\$1,900	Completed	Custom UAV Flight Safety	Meets Transport Canada Part IX
	Entry Way Signs	\$26,355	Completed Sept 2025	Disclaimer information	Community-wide safety messaging
Training & Development	First Aid & CPR Certification	\$17,922	Completed Sept 2025	Staff Certification	46 staff across 4 cohorts
	Search & Rescue	\$4,000	Completed August 2025	Ground Search Training	9 individuals trained
	RPAS Flight Review	\$1,353	In progress	RPAS Flight Certification	Transport Canada Small Advanced
	On-site RPAS Training	\$1,358	In progress	Hands-on drone operation	4 hours training on DJI Matrice
Infrastructure	Fire Hall Renovation	\$50,000	In progress	Facility upgrades	Roof Refurbishment
	EOC Trailer	\$26,950	Planned	Mobile emergency	Scheduled for FY 2025-2026



Alexis Nakota Sioux Nation Emergency Management and Response Objectives

Key Capabilities Delivered

- Community-wide communication capabilities
- Mobile emergency response capacity with advanced technology
- Community alert system for mass notifications
- Cross-departmental communication capabilities
- Mutual aid agreements for regional firefighting
- Comprehensive emergency operations framework

Emergency Management Phases Addressed

- Mitigation: Long-term risk reduction through infrastructure and planning
- Preparedness: Training, planning, and resource allocation
- Response: Immediate emergency actions and communications
- Recovery: Community rebuilding and service restoration capabilities

Emergency Notification System Report – H2Notify

Reporting Period: March 14 - September 5, 2025

Executive Summary

The emergency notification system processed 26 separate notifications across a 6-month period, successfully contacting between 23 and 805 individuals per incident depending on the alert type and scope.

Key Metrics

- Total Notifications Sent: 26 distinct alerts
- Contact Range: 23 - 805 people per notification
- Failed Delivery Rate: Generally low (0-191 failures per notification)
- Opt-out Rate: Consistently minimal (0-4 opt-outs per notification)

Notification Categories

- Emergency/Safety Alerts (15 notifications)
- Active Shooter Incidents: 4 alerts (June 10) with high engagement (446-476 contacts)
- Weather Warnings: 3 alerts covering severe weather and heat warnings
- Security Incidents: 4 alerts including armed person, police investigations, and dangerous offender warnings
- Missing Person: 2 alerts (August 27)





Alexis Nakota Sioux Nation Emergency Management and Response Objectives

Operational Communications (8 notifications)

- School Transportation: 4 notices (September 3-5) reaching 805 contacts
- School Registration: 1 notice (August 22) reaching 805 contacts
- Medical Updates: 1 new physician notification
- General Information: 2 miscellaneous communications

System Testing (3 notifications)

- Test notifications in March and June with smaller contact groups (23-89 people)

Performance Analysis

- Delivery Success: System maintains high delivery rates with minimal technical failures
- Engagement: School-related notifications show highest reach (805 contacts)
- Response Options: Emergency alerts effectively utilize "Need assistance" and "Shelter in Place" response options
- System Reliability: Consistent performance across different alert types and contact volumes

Recommendations

The notification system demonstrates effective emergency communication capabilities with reliable delivery rates and appropriate community reach for different alert types.





Alexis Nakota Sioux Nation Alexis Justice Portfolio

Overview

The Alexis Nakota Sioux Nations' Chief and Council have been meeting regularly to discuss community safety. These discussions included examining the current policing model in Alexis which is Mayerthorpe RCMP; and whether this has been working for the community or not. We have discussed potential policing models to police the community as the safety of Alexis Band members is paramount. The Nation is currently experiencing issues with the RCMP enforcing the Nations by laws so we are working toward resolving this issue with the province in a timely manner. Also, the provincial courts in Alexis will be temporarily suspended due to issues with the building which will require renovations and repairs. This has the potential to create issues for the community however, discussions with the Chief Justice and the provincial government have commenced. In the interim, we have hired the RMFC Peacekeepers to regularly patrol the community and assist in keeping our members safe while we work on our relations with the RCMP and governments.

