

## AFOA Canada Conference 2009 – Preliminary Program

Updated: January 19, 2009

### Tuesday, February 24, 2009

- 12:00 - 4:30 pm      Exhibitor Set-up
- 4:00 - 8:00 pm      Registration
- 6:00 - 9:00 pm      Opening Reception with Exhibitors  
**Entertainment:** Dallas Arcand, The Calgary Junior Star Dancers

### Wednesday, February 25, 2009

- 7:30 am - 4 pm      Registration
- 7:30 am      **Sunrise Ceremony: Elder Tom Crane Bear, Siksika First Nation, Alberta**
- 7:30 – 8:30 am      Networking Breakfast / Visit the Exhibitors and the XEROX Technology Café
- 8:30 -9:00 am      **Prayer: Elder Tom Crane Bear, Siksika First Nation, Alberta**

#### **Welcome by Conference Co-Chairs:**

**Romeo Crow Chief, CAFM, Chair, AFOA Canada and President, AFOA Alberta**

**Kathleen McHugh, Chair, Assembly of First Nations Womens' Council**

**Greetings: Chief Wilton Littlechild, Assembly of First Nation Regional Chief, Alberta**

- 9:00 – 10:30 am      **Opening Plenary - Round Table: Succeeding at Economic Development and Corporate Partnerships: What Does it Take?**  
Aboriginal communities have never had so many opportunities for economic expansion and creating wealth as we do today. Almost every week we hear about another agreement, protocol or MOU reached between a Canadian corporation and a First Nation that guide the relations between the community and the Corporation in the context of an economic development venture, and spell out the benefits that will accrue to the community as a result. What are the indicators of success for these economic development partnerships? How can partnerships be forged that result in the most benefits to the community and community members? How can we make sure that these partnerships “give back to the community” while also generating revenue and respecting the environment and traditional Aboriginal culture? This opening plenary will set the stage for the

conference program with a distinguished Round Table of senior Aboriginal leaders and representatives of Corporate Canada who exemplify best practices in this area.

**Facilitators:** David Newhouse, Professor, Department of Indigenous Studies, Trent University

Wanda Wuttunee, Head, Native Studies, University of Manitoba

**Panel:** Clint Davis, President and Chief Executive Officer, Canadian Council for Aboriginal Business

Larry Hewko, Chief Financial Officer, Fort McKay First Nation, Alberta

Chief Gibby Jacob, Executive Operating Officer, Intergovernmental Relations, Natural Resources and Revenue, Squamish First Nation, British Columbia

Mary Lee Johns, Senior Advisor, Tribal Governments and Native Communities, Rio Tinto (invited)

Andy Popko, Vice President, Aboriginal Affairs, Encana Corporation

Chief John Thunder, Buffalo Point First Nation, Manitoba

Bertha Rabesca Zoe, Attorney, Tli Cho Government, Northwest Territories

10:30 – 11:00 am Networking Break with Exhibitors / Visit the Xerox Technology Café

11:00 am – 12:15 pm **CONCURRENT WORKSHOPS and PRODUCT INFORMATION SESSION**

#### **CONCURRENT WORKSHOPS**

##### **Workshop A**

#### **Leadership Series – Governing Effectively: A Governance Framework and Toolbox**

*The Atlantic Community Planning Committee (established to support the development of Comprehensive Community Plans) has developed a Governance Framework that can be used as a resource by leaders, administrators and citizens in the day to day management and overall governance of First Nation communities. The framework is made up of four sections that will help these groups be more effective: Legislative and Executive Powers; Structures and Systems – Communications and Accountability; Procedures and Processes; and, Codes, Guidelines and Policies. Speakers will describe the tool kit in detail, provide sample tools and discuss how it can be implemented in First Nation governments.*

**Speakers:** Violet Paul, Shubenacadie First Nation, Nova Scotia

Dan Yarymowich, Director, Strategic Priorities and Communications, Indian and Northern Affairs Canada

