



2012-2013

GPRC



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Dear Stakeholders

It is my pleasure to provide this report on the activities of your College over the past academic year, 2012-2013.

The interest, involvement and support of the people of this region are at the core of the strength of this College; after a year of change and new challenges, we are proud to report that GPRC is strong and growing, with a new mandate.

Over the past year, GPRC has been investing time and resources throughout northwestern Alberta to meet the long- and short-term educational needs in communities throughout the GPRC region, with delivery of courses in Edson, Grande Cache, Hinton, Jasper and additional Community Access Points (CAP) such as Rycroft, Spirit River, Hinton and Beaverlodge. Facilities at GPRC campuses in Calgary and Grande Prairie have been upgraded and expanded to better meet the needs of our learners. Administrative processes and policies are being evaluated and streamlined to reduce costs and to ensure our budget is a good one that creates the greatest benefit to students.

GPRC has been steadily increasing program offerings for learners, building partnerships with industry and with other post-secondary institutions and seeking creative solutions to meet the needs of students and employers. Our strong and growing awards program helps remove financial barriers for hundreds of students each year.

We have been working closely with Alberta Infrastructure and Alberta Health Services to ensure that the new regional hospital and education facility meet the needs of our region. Our donation of 30 acres for the Grande Prairie Regional Hospital means that in 2017 our community will have a hospital and education centre on a College campus!

Plans for the future of GPRC are being formulated in close consultation with you, our greater community. You have told us this College is integral as a community partner, that the College plays an important role in your lives and in your families, and that you recognize GPRC as a driver of the economy.

You have helped us clarify the three key pillars which underpin everything this College is and does: Serving our Students, Strengthening our Community, Supporting our Industry. In this report you will find the stories, the facts and the data which provide a portrait of what we have achieved together over the Academic Year 2012-13.

At GPRC it is our mission to create connections to knowledge, experience and community one life at a time. Each of you is a key factor to making our mission a reality. Thank you for your vision,
Dr. McG. Quruk

Mandate, Vision, Mission and Values

Approved by the Minister of Advanced Education December, 2008

Grande Prairie Regional College is a public, board-governed college operating as a comprehensive community institution under the Post Secondary Learning Act of Alberta. The College offers regional learners instruction and support services that are learner-centred and responsive to the lifelong educational needs of full-time and part-time students of diverse, multicultural and Aboriginal backgrounds.

As a comprehensive community institution, Grande Prairie Regional College is committed to expanding access to post-secondary education in its service area by responding to community and regional demand for both credit and non-credit programming. The College has developed a portal access delivery model that encourages other post-secondary institutions to deliver programming on site, enabling the establishment of collaborative partnerships that rapidly and effectively meet the varied needs of regional learners.

The College offers university transfer, diploma and certificate programs; apprenticeship and pre-employment training; and adult high school completion. Credit programs are offered in the areas of Liberal Arts, Education, Health and Wellness, Human Services, Fine Arts, Business, Technology, Academic Upgrading, Trades and Technical training, Agriculture and Environmental Sciences. The College also offers baccalaureate degrees, primarily as collaborative degrees.

In response to regional, community and industry demand, Grande Prairie Regional College provides a range of customized non-credit pre-employment programming, skills development, safety, English as a Second Language and community interest courses. The College meets community and industry demand for responsive and specific industry training through the provision of customized programming.

As an educational facility in northwest Alberta, Grande Prairie Regional College helps meet the cultural, recreational, athletic and conferencing needs of the region in partnership with service area, community and regional stakeholders. The College offers athletic, music, art and science summer camps, and the Douglas J. Cardinal Performing Arts Centre is frequently the site of community music festivals, dance recitals, speakers' series and industrial seminars.

The College encourages and supports applied research and scholarly activities, and innovation activities that complement and enhance teaching and learning in program areas and in industry sectors where its academic expertise enables such a contribution.

Grande Prairie Regional College is dedicated to providing learners in northwest Alberta with access to high quality and diverse lifelong learning opportunities, and to the responsible educational, fiscal and environmental stewardship of resources.



VISION

GPRC is recognized by its learning communities for leadership in education excellence.

MISSION

Creating connections to knowledge, experience and community one life at a time.

CORE VALUES

Student Centred

- We commit ourselves to a community of learning.
- We commit ourselves to the teaching and learning relationship.
- We give students the opportunity to grow and become enriched.
- We pursue student learning opportunities that maximize and lead to lifelong learning.
- The student is always the beneficiary of our activity.

Integrity

- We live up to the highest standards of professionalism through fair and ethical behavior.
- We do what we say and build trust through our actions.
- We are honest and open.
- We are committed to a spirit of service.
- We strive to earn the trust of our students and supporters.
- We are loyal.

Respect

- We treat each other, our students and our public with dignity and respect.
- We celebrate the diversity of people, ideas and culture.
- We are enhanced by cooperative efforts, partnerships, and shared use of resources in an atmosphere of respect.
- We respect the need for discretion and confidentiality.

Accountability

- We are personally accountable to each other.
- We are accountable to the communities we serve.
- We strive to provide a safe and caring environment for students, staff and visitors.
- We are fiscally accountable.
- We are committed to the stewardship of the environment, our building, and the land.
- We make evidence-based decisions.