Objectives

- To create a safer community with an effective model of policing and safety protocols

Project objectives

- Establish a community safety plan
- Create and implement a peacekeepers safety program
- Update bylaws and Nations laws
- Implement safety database
- Renew Community Tri-Partite agreement (CTA) with the RCMP
- Work with the DEM and the fire department on a larger scale for community safety, as indicated in their reports
- Create a YTC Tribal Police Service; or an Alexis Tribal Police Service by 2032, as the RCMP's contract ends in 2032 or sooner

Strategy

We will use the Alexis Nakota Sioux Nations mandate, cultural protocols and laws; including our bylaws which are recognized by the RMCP, the Provincial government, and the Federal government, in order to reach our objectives.

Measurement

- Monthly meetings with Yellowhead Tribal Council to examine a Tribal Police model, as well as other models of policing.
- Internal monthly meetings to review action items.
- Quarterly meetings with Chief and Council and Alexis Band members.
- Meet with the RCMP on a regular basis as per the conditions of the CTA.



Alexis Nakota Sioux Nation Alexis Justice Portfolio

Deliverables

To date, these are the actions we have taken:

- Invested in a portable police office to be utilized by the RCMP from Mayerthorpe who provide the policing services; currently under construction and should be ready in early October
- The portfolio holder and his navigator have attended several meetings with the province, the federal government and the RCMP to discuss a renewal of the community Tripartite agreement; we have received a dry agreement for consideration and meetings have been requested to begin negotiations, once this is completed. We anticipate that approximately 4 RCMP officers and an office clerk will be working from the police office located across the Alexis Church.
- The provincial government intends to create a provincial police service to replace the RCMP by 2030. As such, we are in discussions with the Yellowhead Tribal Council Police Committee and the respective nations to discuss the feasibility study of a YTC Tribal Police Service as well as looking at other potential models of policing: this is ongoing.
- We have negotiated with RMFC, a well established high level security firm to begin an enhanced Peacekeeper program. This program will have 3 trucks and a side by side to conduct patrols, wellness checks and report all complaints to the RCMP. We will continue to utilize the peacekeepers until a work plan is completed. We intend to train and hire our local people to continue the Peace Keepers program moving forward.
- We have applied with the Province of Alberta Community Support Fund under two separate funding streams to conduct a comprehensive community safety plan that includes restorative justice, the courts, policing & emergency management in Alexis. To date, we have submitted three proposals to fund community safety.

Action items

- Attend the police detachment at File Hills First Nation to examine their models with the intention to develop our own self administered tribal police services with YTC's Police Committee in October
- Follow up on the responses from the government on the designated approvals and certification for Alexis's peace officer designation
- Look into funding to bring a community safety officer onto the nation who will work on enforcing the nation's laws and some provincial statutes such as trespassing
- Host a community safety and policing workshop on October 8, 2025. We invite community members to attend and listen to the presentations from the Province, RCMP and other established speakers informed in justice and policing
- We continue to liaise with the Chief Judge on the Courthouse renovations, as well as discussions on hearing and prosecuting our Indian act by laws
- We are planning a strategic planning session to include the DEM of Emergency management, Fire department and Policing



Alexis Nakota Sioux Nation

Band Corporations (Non-Profit Entities)

Name of Organization	Organization Description	Trustee for Alexis Members	Board of Directors	Chairman / President	CEO / Manager
Yellowhead Tribal Council	Administration Education & Health	Chief Tony Alexis	YTC Chief's	YTC Chief's	Laverne Arcand, Director
NAIDF	Building Operations	Chief Tony Alexis	NAIDF Board Representative Councillor Darren Kootenay	Laverne Arcand	Mervin Kootenay, Property Manager
YTDF	ISETS	Chief Tony Alexis	YTC Chief's	Laverne Arcand	Yvette Alexis, Coordinator
Alexis Board of Education	Education Services	Chief Tony Alexis	Council	Councillor Darwin Alexis	Toni Letendre, Director
Alexis Housing Authority	Housing	Chief Tony Alexis	Chief & Council	Councillor Henry Hank Alexis	Corrine Potts, Manager
Northern Isga Foundation	Charitable proceeds from Eagle River Casino.	Chief & Council	Councillor Emily Potts Tracey Aginas Sally Jones Kenneth Kootenay	Rodney Mustus	Lois Kootenayoo, Executive Director