##### **Workshop B**

#### **Financial Management Series – Risk Management Strategies for Today's Volatile Investment Markets: Balancing Today's Economic and Social Needs with that of Future Generations**

*Volatile investment markets and a historically low interest rate environment have imposed increased investment challenges for Trustees and Community leadership alike. This session will look at various risks management strategies like the development of appropriate spending policies; cash flow management; portfolio structure and asset mix considerations. All these play an important role in developing an appropriate risk management strategy that will help stand the test of time and increase the probability of success in meeting community objectives.*

**Speakers:** Jack Jamieson, Vice President, T.E. Wealth

Ron Maurice, Senior Partner, Maurice Law  
Jim Prodger, CAFM, Finance Manager, Millbrook First Nation, Nova Scotia

### *Workshop C*

#### **Financial Management Series – Understanding the Contractual Relationship**

*Financial managers require a solid understanding of contract law and relationships. This session will focus on contract issues including an examination of different kinds of contracts, their legal effects and practical consequences, understanding how a contract is formed, and interpreting and terminating a contract.*

**Speaker:** Della Anaquod, Dean of Basic Education, Saskatchewan Institute of Applied Science and Technology (SIAST)

### *Workshop D*

#### **Management – Scorecards - Performance Reporting in First Nation Governments**

*Performance management is a proven methodology for attaining results. There are different performance management frameworks - each with common elements. One element is reporting to the community members. To maximize this communication, a Scorecard can be used. A Scorecard is a 'flash report' which presents the indicators which are most important to monitor in order to reach an organization's goals. A Scorecard can take many formats, but it needs to be relevant to the readers, easy to read, and have reliable information presented in it which indicates achievement towards the desired goals. This session will focus on using this type of performance reporting.*

**Speakers:** Keith Fonstad, Business Advisor, Meyers Norris Penny LLP  
Chief Rosalie Tsannie-Burseth, Hatchet Lake Denesuline Nation, Saskatchewan (invited)

### *Workshop E*

#### **Healthy Workplace – Being an Effective Team Player**

*Learn the key principles of being a team player. These include: Truth builds trust; Competence wins respect; Collaborate and compromise; and Supporting your co-workers.*

**Speaker:** Romeo Crow Chief, CAFM, Chair, AFOA Canada and President, AFOA Alberta

#### **PRODUCT INFORMATION SESSION**

### *Information Session 1*

#### **Aboriginal Participation in the 2010 Olympic and Paralympic Winter Games**

*Come learn about the Vancouver Organizing Committee's Aboriginal Procurement Strategy, where businesses can register for potential opportunities, and how VANOC is striving to achieve unprecedented Aboriginal participation.*

**Speaker:** Vanessa Mountain, Specialist, Aboriginal Procurement, Aboriginal Participation, Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games (invited)

12:15 – 12:45 pm      Networking with Exhibitors / Delegates

12:45 – 2:15 pm      **Luncheon and Presentation of the Aboriginal Youth Financial Management Conference Awards**  
There is great demand in Aboriginal communities for Aboriginal financial management professionals. However, very few of our young people are pursuing an education in financial management after high school, and many communities have considerable difficulty attracting and keeping financial management staff. AFOA launched the Aboriginal Youth Financial Management Conference Awards to address this issue. This is the third year that the Awards will be presented to three young winners at the National Conference.