Innovation

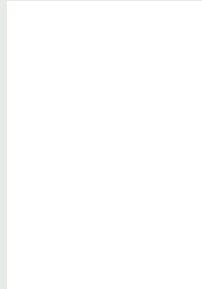
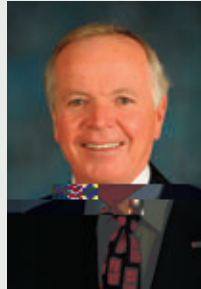
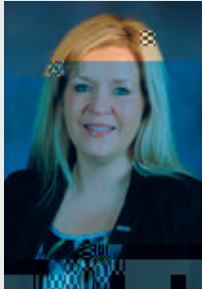
- We encourage innovation.
- We respect our past but we are future focused.
- We engage students in creative learning.
- We are responsive and market driven.
- We strive to be a leader in applying information technology in ways that can transform higher education.
- We are a portal to discovery and learning.

Passion

- We love what we do.
- We take the lead, and lead by example.
- We all contribute.
- We strive to be an extraordinary place to work.
- We have fun.

Grande Prairie Regional College Board of Governors

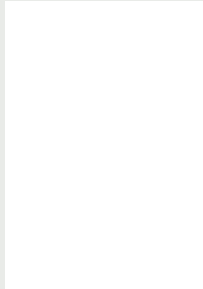
The GPRC Board of Governors, led by Chair, Vincent Vavrek, provides exceptional leadership and guidance to the College.



GPRC Alumni/Foundation Board of Directors

The Alumni/Foundation Board of Directors is a group of highly valued volunteers whose efforts build relationships between the College and our communities. Directors encourage corporations and individuals to support the initiatives of the College through donations and participation in fundraising events. In addition, they are champions of the College in the community, supporting and promoting the College to others.

In 2012-13, the Grande Prairie Regional College Foundation raised \$1,251,915 and supported numerous projects to benefit students through awards, campus improvements and enhancements of technologies. The generosity of our community continues to grow, with 218 new donors contributing to the advancement of GPRC over the past year.





With a diverse professional life that has taken her from the laboratory as an organic chemist, to a SSHRC (Social Science Humanities Research Council) Postdoctoral Fellowship, to her present position as a psychology professor at GPRC, one of the constant threads in Dr. Connie Korpan's professional and personal life has been her deep sense of commitment to community.

Arriving at GPRC 11 years ago with a PhD in Cognitive Psychology, Korpan soon recognized that her new career path as an instructor of psychology would help meet her aspirations on both an academic and personal level.

"Most of my education was in statistics and research methods, which gave me a strong foundation for doing research," says Korpan. "It has come to be very valuable to me over the years."

When Korpan learned that not only was GPRC very supportive of research, but that her department had developed strong partnerships with local organizations, she felt confident that the move to Grande Prairie and the College was a good fit for her.

Korpan had long been involved with non-profits, spending many weekends at group homes for persons with disabilities. She held her first role as a group home volunteer while working on her undergraduate degree. That role has since morphed into 30 years of casual weekend employment at group homes while attending university or working.

"The time I spend with the clients is very rewarding," says Korpan fondly, who now works some weekend shifts at Signature Support Services' group home. She adds laughing: "I've earned the nickname 'Coke' because the clients say I always have a Diet Coke nearby. We've become very close."

Serving Students

The development of strong relationships with our partners in learning steadily expands opportunities for the students of our region. Collaborations with industry and other post-secondary institutions, and achieving the academic standards of various professional groups adds significantly to the higher education options for the students of GPRC.

On October 22, 2012 GPRC signed a Memorandum of Agreement with MacEwan University, allowing GPRC students to transfer a block of 60 credits of Arts and Science courses toward the completion of their degree at MacEwan, greatly streamlining the transfer process and doing away with the former need to have a transcript evaluated course by course.

The landscape at GPRC Fairview campus was transformed by the arrival of equipment and buildings to establish the **Shell Canada Learning Lab**. Previously used in a pilot project on Shell's Peace River oil sands leases, the donated facility consists of a flare separation building, multistage oil and gas separator building, a compressor building, a glycol heating/pump unit, coupled with a large aerial cooler. The donation of the equipment – appraised at over \$500,000 – is one of the largest gifts in kind donations ever received at Fairview Campus.

The **30th Annual Science Open House** at GPRC welcomed students from schools throughout the region, continuing its tradition of providing a glimpse into the many possibilities of a career in the sciences. Attendance at the event has long been a tradition for science students from high schools large and small – and provides experiences not otherwise readily available to many of the students from rural and remote communities who attend with their teachers.

Complete Tri-council approval is now in place for Applied Research at GPRC. The recently achieved eligibility of GPRC to apply for research funds from the Social Sciences and Humanities Research Council (SSHRC) completes full tri-council approval and opens the door for a broad range of applied academic research at GPRC. The Natural Sciences and Engineering Research Council (NSERC), Social Sciences and Humanities Research Council (SSHRC) and Canadian Institutes of Health Research (CIHR) are the three councils that fund academic research. NSERC approval was granted to GPRC in 2007, and several notable projects have been undertaken in the past five years. All three councils have rigorously examined faculty credentials, processes, policies and facilities at GPRC, and approval is now complete. The Centre for Research & Innovation (CRI) at GPRC previously achieved official status with the Canada Foundation for Innovation (CFI.)

Welder-Wire Process Operator Apprenticeship was offered at GPRC Fairview in March 2013, due to the urging of industry. No other face-to-face training is offered for this program in Alberta, and employers in our region have emphasized that classroom instruction would be a preferred preparation for Welder-Wire Process Operator apprentices. Alberta Apprenticeship announced early this year that 10 spaces would be opened at GPRC Fairview to offer the first year of the 2-year requirement.

GPRC celebrated the **10th Anniversary of eCampus Alberta** via webcast on November 28 along with 16 other Alberta post-secondary institutions. The Honourable Stephen Khan, Minister of Enterprise and Advanced Education, joined the webcast and offered his congratulations for a decade of leadership and innovation in providing Albertans with access to online learning.