Alexis Nakota Sioux Nation Education Update

Major updates and accomplishments from your department, entity, or area:

We welcome our new Chief Aranazhi Jr/Sr High School Principal, Sheldon Couillonneur, who has over 20 years of experience in First Nation’s Education to our community. His passion is rooted in teaching and coaching our First Nation students. As an educator and leader in First Nations Education, he has always valued the significance of developing healthy and positive relationships with: all students, education staff, Elders, parents/guardians, leadership and community members.



CAS Summer school 2025 with Melissa Paintestone & Estrella Hernandez

The Summer School 2025 program offered several courses, primarily focusing on core high school subjects for students who needed to complete or improve their marks. The courses included Math 10-3, Social 20-2, English 20-2, English 20-1, and Social 20-1. We had 8 students enrolled in summer school and all students passed their selected courses.

We currently have 300 students registered in all 3 of our educational programs in the Nation. This number will typically increase by the end of the month.

Registered students	2025-2026	2024-2025
Wakâ Mne Elementary	135	139
Chief Aranazhi Jr/Sr School	129	142
Outreach	89	113
TOTAL	353	394

Land based trip: The primary goal of this trip was to provide students with experiential learning connected to both Indigenous knowledge and the Alberta English Language Arts curriculum. Specifically, students engaged in cultural learning around the traditional harvesting of medicinal plants such as sage, juniper, and cedar, while also participating in activities that develop communication, comprehension, critical thinking, and reflective writing skills.

WES Summer school with Krista Dallman & staff: The Summer Literacy Program ran from July 14 to August 1, 2025, with 42 students and 6 instructors participating. Students were grouped by reading level for morning literacy lessons using the Fountas & Pinnell LLI program. Attendance averaged 63%. During the final week, 15% of students were assessed, and all of them improved by atleast one reading level. One student advanced two levels.





Alexis Nakota Sioux Nation Education Update

Partnered with Dr. Sean Lessard to enhance our programs at Chief Aranazhi Jr/Sr High School:

1. Support Administration Team and Graduation Coach in day to day operations and long term planning.
2. Foster Stronger Student Pride and Engagement through Sports, Wellness, Land and Language Experiences.
3. Maintain and Leverage Effective Communication and Leadership.
4. Promote Mutual Respect and Positive Student-Teacher Relationships.
5. Strengthen Foundational Academic Skills and Data Tracking.
6. Enhance and Support Cultural Resource Accessibility and Immersion through Land and Language Programming.
7. Diversify and Optimize Professional Development.
8. Strengthen and Promote Student Support Programs.



Grad Coach - Trina Goodin

- On Sept 11 & 12, she attended a graduation coach workshop with Dr. Sean Lessard.
- On Sept, 14 students who are interested in the trades will go on a field trip to NAIT for Next in Trades.
- On Oct 10th, organized with NAIT to host a mini career fair for 2 hours with 8 universities and colleges.
- On Oct 16th, the Indigenous recruiter for U of C will visit Chief Aranazhi School.
- She is taking registrations for Jill of all trades for females.
- **Expected to graduate is 27 but 18 are on track.**

Capitals Projects

Education worked with Amisk Group Limited for the construction of the running track and outdoor basketball court and it is near completion.