**Presentation:**

**Youth Speakers:**

2:15 – 2:45 pm      Networking Break with Exhibitors / Visit the Xerox Technology Café

2:45 – 4:15 pm      **CONCURRENT WORKSHOPS and PRODUCT INFORMATION SESSION**

**Workshop F**

**Economic Development Series – Negotiating Impact Benefit Agreements: Success Stories**

*There are more and more Impact Benefit Agreements (IBAs) being negotiated between Aboriginal communities and corporations – agreements that set out specific benefits to accrue to communities and community members as a result of development activities being undertaken on Aboriginal traditional territory. What are the success factors for these IBAs? What are the best practices to follow? This session will focus on two success stories where IBAs were negotiated to the benefit of the community.*

**Speakers:** Roy Erasmus, Chief Executive Officer, Deton'Cho Corporation, Northwest Territories  
Brian Titus, CAFM, Chief Financial Officer, Osoyoos Indian Band, British Columbia

**Workshop G**

**Financial Management Series – The First Nations Fiscal and Statistical Management Act (FSMA) and the Fiscal Institutions - Building Blocks for First Nation Economic Development**

*One of the biggest obstacles to First Nations economic development is finding the capital to move forward. It is ten times harder to create jobs and wealth on First Nation lands than anywhere else in the country. The Fiscal and Statistical Management Act (Bill C-20) was established to address this problem. Four national aboriginal institutions were created to provide the building blocks for economic development. Currently there are 45 First Nations participating in the FSMA initiative. Participation is optional. Delegates who attend this workshop will come away with a better understanding of how the FSMA initiative can benefit their First Nation and contribute to economic development.*

**Speakers:** Steve Berna, Senior Administrative Officer, First Nations Finance Authority  
Harold Calla, CAFM, A/Chief Executive Officer, First Nations Financial Management Board  
C.T. (Manny) Jules, Chief Commissioner, First Nations Tax Commission  
Francine Whiteduck, Board Member, First Nations Statistics Institute

### *Workshop H*

#### **Management Series – Human Resources Management: A Focus on Employee Policies and Training**

*This session will focus on your employees – specifically on the development of employee policies and employee training. Human Resource (HR) policies are essential to the effective management of Aboriginal communities and organizations. Speakers will review the major areas of HR policies that are required and examine issues related to implementation. This session will also focus on a unique Employment Training Program which involves partnerships and provides participants with a wide variety of skills training to increase their job readiness.*

**Speakers:** Trina Daniels, Stoney Tribal Administration, Alberta  
Debbie Dixon, Stoney Tribal Administration, Alberta  
Eleanor Pollock, Human Resources Director, MicMacs of Gesgapegiag, Québec

### *Workshop I*

#### **Beginners Series – Developing an Effective Banking Relationship**

*Key to successful fiscal management is developing a good banking relationship with your bank. What are the criteria for such a relationship? How can you develop a good working relationship that works for the community? Community leaders who have demonstrated best practices in this area, together with banking representatives will discuss these and other issues at this session.*

**Moderator:** Keith Martell, CAFM, Chairman, First Nations Bank of Canada  
**Speakers:** Michele Baptiste, National Manager, Aboriginal Relations, Scotiabank Group  
Stephen Fay, National Director, BMO Bank of Montreal  
Brian Hjesvold, Manager, Aboriginal Markets, Alberta, NWT and Yukon, RBC Royal Bank  
Terry Matatawabin, Special Projects Officer, Tsuu T'ina First Nation, Alberta (invited)  
Chief Arthur Noskey, Loon River Cree First Nation, Alberta  
Grand Chief Timothy Dooley Thompson, Mohawk Council of Akwesasne, Ontario

### *Workshop J*

#### **Leadership Series – In Search of Good Governance for First Nation Pension Plans**

*First Nations Band Councils are, in most cases, ultimately responsible for overseeing the administration of their employee pension plans and, hence, have a legal obligation to ensure that their plans are governed in accordance with principles of good governance. It is essential for Band leaders to have a firm grasp of what constitutes "good governance." This workshop is designed to enlighten participants on what constitutes good pension plan governance and why it makes sound economic sense to improve their existing pension governance systems. The link between economic prosperity and good governance is easily seen within communities - it should be no different in the world of pensions!*

**Speakers:** Claude Marchessault, Pension Lawyer  
Ted Patterson, Director, Centre for Employee Benefits, Humber Institute of Technology and Advanced Learning, Ontario