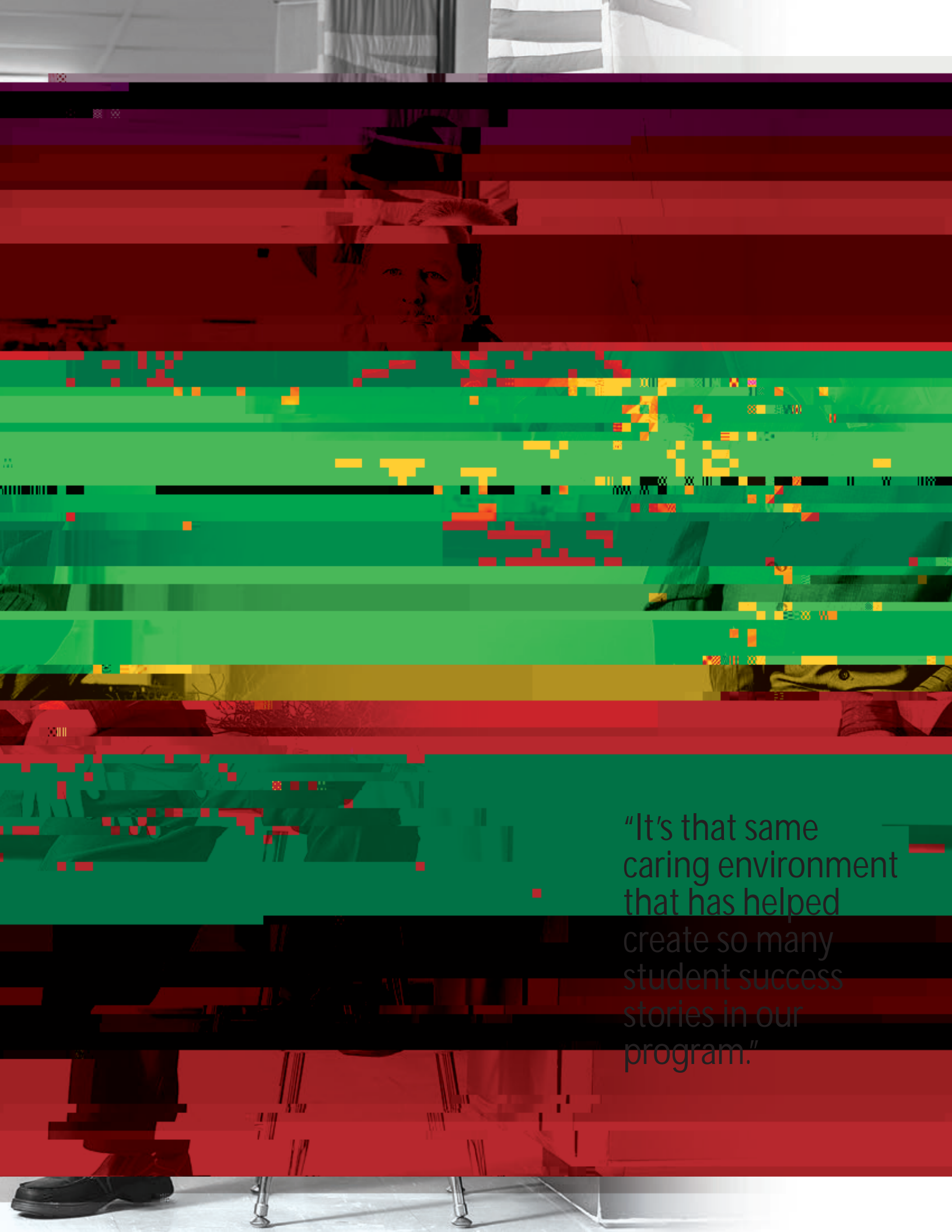
New Bookstore partnership increases options for students, and reduces costs. In May 2013, GPRC Bookstore became a partnership enterprise with Follett of Canada, joining 27 other colleges and universities in the move to meet the rapidly changing market which is the post-secondary student of today. Market conditions have changed. In the new model at GPRC, textbooks supplies are outsourced – online – and our students have more options when selecting course materials. Students can purchase an entire book – or have the option to purchase partial texts or even single chapters. There is also the option to rent some textbooks.

College Preparation

Academic Development - High School Equivalency

Certificate and Diploma Programs

Active Aging Fitness Practitioner
 Animal Health Technology
 Apprenticeship Training
 Business Administration
 Computer Systems Technology
 Commercial Beekeeping
 Cooperative Trades Orientation
 Disability & Community Support
 Early Learning and Child Care
 Fitness Leadership
 General Mechanics
 Hospitality & Tourism
 Harley Davidson® Technician
 Heavy Equipment Certificate
 Heavy Equipment Service Technician
 Medical Unit Clerk
 Music – Acoustic
 Music – Interactive Digital Design
 Office Administration
 Home Maintenance Services
 Medical and Technical Support
 Nurse Aide
 Nurse Practitioner
 Nurse
 Paralegal
 Pharmacy Technician
 Physical Therapy Assistant
 Restaurant Management
 Veterinary Technician
 Welding



"It's that same caring environment that has helped create so many student success stories in our program."

When students come to GPRC Fairview to attend the Transitional Vocational Certificate Program, their experience reaches far beyond the College walls. They are greeted by an entire town that is supportive and generous, ready to help arm them with the skills they require to confidently lead independent lives. Program Coordinator Rodger Woolridge credits the welcoming environment that extends across the community as one of the key reasons the program has earned its solid reputation.