Outreach

1. Grants received: \$50,000 for Dual Credit for Learning Assistant Program; \$100,000 for Dual Credit Carpentry Program.
2. Goals: Launch Mini home -Carpentry program for students Nov 1 2025; Startup Learners Assistant Program; Start Career in the Trades Camps for Community in Oct 2025; Grow online program enrollment by 20%; Enhance career pathway partnerships with local employers in ANSN.
3. Student Services: 5 students received academic or career counseling since Sept 2; 3 students referred to NNDAP since Sept 2;
4. Partnerships: Ongoing collaboration with Northern Lakes College, Alberta Government ;and Education Consultants for dual credit programs

Challenges encountered and recommendations:

We currently do not have a junior high school teacher and a stoney instructor. We have shifted teaching staff including the Principal to cover the classes. We have reposted again on multiple job education boards and ATEP. ATEP is going to allow us to present to recent graduates to help garner interest in our schools for teachers.





Alexis Nakota Sioux Nation Education

Outreach:

- Need more funding so outreach can:
- Hire an Educational Assistant to perform data work, follow up on attendance, assist students, etc.
- Need for expanded technology access for online learners.
- Need more classroom space like the CFS in the Training Centre.
- Need to build a garage for outdoor space or have public works move ou

Year-to-date financials ending May 31, 2025:

Account	Annual Budget	YTD	Budget Spent %
Board	\$134,000	\$104,840	78.24%
Administration	\$634,981	\$280,334	44.15%
Operations & Maintenance	\$539,460	\$84,375	15.64%
Off-reserve Tuition & Transportation*	\$429,426	\$108,217	25.20%
Waka Mne Elementary	\$1,483,707	\$564,162	38.02%
Summer Youth Employment +	\$31,703	\$26,561	80.63%
Skills Link Youth Employment	\$84,877	\$55,259	65.10%
Chief Aranazhi JR/SR School	\$1,817,233	\$817,600	44.99%
EIP Nutrition Program	\$49,949	\$42,245	84.58%
Outreach	\$156,103	\$46,482	29.78%
Capitals	TBD	\$185,733	%
Jordan's Principle	\$1,644,736	\$980,791	59%
Kickstand	\$259,090	\$50,783	19.60%





Alexis Nakota Sioux Nation Band Corporations (**Profit Entities**) Update

Name of Organization	Business Description	Trustee for Alexis Members	Board of Directors	Chairman / President	CEO / Manager
Alexis Group of Companies Inc.	Management and Trust Company (Inactive)	Chief Tony Alexis	Chief & Council	N/A	N/A
Alexis Economic Development Trustee Corporation	Business Trust – I.B.A. through Teck Coals (Lien on RV Park)	Chief Tony Alexis	Chief Tony Alexis	Chief Tony Alexis	Darren Kootenay
Eagle River Casino & Travel Plaza	Gaming	Chief & Council	Howard Mustus Don Kootenay	Howard Mustus, Chairman	Eris Moncur, CEO
Backwoods Energy Services Inc	Environmental, Civil & Forestry, Matting & Security	Chief Tony Alexis Claudette Pastion Sol Rolingher	Reginald Cardinal Don Kootenay Harvey Sheydwasser Ian Anderson	Harvey Sheydwasser, Chairman	Dario Gnoato CEO
Alexis Nakoda Development Ltd.	Business Development	Chief Tony Alexis	Chief and Council	Councillor Darren Kootenay, President	TBD
Nakota Crossing Petro Gas Station	Truck Stop	Chief Tony Alexis	Council	Councillor Darren Kootenay, Chairman	Smile Singh, COO



Alexis Nakota Sioux Nation Business - Backwoods Energy Services

Summary of Q2 2025 Backwoods Financial Highlights and Corporate Accomplishments

Q2 2025 marked another important step in Backwoods' journey of recovery and growth. Revenue of \$8.1 million, while below budget, reflects the steady resilience of our operations and sets a strong foundation for the second half of the year as major projects move into execution. Importantly, contribution profit remained positive at \$1.27 million, with a margin of 16%, highlighting the ongoing strength of our core business lines.

