

**Enoch Cree Nation**

**Schedule of Remuneration and  
Expenses - Chief and Council**

**March 31, 2014**



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**Review Engagement Report  
Schedule of Remuneration and Expenses - Chief and Council**

To the Members of  
Enoch Cree Nation

We have reviewed the Schedule of Remuneration and Expenses - Chief and Council of the Enoch Cree Nation for the year ended March 31, 2014. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the First Nation's management.

A review does not constitute an audit and, consequently, we do not express an audit opinion on this Schedule of Remuneration and Expenses - Chief and Council.

Note 1 indicates that the Schedule does not include the remuneration and expenses to Chief and Council from the River Cree Resort group of companies. The effects of this departure from the Aboriginal Affairs and Northern Development Canada 2014 Year-end Reporting Handbook on this unaudited Schedule have not been determined.

Except for the failure, as described in the preceding paragraph, to disclose all remuneration and expenses advanced to Chief and Council, based on our review, nothing has come to our attention that causes us to believe that this Schedule of Remuneration and Expenses - Chief and Council is not, in all material respects, in accordance with the Aboriginal Affairs and Northern Development Canada 2014 Year-end Reporting Handbook.

Edmonton, Canada  
August 27, 2014

*Crowe MacKay LLP*  
Chartered Accountants

**Enoch Cree Nation**

**Schedule of Remuneration and Expenses - Chief and Council (Notes 1 and 2)**

For the year ended March 31, 2014

	No. of Months	Salaries		Honoraria		Other Remuneration		Total Remuneration		Travel Expenses	
		Government Funds	Own Source Revenue	Government Funds	Own Source Revenue	Government Funds	Own Source Revenue	Government Funds	Own Source Revenue	Government Funds	Own Source Revenue
<b>Chief and Council</b>											
Chief - Ronald Morin	12	\$	\$ 120,000	\$	\$ 10,306	\$	\$ 15,000	\$	\$ 145,306	\$	\$ 8,528
Councillor - Lorne Morin	12		30,000		66,785		12,167		108,952		7,335
Councillor - Shane Morin	12		30,000		72,000		12,167		114,167		10,016
Councillor - Kelly Morin	12		30,000		64,114		12,167		106,281		8,234
Councillor - Wayne Morin	12		30,000		88,056		12,167		130,223		7,335
Councillor - Lyle Morin	12		30,000		92,056		12,167		134,223		7,335
Councillor - Nola Wanuch	12		30,000		86,056		12,167		128,223		8,324
Councillor - John Thomas Jr.	12		30,000		64,056		12,167		106,223		7,335
Councillor - William (Billy) Morin	8		21,250		41,556		-		62,806		5,789
Councillor - Lorna Morin	8		21,250		43,556		-		64,806		6,057
Councillor - Kirby Peacock	4		8,750		21,000		-		29,750		5,295
Councillor - Harry Sharphead	4		8,750		20,000		-		28,750		2,445
			<b>390,000</b>		<b>669,538</b>		<b>100,169</b>		<b>1,159,707</b>		<b>84,030</b>

**Enoch Cree Nation**

**Business Enterprises (Notes 1 and 3)**

President - Ronald Morin	12		250,000		31,250		281,250				
Board of Director - Lorne Morin	12		125,000		15,625		140,625				
Board of Director - Shane Morin	12		125,000		15,625		140,625				
Board of Director - Kelly Morin	12		125,000		15,625		140,625				
Board of Director - Wayne Morin	12		100,000		12,500		112,500				
Board of Director - Lyle Morin	12		100,000		12,500		112,500				
Board of Director - Nola Wanuch	12		100,000		12,500		112,500				
Board of Director - John Thomas Jr.	12		100,000		12,500		112,500				
Board of Director - William (Billy) Morin	8		66,667		-		66,667				
Board of Director - Lorna Morin	8		66,667		-		66,667				
Board of Director - Kirby Peacock	4		100,000		12,500		112,500				
Board of Director - Harry Sharphead	4		100,000		12,500		112,500				
			<b>1,358,332</b>		<b>153,125</b>		<b>1,511,457</b>				

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## **Enoch Cree Nation**

### **Notes to Schedule of Remuneration and Expenses - Chief and Council**

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**March 31, 2014**

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**1. Basis of preparation**

This Schedule was extracted, by management, from the March 31, 2014 financial statements of Enoch Cree Nation and excludes the payments made to Chief and Council who represent the Enoch Cree Nation on the board of directors or in other capacities within the River Cree Resort group of companies.

As this Schedule is not intended for general purposes, some users may require additional information.

**2. Remuneration**

Remuneration refers to any salaries, wages, commissions, bonuses, fees, honoraria, dividends, any other monetary benefits other than the reimbursement of expenses and non-monetary benefits. Remuneration may be paid from a variety of sources, including but not limited to funding received from the Federal Government of Canada (through AANDC) or own source revenue earned through the Enoch Cree Nation's enterprises.

**3. Responsibilities of Elected Officials**

The duties of elected officials in connection with remuneration can include the roles and responsibilities specific to the positions of Chief and Council, being responsible for particular program portfolios at the Nation, as well as sitting on various boards and committees, including sitting on the boards of the Enoch Cree Nation's Business Enterprises.

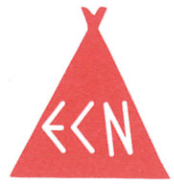


## ENOCH CREE NATION

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The Enoch Cree Nation, as a collective, is a Nation with strong traditions, goals and values to enhance the livelihoods of its membership – the people of Enoch Cree Nation. The Chief and Council have worked diligently to increase the standard of living for all band members through increased Economic Development initiatives on and off the Reserve despite numerous issues that have delayed many initiatives.

Enoch's total revenue is comprised of:

- 10% Federal funds
- 38% Provincial funds (Gaming funds)
- 52% Self-Generated Business funds

Federal funds are restricted to specific programming requirements and deliverables whereas Provincial Gaming funds from (FNDF) and Self-Generated Business funds are, for the majority, reinvested into programs to complement Federal and Provincial programs. Furthermore, on an annual basis, Enoch is audited by an independent auditor to ensure compliance with GAAP and funding requirements.

Traditionally, Chief and Councils' annual remuneration required support from AANDC which was approximately \$330,000 dating back to 1990's however, as Enoch has been gradually increasing its Economic Development Initiatives, Chief and Councils' remunerations have not been supported by AANDC or other Government funding for many years.

The Enoch Cree Nation Chief and Council are compensated based on an approved remuneration pay scale which takes into consideration education, experience and years of service for management of the social and economic development of the Nation.

For many years prior to the First Nations Inuit Transparency Act, it has been common practice by Management, endorsed by Chief and Council, to disclose all Chief and Council and Senior Staff remuneration to band membership/shareholders on an annual basis. The Enoch Chief and Council have been transparent and fiscally responsible primarily to its band members long before the FNITA.

*M. Chee*  
Chief Financial Officer  
Enoch Cree Nation