"When I moved to Fairview from Newfoundland, it struck me how much like home it was. Everyone gets to know one another and everyone gets involved," says Woolridge. "It's that same caring environment that has helped create so many student success stories in our program."

Woolridge, his wife and their two youngest children followed his parents to Alberta, who had visited the province on a holiday, fell in love with the landscape and the people, and promptly decided to re-establish their roots here.

With a Bachelor of Education and a Bachelor of Arts, Woolridge secured a job teaching high school in Fairview, a position he had held for 10 years prior in Newfoundland. He moved over to Fairview College (now GPRC Fairview) to become Recreation Coordinator, then just a few years later became Program Coordinator of the Transitional Vocational Program.

The program, which started in 1969, draws rural and urban students from across Alberta, British Columbia and the Northwest Territories. Students aged 18 and older who



"The 'face-time' we had with the instructors was invaluable. They knew your name and your particular learning style by the second week of class."

Some say a business partnership can be like a marriage. For Subway franchisees Jason and Shawna Miller, their 17-year marriage has been one of the key ingredients in the success of their award-winning business partnership. As the couple casually chat about work, family and how they strike a balance between the two, it's obvious they've found the formula for establishing a middle ground: set clear boundaries, but accept that sometimes, some of those boundaries will merge.

Both agree that business and personal life do become one. "We see each other most of the day, so home comes to work and work comes home," says Jason. Adds Shawna: "It is personal. This is our life; it is what we are building for our family. This is the legacy that we are leaving for the next generation." The couple maintain that defining roles that cater to their individual strengths is essential to make the partnership work. Jason oversees operations and is highly involved in Subway's corporate committees and boards, while Shawna handles the office, finances and human resources, and is active within the community. (She is currently chair of the Grande Prairie & District Chamber of Commerce and recently helped launch a non-profit society providing grief support for parents who have lost infant children.) Just one year into the business, the couple quickly learned that the boundaries around their roles needed to extend to their workspace as well.

"This used to be one long office with me at one end, Jason at the other and a place in the middle for the kids to play," says Shawna, laughing, pointing to the row of three separate offices. "You'll notice there are walls now. That experiment only worked for about one year."

The Millers stepped into the realm of business ownership 12 years ago, when they purchased three Subway restaurants in Grande Prairie. Over the years that number grew to 22, with locations in Alberta and Vancouver Island. They sold their restaurants

on the Island, and currently own 19 Subways across northwestern Alberta, with two more openings in the works. The couple has received numerous awards and accolades, including Subway's Franchisee of the Year award in 2005, an honour they earned just four years after stepping into the franchise. They have been recipients of several top sales awards, including top sales worldwide. They most recently brought home a prestigious Subway Gold Award for excelling in numerous sales categories.

Both Jason and Shawna were students at GPRC. Shawna studied two years at the College before transferring to the University of Alberta (U of A) where she received a dual degree: a Bachelor of Arts in Economics in 1997 and a Bachelor of Commerce in 2000. Following a year of work after high school, Jason took courses in GPRC's Academic Upgrading Program, then started his first two years working toward a Bachelor of Education. He completed his degree at the U of A in 1997. The couple agree that small class sizes and personalized, quality instruction at GPRC played a critical role in their successful transition to university.

"The 'face-time' we had with the instructors was invaluable," says Shawna. "They knew your name and your particular learning style by the second week of class. We felt much more prepared before heading to the large city and the large classes at the U of A."

The couple had always considered Grande Prairie "home," so they were eager to return to the north upon completion of their degrees. Whiromplon ouob(, includie)11(J)TJ T* [(Educ locati(Eduaso th0)]TJ ne T* [(a)8(wlx) alwao10(ec)6(ompley)

ConocoPhillips Canada, Nexen Inc., Shell Canada, Statoil Canada, Suncor Energy Inc. and Total E&P Canada. Other partners include Alberta Environment and Sustainable Resource Development, Global Restoration and E&P C

National Bee Diagnostic Centre established at Beaverlodge, Alberta. The National Bee Diagnostic Centre (NBDC), a new laboratory under the management of GPRC, is located at the Beaverlodge research farm of Agriculture and AgriFood Canada. Funding to establish the new NBDC was provided by Western Economic Diversification Canada, the Rural Alberta Development Fund, and GPRC. The \$2.2 million project included a new building and diagnostic equipment. Diagnostic services became available in April 2013.

Winter Planting – A Pollutants to Products Success Story. Imagine planting tree seedlings at -17°C in the winter and achieving 94% survival rate: this successful research project by the Grande Prairie Regional College's Pollutants to Products (P2P) Initiative is supported by the Oil Sands Leadership Initiative (OSLI.) OSLI is a collaborative network between

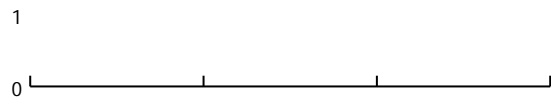
As Whitehorse's former mayor and recent

Goal 1: Access - Quality and Responsive Education and Student Support Programs

Delivering Affordable and Accessible Programming

GPRC saw no significant change in 2012-13 enrolments compared

Figure: Collaborative Programs



Transforming the Role of Non-credit Continuing Education

Small losses in the 2011-12 year were converted to significant profits in 2012-13 as the Continuing Education Department evaluated customer demand on a course-by-course basis and adjusted their programs accordingly. New options in computer training were offered, while session counts were reduced in underutilized program threads.