General and administrative expenses continue to trend downward, finishing 47% lower than in Q2 2024 and well under budget year-to-date — clear evidence that the cost discipline and restructuring measures taken in 2024 are delivering results. While indirect costs increased with the ramp-up of key projects, early progress has already been made in managing these overheads more effectively compared to late 2024.

Backwoods also made significant progress on strengthening its capital structure. The new lending partnership with BMO, provides lower interest costs, improved terms, and expanded working capital flexibility — ensuring we have the financial strength to capture growth opportunities. With a strong book- to-bill ratio of 3.23, we enter the second half of 2025 with a healthy backlog and strong positioning to rebound as delayed projects are delivered.

Divisional Performance Highlights

- **Industrial Division** generated \$1.42M in revenue in Q2, falling well short of the \$7.44M budget due to project timing delays. Contribution profit was \$210K at a 15% margin, three points below budget, though cost discipline kept margins stable. Year-to-date revenue of \$3.0M remains 64% under budget, but margins have been strong at 22% compared to the 18% target. The revenue gap is attributable to delays in the Trans Mountain Permanent Access Network, Trans Mountain East Remediation (\$2.5M budgeted in Q2), and Enbridge Wolf River projects, all of which are now expected to execute in Q3, positioning the division for a strong rebound.
- **Security Division** delivered strong results with \$3.16M in revenue, in line with budget and up 11% from last year. Contribution profit of \$565K exceeded budget by 10% and grew 35% year-over-year, with margins improving to 18%. Year-to-date, Security generated \$5.84M in revenue, just 5% below budget but ahead of 2024, while contribution profit of \$987K is on plan and 24% higher than last year. Growth was supported by expansion of Path to Zero, high CCTV tower utilization, and a stable staffing base. Outlook remains positive with continued growth expected through integrated security solutions and partnerships such as Bee-Clean, which is opening access to new client opportunities.
- **Matting Division** generated \$1.36M in revenue, down 46% from budget and 5% below Q2 2024. Contribution profit of \$76K represented an 84% budget shortfall, with margins compressed to 6% versus 19% budget. Year-to-date revenue of \$2.4M is down 37% from budget and 11% from last year, with contribution profit of \$298K at a 12% margin. All the shortfalls are a direct consequence of not being able to replace our aging fleet and increase our matting inventory. Going forward, performance improvements will depend on investment in new mat inventory. Replacing the aging fleet will reduce reliance on third-party rentals, strengthen margins, and allow Backwoods to capture growing demand across Alberta and BC projects.



Alexis Nakota Sioux Nation Business - Backwoods Energy Services

- **Forestry Division** delivered \$437K in revenue, 30% below budget but significantly higher than the \$24K reported in Q2 2024. Contribution profit was \$224K, supported by an exceptional 51% margin, more than triple the budget target of 14%. Gross profit also exceeded expectations despite lower volumes. Year-to-date, revenue of \$6.4M is slightly below budget, with profits impacted by Q1 equipment failures. With several Caribou Habitat Restoration Program (CHRP) opportunities, upcoming government RFPs, and the Canfor and Weyerhaeuser logging operations commencing in Sept, the division is positioned for high-margin growth in the second half of 2025.
- **Site Services Division** reported \$1.64M in revenue, 48% below budget, but maintained an 8% contribution margin, outperforming the 5% target. Contribution profit was \$133K, supported by cost control, with indirect costs held to just 4% of revenue. Year-to-date revenue totaled \$2.15M, 65% below budget, but margins remained consistent at 8%. Looking ahead, the division is expanding its integrated site solutions—including janitorial, traffic control, and materials management—for clients such as DOW, Graham, Ravago, and Linde. Business development will be strengthened by the addition of an experienced senior Site Services lead in Q3, with opportunities expected to scale into 2026.

Indigenous Engagement

Backwoods remains committed to advancing Indigenous participation. As of Q2 2025, we employ 52 Indigenous team members, including 12 from the Alexis Nakota Sioux Nation. Alexis members represent 5.2% of the workforce, while Indigenous participation overall stands at 19%. With new hires in Lands Consultation and HR, Backwoods is continuing to grow its impact in meaningful ways.