#### **PRODUCT INFORMATION SESSION**

### *Information*

**The Certified Aboriginal Financial Manager (CAFM) – What is a CAFM and How Can You Become One?**

## **Session 2**

*The CAFM designation is the only one of its kind in the world and is fast becoming one of the most preferred credentials for Aboriginal employers seeking financial professionals. A CAFM designation demonstrates professional credibility, competency and integrity. This session will provide information on how you can qualify to be a CAFM – if you have sufficient experience in Aboriginal financial management, it might be easier than you think!*

4:15 – 5:15 pm

AFOA Canada Annual General Meeting

5:30 – 9:30 pm

### **Visit to Blackfoot Crossing Historical Park**

Come take a step into the past and enjoy an exciting, authentic, Blackfoot cultural experience. This is the Site of the signing of Treaty 7 and is of National and International historical and archaeological significance. It is a designated national Heritage Site and is recommended to be a World Heritage Site. This is a unique world-class tourist attraction designed to engage visitors in authentic cultural experiences with the Blackfoot people. Dinner and transportation to and from the Park are provided.

## **Thursday, February 26, 2009**

7:30 am – 6:30 pm

Registration

7:30 am

**Sunrise Ceremony: Elder Tom Crane Bear, Siksika First Nation, Alberta**

7:30 am – 8:30 am

Networking Continental Breakfast / Visit the Exhibitors and the Xerox Technology Café

8:30 – 10:00 am

Prayer/Welcome/Plenary

**Prayer: Elder Tom Crane Bear, Siksika First Nation, Alberta**

### **Plenary – Crouching Tiger, Hidden Wolf: The Aboriginal China Trade Mission**

In November 2008, a historic 12 day Aboriginal China trade mission culminated in a series of MOUs with members of an Aboriginal business delegation representing Canada's Aboriginal peoples and organizations. The trade mission was undertaken to promote opportunities for Canadian Aboriginals to work together with China, explore mutually beneficial cooperation and investment opportunities and increase economic cooperation. The Delegation Chair, Calvin Helin, also the author of the book "Dances with Dependency", will discuss the mission and its potential impact for Aboriginal communities.

**Speaker: Calvin Helin, Delegation Chair and President, Native Investment and Trade Association**

### **Plenary – Is it Too Good to be True?**

Has your community ever been approached by someone with an idea for an economic development venture that seemed to be the answer to your dreams. Plans were laid, money invested, time and effort spent, but nothing ever got off the ground? Unfortunately, Aboriginal communities find themselves facing this situation all too often. This plenary session will take a

humorous but informative look at those economic opportunities that are "too good to be true". Based on real examples, speakers will present scenarios of "over the top methods" used to sell fraudulent opportunities to Aboriginal communities. After delegates vote on which of the scenarios they feel are fake and which are legitimate, speakers will provide information on investigation methods and due diligence that should have been exercised to assess the opportunity's viability.

**Moderator:** Keith Martell, CAFM, Chairman, First Nations Bank of Canada

**Speakers:** Smooth Talking Fraudsters, Scammers and Timewasters

10:00 – 10:30 am

Networking Break with Exhibitors / Visit the Xerox Technology Café

10:30 – 11:45 am

### **CONCURRENT WORKSHOPS and PRODUCT INFORMATION SESSION**

#### **Workshop K**

#### **Beginners Series – Best Practices in Budgeting**

*The Budgeting exercise is a key element in financial planning – and one that should be integrated with the strategic plan deliverables and reporting as well as with the daily to monthly actual cash flow management. This session will focus on effective budgeting drawing from key best practices in other governments, public performance reporting, the continuous management cycle, and AFOA sources.*