GPRC partnered with the Rupertsland Institute to provide the Industrial Readiness Program in several communities, including Fairview, Grande Prairie, Hinton and Wabasca. This program was offered in a variety of formats and provided a mix of hands-on training in trades, oil field readiness, driving, safety, job search, and career and life skills.

Strategic Enrolment Retention Team

The Strategic Enrolment and Retention Team (SERT) was formed in March 2013 and includes representatives from Community Relations, Student Services and the Academic Division. The SERT is comprised of three committees, the Recruitment Action Committee, the Retention Committee and the Marketing Committee. Initiatives undertaken by this team included Open House, Careers - The Next Generation trade show, Counselors Update Luncheon, school visits, trade shows, Student for a Day, student retention surveys, and the Making Your Mark student success initiative.

Figure: Post-secondary Choice of High School Graduates

Ensuring a High Quality Learning Environment

Students in select programs were able to register online this year, giving students greater access and control to their registration status while reducing labour for the College's Student Services office.

Advisory committees worked with individual GPRC programs to ensure that program graduates were entering the work force with their competency and readiness at industry standard levels. Changes to programs were made where appropriate, based on the recommendations of the advisory committees. Notable among these changes were those made to the Power Engineering program, in order to ensure it aligns with provincial and industry requirements. The College now offers fourth and third class Power Engineering programs in response to needs identified by industry.

The Graduate Outcomes Survey, conducted by the government of Alberta, and surveys post-secondary graduates from institutions across the province about their institution, program of study, and overall experience as a student.

Figure: Graduate Outcomes Survey

Promoting and Enhancing Effective and Comprehensive Student Support Programs

S de Ad i i g

In 2012-13 GPRC Student Services Advisors helped GPRC students make informed choices about programs and courses. The Student Services' Advising Team assisted students with paperwork, course and program options, and academic regulations and procedures. This team also facilitated student access to a variety of College-provided services throughout the year.

Disability and Accessibility Services

Accessibility Supports and Disability Services (ASDS) provided a variety of supports to students, including Program Coordination, Assistive Technology and Alternate Format, and assisted students requiring multiple types of supports. In the 2012-13 academic year, 203 applicants utilized services for students with disabilities, including 40 prospective students and 96 enrolled students with confirmed disabilities.

S de Fi a cial Aid

The Financial Aid Team at GPRC supports students with all their Financial Aid needs and questions. This team is located in Student

Goals and Performance Outcomes

Library

The GPRC Library Department consists of two libraries, one at the Grande Prairie campus and one at the Fairview campus. Each space offered students physical and electronic resources to support their study needs. The library offered various alternatives for studying, from groups, to individual, to computer and printing services. Located at the Grande Prairie Campus Library, the Learning Support Centre offers many additional academic supports to students. Staffed by a full-time Coordinator, and two part-time Professional Tutors, the Centre offers workshops ranging from study habits to referencing and citation formats. The tutoring services assisted students with writing and grammar as well as math and sciences. Tutoring assistance was offered in person at the Centre, and electronically through the web guides.

Grande Prairie Friendship Centre Partnership

The College continued its on-campus partnership with the Grande Prairie Friendship Centre. GPRC's Friendship Centre remained the only official Friendship Centre in Canada located on a post-secondary campus. The Centre provided cultural learning opportunities, learning assistance resources, and services that helped students from outlying communities adjust to College life. In addition, our Aboriginal Elder, supported by our partnership with the Grande Prairie Friendship Centre, provides cultural education, leadership, guidance and mentoring to both Aboriginal and non-Aboriginal students.

Circle of Aboriginal Students

The College continued to support the Circle of Aboriginal students, a student group that works with the College's Student Services and Students' Association to enhance the College experience for Aboriginal students. An Elder in Residence was available to Aboriginal Students.

In partnership with the Circle of Aboriginal Students, the College hosted the annual Student Welcoming Celebration. Elders, students, friends and families gathered for a pipe ceremony, feasting and entertainment. This annual event recognizes and celebrates the commitment of the College to students and their respective cultural traditions.

Aboriginal Job Shadow Program

GPRC worked with industry representatives during summer break to educate Aboriginal students aged 15-17 in the Job Shadow program. The students participated in three weeks of in-class training followed by industry work experience.

Richard Wagamese

Acclaimed Ojibwe author Richard Wagamese shared his experience as a writer and storyteller with an audience of 188 attendees at the DJ Cardinal Performing Arts Centre on March 5. The following day he spoke to a full house of GPRC students at a potluck hosted by the Circle of Aboriginal Students and the campus Friendship Centre. Richard and his wife Debra both spoke about their respective journeys as writers and storytellers in an interactive session which allowed the students to ask questions and get advice on the art of telling a story.

Goal 2: Community Engagement - Contributing to the Quality of Life and Economic Growth in the Region

Maintaining and Enhancing Networks, Partnerships, and Community Consultations

Grade 7 Day!

On May 9th, GPRC held the 2nd annual Grade 7 Day, playing host to over 400 grade 7 students from the Peace region.

Reading University

Some 80 grade three students successfully completed Reading University at GPRC in July 2012. The program was launched in 2009 to help children read at grade level, and to give them the best possible preparation for the academic demands of grade four. This is a community-driven program, a partnership of dedicated parents, three local school boards and GPRC.

Palaeontology Program

GPRC Palaeontology Program offered Dinosaur Camps for the third year in the summer of 2012. The community responded enthusiastically and the College hosted 75 students (94% capacity) for the five week-long camps during July and August. The 7-13 year old budding dino experts participated in classroom and outdoor activities and games, and went on field trips while also getting familiar with the College.