The year-to-date net earnings for Alexis employees total \$241,901, equating to an average after-deductions income of \$20,159 per person. In addition, hourly Alexis employees earn, on average, 15% more than their non-Alexis counterparts — with an average hourly wage of \$27.99 compared to \$24.23. This wage differential highlights the value and impact of Alexis employees across various roles within the organization.

As part of our continued commitment to the Alexis Nakota Sioux Nation, Backwoods has contributed a total of \$20,996 year-to-date in support of the community through:

- \$3,728 in direct contributions
- \$17,267 in in-kind contributions, supporting initiatives such as the annual Pow Wow, equipment use, and community engagement efforts.

HS&E Performance

Safety remains a core value. In Q2, Backwoods achieved a TRIF of 0.42 with zero recordable injuries. Each division is implementing tailored safety strategies aligned with our corporate HSE framework, driving continuous improvement and ensuring the well-being of our workforce.

Information Technology & Cybersecurity

Backwoods completed its first year of cybersecurity training through KnowBe4, achieving a 91% overall grade and 93% compliance. While attempted cyber incidents increased, all were successfully contained with no impact to operations. Our Windows 11 transition is now 55% complete and on track for full compliance by October 2025.



Alexis Nakota Sioux Nation Business - Backwoods Energy Services

Major Projects Update

- Trans Mountain Permanent Access Network – Backwoods was able to secure a \$15M project partnered with Firma Construction. Project is expected to start in July.
- Enbridge' Seven Stars Wind Project – Backwoods is working close with Enbridge to secure civil construction work on Enbridge's \$500M wind farm; scheduled to start in Q4 of 2026
- ATCO Yellowhead Mainline – Backwoods team is working closely with strategic Treaty 6 Nations to secure work on the ATCO Yellowhead Mainline.
- Significant progress has been made in strengthening Backwoods' relationship with ANSN, thanks to the dedicated efforts of Councillor Dwayne Alexis, Duane Kootenay, and Backwoods Lands Consultation Specialist Andrea Kootenay.
- GoA Caribou habitat rehabilitation program (CHRP). Seismic line reclamation- Backwoods has, For multiple years, worked with CHRP to reclaim seismic lines through mounding, screening, tree Tipping and tree planting to slow the ease of movement of wolves and Humans to help increase caribou populations by closing corridors within their habitat. Currently completing tree planting and quality control to produce to Government final report. Backwoods has just submitted proposals on 4 more compartments for the upcoming season
- Canfor Production Logging – Backwoods has a 5 year contract with Canfor Forestry Products with a yearly quota of 120,000 m3 per annum.
- Weyerhaeuser – Backwoods was awarded a 60,000 m3 contract, work to commence in September.
- Kiewit Linde AUS & H2 – Backwoods is working closely with Kiewit to secure a major Crane mat Supply contract for 2026. Over 4,000 Crane mats to be built in Backwoods shop and supplied to Kiewit.
- DOW Alberta Operations – Backwoods officially took over the Security for the Dow Alberta operations. Add on the security being supplied for the DOW P2Z project at the Fort Sask. Facility this has added on 25 jobs expected to last for the next 5 years.
- DOW P2Z Bussing – Backwoods' bussing program at DOW's Path2Zero project continues to expand, supporting the daily transportation of workers with a fleet expected to reach 40+ buses at peak. The program remains a core service offering for the full project duration.
- BGC Engineering/ATCO Yellowhead Mainline Borehole Program- Backwoods' support services for BGC on the ATCO Yellowhead Mainline — including site setup, matting, traffic control, slurry disposal, and security — will continue through Q3, with the program scheduled to wrap up in October 2025.
- Backwoods is negotiating with Dow and Rivago to store and maintain all materials for the P2Z program. The Nisku shop and yard will be utilized. Equipment and material to begin arriving late 2025.