**Speaker:** Jacob Rawski, CAFM, President, Rawski & Company

#### **Workshop L**

#### **Management Series – Community Empowerment via Building Permits**

*First Nations National Building Officers Association will give a presentation on the role of building permits as a mechanism to ensure residential homes are built to National Building Code and other housing standards. The overall objectives of a building permit are to ensure safe homes for the residents and to protect your housing investments. The focus will be looking at the advantages of permits from both administrative and economic perspectives.*

**Speakers:** Richard (Bud) Jobin, President, First Nations National Building Officers Association (FNNBOA)

John Kiedrowski, Project Manager, First Nations National Building Officers Association (FNNBOA)

#### **Workshop M**

#### **Leadership Series – Developing Governance Codes: A Success Story**

*Long Plain First Nation's successes in the last decade are rooted in the universal principals of good governance; off-reserve members have been casting votes for and/or running for the office of chief or council; wages are then set according a salary grid that forms part of the Long Plain election and governance codes. Developed by band members, these codes can only be amended by referendum. Long Plain has garnered much attention with its practice of accountability by releasing easily read annual reports/consolidated audits to all band members both. By doing so the trust has built over the years.*

**Speakers:** Tim Daniels, General Manager, Arrowhead Development Corporation, Manitoba

Chief Dennis Meeches, Long Plain First Nation, Manitoba

### Workshop N

#### Economic Development Series – Effective Trust Management in Difficult Times: Strategies for Coping

*This session will focus on the role of the Trust Officer. What is a Trust Officer? Who are the people you need and what skill sets and training should they have? Speakers will also discuss the key components of a trust agreement that will survive and thrive in difficult markets and how to manage income flows in volatile markets.*

**Speakers:** Wyatt Arcand, Chair, Aboriginal Trust Officers Association

Kelly S. Rodgers, Advisory Board Member, Aboriginal Trust Officers Association

Mark Sevestre, Secretary Treasurer and Executive Board Member, Aboriginal Trust Officers Association

### Workshop O

#### Management Series – Strategic Planning: Getting Ready and Getting it Done

*This session will focus on first, becoming ready to engage in strategic planning, and second, implementing a strategic planning process. The first presentation will focus on strategic readiness –it's value to the planning process, elements of readiness, ways that strategic readiness can be evaluated and assessed, and the need to address, strengthen, and align these readiness elements within and between leader and employees and/or community members. The second presentation will look at the experience of one First Nation with the strategic planning process and its results, including barriers faced.*

**Moderator:** Russ Paradoski, Partner, BDO Dunwoody LLP

**Speakers:** Holly Johnson, Consultant, Samson Cree First Nation, Alberta

Warren Weir, Assistant Professor / Coordinator, N. Murray Edwards School of Business, University of Saskatchewan

#### PRODUCT INFORMATION SESSION

### Information Session 3

#### The Certified Aboriginal Financial Manager (CAFM) – What is a CAFM and How Can You Become One?

*The CAFM designation is the only one of its kind in the world and is fast becoming one of the most preferred credentials for Aboriginal employers seeking financial professionals. A CAFM designation demonstrates professional credibility, competency and integrity. This session will provide information on how you can qualify to be a CAFM – if you have sufficient experience in Aboriginal financial management, it might be easier than you think!*

11:45 am – 12:15 pm

Networking with Exhibitors / Delegates

12:15 – 2:15 pm

#### Lunch: Featuring the comedy of Dawn Dumont and Closing Remarks by Conference Co-Chairs

*Don't miss comedian Dawn Dumont! Dawn's comedy style has been described as a coy smile covering a killer wit. Dawn has made people laugh at comedy clubs across North America. She began her comedy career in Toronto on stages such as Yuk Yuk's and the Laugh Resort. She currently co-hosts the Green Mic every Thursday in New York City's East Village and she recently appeared on ABC's One Live to Live.*