High School Open House

On March 19th GPRC Fairview Campus hosted the 2nd GPRC College Day Open House from 1:00 pm - 6:00 pm. Program displays were showcased in the college atrium, and interested participants were treated to campus tours throughout the afternoon.

Over 135 students from 6 area schools (Worsley, Hines Creek, Peace Outreach in Peace River, Eaglesham, Ridgevalley, and Hillside in Valleyview) were bussed in for the afternoon and

individual students and their parents from other Peace area schools and the general public attended the Open House. Some students took the opportunity to fill out applications for programs beginning in the fall.

Science Open House

More than 600 students from the region took advantage of the opportunity to learn more about the study of Science at the university level, and to get a glimpse of the post-secondary experience. Students came from 14 schools throughout northwestern Alberta and the Peace Region of BC and filled the Cardinal Theatre to capacity, enlivening GPRC's hallways.

Fine Arts Student Exchange

In February of 2013, the GPRC Fine Arts department opened its doors to high school students interested in being a College student for a day. Students participated in classes, saw a demonstration of the Recording Studio and visited the Visual Arts and Music studios.

Regional Science Fair

Held in March, the Peace Region Science Fair event brought high school students and teachers from across northwestern Alberta to the GPRC Fairview Campus. For the 2012 year, elementary and junior high students were eligible to enter the science fair.

North West Regional Skills Competition

April 24th and 25th saw 152 students from grades 10 through 12 arrive at the 9th annual North West Alberta Regional Skills Canada (NWRSC) Competition. Students and their chaperones travelled from across the northwest region of Alberta to compete in Auto

Goals and Performance Outcomes

Goal 3: Excellence in People - Fostering an Engaging and Supportive Work Environment

Improving Faculty and Staff Recruitment

Net-Ge Recruitment

The College evaluated its current recruiting advertising methods and tested new avenues, such as Kijiji and LinkedIn. The Human Resources department found that these online resources produced more employment applications than traditional print media at a significantly reduced cost, and began incorporating them into more recruitment efforts.

Actively maintaining positive staff engagement

Managed Redundancies

GPRC suspended programs with lagging enrolments and identified departments and areas that were able to absorb staff reductions. The College offered voluntary severance to staff in these areas, proactively minimizing the impact of significant budget cuts imposed at the end of the academic year.

Net-Leadership Service Training

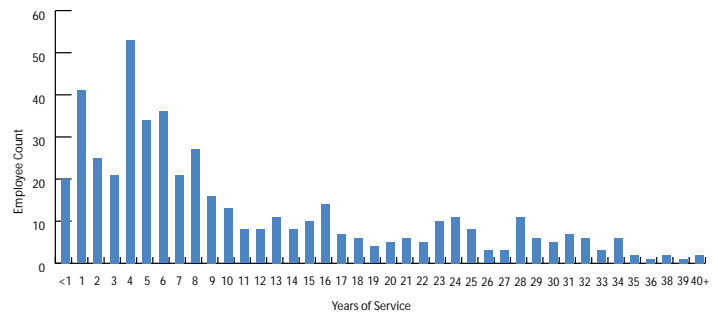
GPRC offered Customer Service Training through consultants Noel-Levitz. This training was offered to all staff free of charge and included an online self-serve component and in-person group discussions. The main purpose of the training was to help staff in creating an environment consistent with a great place to work and go to school.

Distinguished Employee Award

The Distinguished Employee Award has been presented annually since 2004 and recognizes one employee on each of Fairview and Grande Prairie campuses (West Yellowhead employees are eligible for the GP award) for exemplifying the College's core values of Student Centred, Accountability, Integrity, Respect, Innovation and Passion.

The honourees of the 2012-13 Distinguished Employee Awards were Doug Frattini (GP) and Fred Walkley (FV).

Figure: Length of Service Distribution



As of March 1

Providing Leadership Development Opportunities and Supports

ALFA

The College continued to promote the Achieving Leadership Fundamentals for Application (ALFA) program to its staff and to cover its cost. Thus any GPRC staff member was able to participate in the program with no out-of-pocket expense. The ALFA program offered three core courses and seven electives; completion of the three core and three elective courses constituted completion of the program. All staff in supervisory roles were required to complete this program within three years of appointment, and the program remained optional for those in non-supervisory roles.

Career Development Plan

HR worked with upper management to start the process of more formalized leadership development and succession planning. A Career Development Plan questionnaire was developed that would be distributed to staff with the invitation to complete it and submit it to their supervisor, with an optional meeting to discuss the individual's career plans and aspirations. The intent of this initiative was to invite staff to actively partner with the College in the planning and development of their own skills and goals, and do it in a way that is personalised for the individual.

Goal 4: Sustainability - Sustaining the Fiscal and Environmental Health of the Institution

Ensuring Economic Sustainability by Aligning Resources with GPRC's Vision and Deploying them in a Sustainable and Effective Manner

Budget Reducing

Government funding for the 2013-14 year was reduced by 7.3%. This resulted in an anticipated \$3M decrease to base funding. Items such as increased salary costs and contractual obligations would result in a further \$1M shortfall. To balance its 2013-14 budget, GPRC was required to find \$4M in institutional efficiencies and revenue generating opportunities.

Practical Measures

In order to submit a balanced budget for 2012-13, GPRC was required to find \$2.1M to fund known cost increases and investments, and overcome funding pressures. In April of 2012, GPRC's Board of Governors approved the implementation of \$2.1M in organizational reductions.

Several strategies were undertaken to accomplish this goal. Early retirement incentives and separation allowances were offered. Workload and services efficiencies were found and programs historically under-enrolled were suspended. Conscious and strategic reductions to service in areas having minimal or no direct impact on learners were made including custodial services, facilities, grounds maintenance, business and financial services. Discretionary spending budgets were also reduced in the areas of travel, special activities, and hospitality and meals.