Outlook

The second half of 2025 is expected to deliver significant improvement as major projects launch. Backwoods is forecasting \$72.1M in full-year revenue, slightly above budget, with \$9.7M in contribution profit (13.5% margin). **EBITDA is projected at \$1.3M**, representing a meaningful turnaround from Q1's forecasted loss, and net income is expected to improve substantially from early-year performance. Strategic priorities include:

- Driving execution excellence to convert backlog into revenue.
- Investing in matting inventory to meet client demand and capture margin growth.
- Strengthening cost discipline, particularly in Logistics and overheads.
- Leveraging the new BMO facility to unlock working capital flexibility.
- Growing Alexis and Indigenous participation across all divisions.





Alexis Nakota Sioux Nation Business - Nakota Crossing LTD.

2025 Sites Updates and Performance

- This summer has been exceptionally busy, and overall store revenue was higher than last year. It's clear that our sales are steadily improving over time.
- Sale price for all tobacco products were adjusted due to increase in federal tobacco tax. Margins were re-adjusted as per the market standards.
- We are in constant contact and working with our vendors to improve our relationships and improve pricing for our best-selling products, as well as diversifying our product lines and adding new products.
- We are working hard on staffing issues; some staff members are not showing up for their shift even after numerous verbal and written warnings.

Financial Performance for 2025

- The store showed strong performance in July 2025, with total sales increasing by \$87,607.50 compared to June. Significant growth was seen in Cardlock Sales (+\$48,211.75). Indicating increased customer activity. Lottery and Tobacco sales also rose notably, contributing to the overall improvement.
- Although Cigarette Sales, Kitchen Sales and Country Style Sale are up this month. Overall, the figures reflect a positive sales trend and growing business momentum.

Site Operations

- Number of employees as of September 12, 2025 = 30
- C-Store Full Time = 9
- C-Store Part Time = 4
- Kitchen Full Time = 8
- Kitchen Part Time = 9

Employee Ratio

- Nation Members = 20
- Non-Nation Members = 10





Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza

New Corporate Reporting Structure

- Backwoods made some significant organization realignment to provide clearer lines of responsibilities and to better focus our business development efforts.

The Eagle River Casino & Travel Plaza's, year-to-date (YTD) financials, ending August 31, 2025, highlight a 4.2% increase in year-over year (YOY) combined gross revenues, demonstrating steady growth and introducing opportunity for efficiency to enhance profitability. This perspective examines YTD year-over-year changes across departments and identifies key trends.



Gaming Departments

The YTD combined financial performance for the gaming departments is overall positive, 8.1% increase in year-over-year gaming revenues, 1.0% increase in year-over-year gaming expenses and 13.2% increase in year-over-year profit, resulting in a year-to-date net profit for the gaming departments.

Slots

- Net slot win increased by 6.2%

Tables

- Table games gross drop increased by 11.9%

Travel Plaza

The YTD financial performance for the travel plaza department is overall positive, 1.8% decrease in year-over-year net revenue, -7.4% decrease in year-over-year expenses and 6.5% increase in year-over-year profit, resulting in a year-to-date net profit for the travel plaza department.

- Gas revenue decreased by 4.8%
- Cigarette revenue increased by 2.9%
- Retail revenue increased by 21.8%





Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza

Food and Beverage

The YTD combined financial performance for the food and beverage departments is overall positive, 26.6% increase in year-over-year food and beverage net revenue, 5.1% decrease in year-over-year food and beverage expenses and 66.4% increase in year-over-year profit, resulting in a year-to-date net profit for the food and beverage departments.

- Food revenue increased by 7.1%
- Beverage revenue increased by 30.3%
- Beverage (non-alcohol) revenue increased by 47.6%
- Cost of goods sold decreased by -1.7%

Operating Departments

The total YTD cost for the operating departments represent 186.1% of net gaming win. The operating departments are non-revenue generating, there was an 2.8% increase in year-over-year expenses.

Key Highlights

Gaming

Increased tables games drop, contributed to overall positive year-over-year results.