**Comedian:** Dawn Dumont

**Closing Remarks by Conference Co-Chairs:**

Romeo Crow Chief, CAFM, Chair, AFOA Canada and President, AFOA Alberta

Kathleen McHugh, Chair, Assembly of First Nations Womens' Council

2:15 – 2:45 pm

Networking with Exhibitors / Delegates

2:45 – 4:15 pm

### CONCURRENT WORKSHOPS

#### Workshop P

#### Financial Management Series - Capital Assets Management and Reporting

*Starting March 31, 2010, all First Nations will be required to account for tangible capital assets on their statement of financial position. First Nations will have to report capital assets on their financial statements at historical cost and amortized over the assets' estimated useful life on the statement of operations. This is the first time First Nations will account for and report all capital assets on their statement of financial position. This session will explain the challenges and outline the appropriate approach that should be taken.*

Speaker: Wayne McDonald, Associate Partner, KPMG LLP

#### Workshop Q

#### Beginners Series – Preparing for the Audit: Best Practices

*The Auditor is due to arrive in several weeks to conduct the Audit. What should you be doing to prepare? How can you ensure a successful, stress free Audit experience? What are your obligations and responsibilities? This session will answer these and other key questions to help you prepare effectively for your Audit.*

Speaker: Terri Paulins, Finance Administrator, Wahgoshig First Nation, Ontario

#### Workshop R

#### Leadership Series – Closing the Gap: Rethinking Capital in First Nations Governance

*The presenters on this panel will explore new ways of thinking about and raising capital for First Nations governments. The session will include a presentation on the role of private property in First Nations' economics and an argument for a system that allows First Nations people to enjoy the rights and benefits of private property while still protecting the integrity of the reserve and the culture. The second presentation will present a solution to the disconnect in Canadian tax policy where on the one hand, there are barriers in the ability of First Nations governments to access and raise capital, and, on the other hand, Canadian jurisprudence on First Nations taxation prohibits dialogue on solutions to First Nations poverty.*

Speaker: James Easton

James Hopkins, Chair, Aboriginal Economic Development, University of Victoria

#### Workshop S

#### Economic Development Series – Integrated Approaches to Creating Wealth: Success Stories

*This session will focus on community success stories where the combined efforts of bankers, asset managers, legal advisors, trustees and community leaders have resulted in wealth generation. These success stories demonstrate situations where "asset management", "strategic local economic venture investment" and "strategic support of local social spending" (specifically spending that creates the ability of community members to participate in the economy and creates*

*individual self-sufficiency) were successfully integrated and resulted in wealth creation. While these issues are sometimes addressed in isolation, these success stories demonstrate how to do it in an integrated and coordinated way.*

**Moderator:** Keith Martell, CAFM, Chairman, First Nations Bank of Canada

**Speakers:** Chief Walter Janvier, Cold Lake First Nation, Alberta

Chief Joe Linklater, Vuntut Gwitchin First Nation, Yukon

Stephen Mills, President, Vuntut Development Corporation, Yukon

Roger Smith, Lawyer, Witten LLP Barristers & Solicitors

### *Workshop T*

#### **Healthy Workplace – Dealing with Stress in the Aboriginal Workplace**

*The work environment has daily challenges that employees have to deal with. These challenges are usually enough to cause the employees a lot of stress and anxiety. How does your staff cope and deal with these daily stressors? Every work environment has its' manuals, policies, roles and responsibilities and job descriptions. Everything looks good until you add people into the picture. Why is this? A healthy organization is based on how well the individuals are and how well they are able to deal with challenges both on a personal and professional level. This session will explore these increasingly important topics.*

**Speaker:** Patrick Buffalo, President, Smart Fuel Limited

5:30 – 6:30 pm

**Reception**

6:30 – 11:00 pm

**Dinner, Presentation of the AFOA-Xerox Excellence in Leadership Awards and CAFM Convocation  
Featuring Shane Yellowbird.**

**Pre-Dinner Entertainment:** to be confirmed

**Remarks:** Don Simpson, Partner, BDO Dunwoody LLP

**After Dinner Entertainment and Dance:** Shane Yellowbird