Strategic Initiatives

GPRC continued to invest in strategic initiatives and partnerships, both internally and externally, to better serve its learners. Tenure track positions were approved in Trades, French, English and Music. Further investments to strategic enrolment and retention initiatives and non-credit Continuing Education were also supported.

Revenue for 2012-13 totaled \$75.5M, an increase over 2011-12 of \$4.0M. Several factors contributed to this growth.

Grant Funding Increase

A 2% adjustment to the base operating grant translated to an additional \$2.9M in 2012-13. Coupled with a further \$451K funding received for cost pressures, the adjustment served to

increase Government of Alberta Grants providing 67.3% of total revenue in 2011-12 to 67.8% in 2012-13.

The 2012-13 budget was built on the assumption that \$1.7M additional funding would be granted to support costs related to

Grant Funding Increase

Goals and Performance Outcomes

Cost of Goods Sold

The cost of goods sold increased significantly by \$400K or 27% over 2011-12. This was a result of the Bookstore inventory write-off related to the agreement entered into with Follett. The company assumed the operation of both the Grande Prairie and Fairview campus bookstores.

Amortization Costs

Amortization costs rose slightly in 2012-13 over 2011-12 by \$130K.

Generating New Revenue Streams

Sales of Services and Products

Income generated from the sale of services and products increased 6%, or \$450K, over 2011-12 to contribute \$8.5M to overall revenue. This was primarily due to enrolment increases in Continuing Education's Workforce Development courses and unanticipated contract income related to West Yellowhead's new Industrial Readiness program.

Investment Income

Investment income earned rose to contribute 1.7% of total revenue, an increase of \$450K over 2011-12 due to higher exchange and interest rates.

Net Operating Result

For the year ended June 30, 2013, GPRC experienced a surplus of \$677K. This is attributed to a slight increase in tuition revenue related to additional apprenticeship intakes and greater rental revenue due to higher residence occupancy rates. A strong return on investment income, unanticipated contract revenue and savings in discretionary spending also contributed to the surplus.

Operating Expenses

This surplus was offset by considerable compensation expenses related to severances.

Maximizing Capital Investment and Capital Resources through Planning and Development

Capital Maintenance

GPRC's IT and Facilities departments developed replacement schedules for all capital assets, ensuring that critical business tools such as network infrastructure and machinery would be proactively replaced, minimising unexpected breakdowns and costs.

Developing Environmental Awareness

Earth Hour

GPRC staff and students participated in Earth Hour on March 23, with the College recording the second highest participation rate among post-secondary institutions in Alberta.

Goal 5: Research - Applied Research and Innovation Opportunities

Fostering Research-based Activities that Involve Staff, Students, and Other Researchers

Technology Access Centre

The National Bee Diagnostic Centre (NBDC) was named a Technology Access Centre and secured new funding totalling \$1.75 Million over five years. This funding reinforced and made more robust research being conducted by Dr. Shauna Henley who is investigating viruses impacting honey bees in the region; and by Eric Stromgren, GPRC Commercial Beekeeping instructor, who is doing field comparisons of antibiotic and cultural treatments for disease control.

RCMP Partnership

Coordinated by the Centre for Research and Innovation (CRI), GPRC faculty and the local Grande Prairie-Beaverlodge RCMP detachment formed a working partnership to determine future community research opportunities.

Increasing Innovation Opportunities for the Community

Increased Client Base

The CRI shifted to a client-focussed approach, servicing 79 new clients last year, up 80% from the year prior. Four clients successfully completed the patent process with support from the CRI.

Measure	2012-13	2011-12	2010-11
Number of faculty engaged in research	36	31	
Applied research projects	8	6	
Federal research funding (x\$1,000)	\$927	\$1,699	\$580
Provincial research funding (x\$1,000)	\$941	\$1,634	\$1,360
Other Funding Sources	\$902	\$353	\$423
Number of new CRI clients	79		
Number of patents completed through CRI	4		

Closed Circuit Television Camera

GPRC improved its Closed Circuit Television Camera (CCTV) infrastructure on Grande Prairie campus, including training key staff on its use. The College made plans to implement CCTV on Fairview campus in the coming year.

Information Technology Advancements

Multiple projects and process changes in Information Technology (IT) benefited all departments at GPRC. These initiatives collectively help to improve the delivery of learning, reduce energy consumption, enable and enhance collaboration, reduce personal effort through automation, and improve the flow of information.

Student Services

GPRC

The new myGPRC web portal brought together several useful tools and information resources for students. The first phase of online registration allowed new and continuing students in 11 programs to complete their 2013 course registration online, effectively eliminating the wait times and travel formerly associated with this process, and greatly reducing the associated paper consumption.

Award Scholarship Entry

Beginning last year, GPRC automated the process of entering scholarship applications into the processing system. The new procedure eliminated a manual entry step between the awards office and the College's financial software, limiting human error while shortening and accelerating the end to end process.

Online Banking Campaign

The GPRC Finance Department launched a campaign to promote student payment by on-line banking. Initial results looked promising.

Financial Reporting Software (FIRS) Automation

GPRC IT developed software to automatically export existing financial records into the FIRS system for Government of Alberta accountability reporting, eliminating hours of manual transcription and potential errors.

CaseWare Financial Statement Automation

The College's Finance department benefited directly from the implementation of Caseware software. Caseware was configured to import financial records from the department's Agresso software and automatically generate the necessary financial reports. This automation obviated the need for Finance department staff to manually extract transaction information from Agresso and manually build reports with it.