Travel Plaza

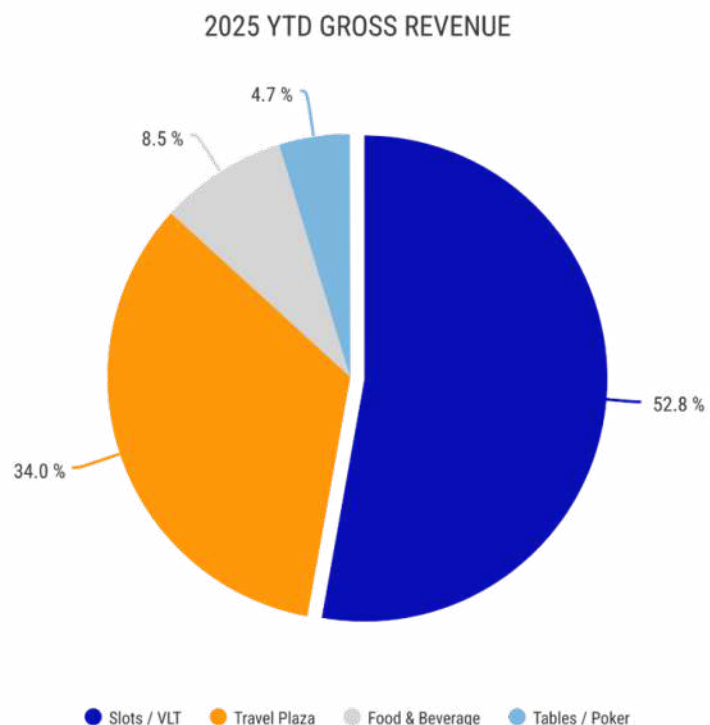
Retail revenue continues to increase year-over-year.

Food & Beverage

Increased labor cost enhanced profitability.

Expense Management

Despite rising cost of goods and services, YTD results are positive.



*Figures are based on preliminary estimates and are subject to revision.



**EAGLE RIVER CASINO
& Travel Plaza**



Alexis Nakota Sioux Nation Events / Important Dates

EVENTS / IMPORTANT DATES

- September 25, 2025 - Dagugicebi Elder Meeting
- September 26, 2025 - Flag Raising
- September 29, 2025 - Chief's PR Day, ANSN Golf
- September 30, 2025 - National Truth & Reconciliation Day
- October 13, 2025 - Thanksgiving
- October 27, 2025 - Chief's PR Day
- October 31, 2025 - Halloween
- November 5-7, 2025 - Nakota Language Conference
- November 11, 2025 - Remembrance Day
- November 17-21, 2025 - NAAW
- November 24, 2025 - Chief's PR Day
- December 1, 2025 - Quarterly Band Meeting





Alexis Nakota Sioux Nation Contact and Communication Information

ALEXIS #133 ADMINISTRATION OFFICE

BUS (780) 967-2225
Fax (780) 967-5484
Mailing Address:
Box 7
Glenevis, Alberta
TOE OXO

ALEXIS-WHITECOURT #232 SUB OFFICE

BUS (780) 778-3355
Fax (780) 778-2427
Mailing Address:
Box 870
Whitecourt, Alberta
T7S 1N8



MEETING WITH THE CHIEF

Dorian Alexis, Chief of Staff
Office: (780) 967-2225
Cell: (780) 937-9426
dorianalexis@ansn.ca

MEETING WITH COUNCIL

Courtney Alexis, Executive Secretary to Chief and Council
Office: (780) 967-2225
Cell: (780) 977-8606
courtneyalexis@ansn.ca



ALEXIS NAKOTA SIOUX NATION COMMUNICATIONS

ANSN COMMUNICATIONS PROVIDE UPDATES USING:
ANSN WEBSITE AND ANSN SOCIAL MEDIA'S.

780-967-2225

communications@ansn.ca

www.ansn.ca



Alexis Nakota Sioux Nation