Investment Tracking Automation

IT assisted Finance in automating the tracking of the College's financial investments, such as GICs and equities. This automation saved an estimated 12 days of work per year.

Procurement Card Transaction Processing GPRC

IT developed a system to automate the processing of procurement card transactions, enabling Finance to input transactions by batch, rather than by individual manual processing, saving hours of error-prone labour each month.

Computer Replacement Initiative

The IT department crafted a new plan for computer replacement, shifting the focus of evergreening efforts away from replacing aging equipment from across the institution toward focussed replacement in concentrated areas. This new method would increase standardisation of hardware within a campus or area, with the area of focus shifting from one year to the next.

Thin Client Deployment

GPRC's IT department implemented a major shift its approach to student computing with the replacement of large numbers of desktop computers with thin clients. The benefits of the new thin client were manifold and the realisation immediate. Compared to the computers they replaced, the new thin clients required less time and effort in deployment, required less ongoing support, had a smaller physical footprint, consumed fewer materials in construction, produced less noise and heat, consumed less energy in operation, had a longer life cycle, cost less to purchase, exposed institution and user data to lower risk of theft and loss, and provided a more consistent user experience.

IT chose to purchase no new desktops this year and, instead, focussed its evergreening efforts on replacing desktop computers with thin clients where appropriate. A total of more than 300 computers were replaced with thin clients, including computers in several student labs and the library.

Increased Wireless Network Access

The College covered its campuses with wireless access points. Students and staff at Jasper, Edson, Hinton, Grande Prairie and Fairview campuses saw great expansions in wireless service areas in both instructional and residential spaces. By the end of the year, only a few areas on Fairview campus remained without wireless coverage.

Capital

Capital

Internal Funding

GPRC spent \$2.5 Million in internal capital on projects including the National Bee Diagnostic Centre, upgrades to the Fairview board room, restoration of the Fairview Animal Science building, and various upgrades to classrooms, residences, and the library.

National Bee Diagnostic Centre (NBDC)

The NBDC was completed in September 2012 and began receiving samples in March 2013. The Centre, located next to Agriculture and Agri-Food Canada's Beaverlodge Research Farm, was the only one of its kind in Canada to offer a wide range of comprehensive services to beekeeping businesses, including Nosema Spore Counts and identification, Varroa Count, Tracheal Mite Detection, EFB detection, AFB Detection and Antibiotic Resistance determination, and Virus Detection.

Fairview Boardroom

The board room on the Fairview campus was the object of major renovations. Cabinets were removed and a kitchenette added. The aging table was replaced with a beautiful hand-made table created by local craftsmen. Room technology saw major upgrades including six displays, a videoconferencing unit, gigabit network, a wireless access point, and a fully integrated control system, all on generator-backed power.

Classroom Renovation

GPRC undertook one of the largest spring and summer classroom renovations in College history. Upgrades included audio/video/presentation technology, improvement and expansion of video conferencing and distance learning capacity, and movement toward College-wide standardisation.

Library Upgrade

The Grande Prairie campus library received major upgrades, with book stacks being replaced by compact mobile shelving units. This change created more quiet study space, for which students had expressed increasing demand.

Animal Science Building Renovation

GPRC completed renovations to the interior of the Animal Science building, including modernisation and HVAC improvements. Functional improvements included full renovations of the animal kennels and the Diagnostic Imaging facility, bringing the facility up to the standard required for the Animal Health Technician program accreditation.

Roofing

The College re-covered the roofs of residence and other buildings on Fairview campus. Various other improvements were made to residence buildings to improve living conditions for campus residents.

Infrastructure Maintenance Program (IMP)

GPRC spent \$2 Million in IMP funding on a number of projects, most notably the Trades Building automation and chiller, Grande Prairie stage lift, and various facility upgrades and roof repairs.

Trades Building

The Fairview Trades building climate control system received a significant upgrade, including networked controllers and scheduled programming. A new chiller was installed to help maintain comfortable working temperatures in an environment that is subject to significant solar gain due to the presence of a large atrium.

Stage Lift

The stage lift under the orchestra pit in the Douglas J. Cardinal Theatre was leaking hydraulic fluid, and was replaced with a mechanical lift. The new lift resolved the leaking problem and improved stage lift, eliminating transverse gaps that had existed at both ends of the interface with the immovable stage.

Facility Upgrades

Several buildings on Fairview and Grande Prairie campuses received various upgrades, and several roofs were upgraded or had leaks repaired.

Crawl Space and HVAC Remediation Grant

Alberta Enterprise and Advanced Education awarded the College a \$2.6 Million grant for the remediation of the Grande Prairie campus crawl space and HVAC system. To date, the College has spent \$1.2 Million of this grant. Weeping tile and drainage systems were improved and additional sump pumps installed. Landscape was re-graded and an engineered solution implemented, ensuring the ongoing functioning of the campus's foundation.

Grande Prairie Regional College

Consolidated Financial Statements

June 30, 2012 and
June 30, 2013

Statement of Management Responsibility

Independent Auditor's Report

Consolidated Statements of Financial Position

Consolidated Statements of Operations

Consolidated Statements of Remeasurement Gains

Consolidated Statements of Cash Flows

Notes to the Consolidated Financial Statements

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a) Reconciliation of opening Consolidated Statement of Financial Position

) 30, 2012

	June 30, 2012		June 30, 2012					
	As previously reported		Employee future benefit liabilities	Accounts Payable	Deferred Revenue	Internally restricted net assets	Total Adjustments	PSAS
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v	1,2 2,463	-	-	-	-	-	-	1,2 2,463
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