

AFOA Canada 10th Anniversary Conference – Preliminary Program

Updated: February 8, 2010

Tuesday, March 2, 2010

- 3:00 - 8:00 pm Registration
- 6:00 - 9:00 pm Opening Reception with Exhibitors
Entertainment: Métis Fiddler Quarter, Métis Jiggers, David R. Maracle Native Expressions, Siqiniup Oilauta Throat Singers

Wednesday, March 3, 2010

- 7:30 am - 4 pm Registration
- 7:30 – 8:15 am **Sunrise Ceremony**
- 7:30 – 8:30 am Networking Breakfast / Visit the Exhibitors and the Xerox Technology Café
- 8:30 – 10:30 am **Prayer: Elder Annie St. Georges**, Kitigan Zibi First Nation, Québec
O Canada: Performed by **Anna-Khesic Khway Harper** from the Oji-Cree Nation from Red Sucker Lake in Manitoba and **Aurora Finkle**, from the Tyendinaga (Mohawk) Territory in Ontario
- Welcome by Conference Co-Chairs:**
Tammy Drew, CAFM, General Manager, Miawpukek First Nation, Nova Scotia
C.T. Manny Jules, Chief Commissioner, First Nations Tax Commission
- Greetings: Clément Chartier**, President, Métis National Council
- Opening Plenary**
Keynote Speaker: National Chief Shawn A-in-chut Atleo, Assembly of First Nations
- 10:30 – 11:00 am Refreshment Break with Exhibitors / Visit the Xerox Technology Café
- 11:00 am – 12:15 pm **CONCURRENT WORKSHOPS and INFORMATION SESSIONS**

Workshop A

Financial Management – Developing a Financial Administration Law – One First Nation's Experience
Songhees Nation is one of the first First Nations in the country to have developed a Financial Administration Law (FAL) under the First Nations Fiscal and Statistical Management Act. Development of an FAL strengthens accountability to

community members and is one step towards eligibility for a First Nation to become a Borrowing Member of the First Nation Finance Authority. The presenters will share their experience developing the law. Participants will hear about the formation of a law development committee, the impact of the law on administrative systems and the importance of political, administrative and employee support.

Moderator: Donna Morin, CAFM, Accountant, Peter Ballantyne Cree Nation and Conference Committee Member

Speakers: Jackie Albany, Director of Operations, Songhees Nation, British Columbia

Christina Clarke, Property Tax Administrator, Songhees Nation, British Columbia

Frances O'Donovan, CGA, Senior Finance Officer, Songhees Nation, British Columbia

Workshop B

Leadership – Developing A Community Constitution for Self Government: Case Study of Deline, Northwest Territories

This session will discuss best-practices in the development of a constitution within the context of self-government negotiations, including community involvement; process and principles; integration of Indigenous knowledge, customs, beliefs and laws; key constitutional elements; and language.

Moderator: Maxime Faille, Partner, National Leader, Aboriginal Law, Gowling Lafleur Henderson LLP

Speakers: Brian A. Crane, Q.C., Partner, Gowling Lafleur Henderson LLP

Danny Gaudet, Chief Negotiator, Deline First Nation, Northwest Territories

Stephanie Irlbacher-Fox, Assistant Professor, Dalla Lana School of Public Health, University of Toronto and Political Advisor, Deline Land Corporation

Workshop C

Band Administration – Attracting, Hiring and Retaining Talent

Direct out-of-pocket expenses and management time to recruit a new manager or executive or an empty spot in a senior management team is costly to your organization. This session will provide an overview of strategic onboarding, the newest tool and best practice for successfully bringing new managers on board. This effective process can quickly align a new manager's talents with the employer's objectives increasing a new manager's effectiveness and satisfaction while helping ensure your organization realizes a return on their recruitment investment. Learn how to develop and execute an effective on-boarding program, gain support of your senior management, accelerate the new hire's performance and avoid failure.

Moderator: Stephen Fay, National Director, Aboriginal Banking, BMO Bank of Montreal

Speakers: Jina Johnston-Hall, Department Head, Chen Chen Stway Human Resources, Squamish Nation, British Columbia

Brenda LaRose, Principal, Higgins International Inc.

Workshop D

Success Stories – The Whitecap Dakota First Nation Success Story

Whitecap Dakota First Nation, led by Chief Darcy Bear, has developed an effective governance and administration program to improve accountability and fiscal responsibility on the Whitecap Reserve. These practices have led to the alleviation of a significant deficit. When combined with a strategy focussed on economic development partnerships and joint ventures, the

Whitecap Dakota First Nation is a success story that represents the type of progress being made in building strong Aboriginal communities.

Moderator: Jack Jamieson, Vice President, Aboriginal Services, T. E. Wealth, T.E. Investment Counsel Inc.

Speaker: Chief Darcy Bear, Whitecap Dakota First Nation, Saskatchewan

Workshop E

Healthy Workplace – The Role of Leadership in Community Health - Understanding the Cost Benefits and Community Well-Being Benefits

Community leadership and management have a significant role to play in enhancing and maintaining the health of community members, as well as in ensuring that effective preparedness plans are in place in the event of health related emergencies like pandemics. This session will explore strategies that can be used in the event of pandemics or other health emergencies, the role of leadership and employers in community member health and the social and economic determinants of health in First Nations.

Moderator: Regional Chief Angus Toulouse, Sagamok Anishinabek First Nation, Ontario

Speakers: David Baumken, Manager, Emergency Preparedness & Line of Business Risk Assessment, Hydro One Networks Inc.

Alan Diener, Manager, Manager, Population Health Economics, Public Health Agency of Canada

Richard Jock, Chief Executive Officer, Assembly of First Nations

Information Session 1 New Policy on Transfer Payments

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Information Session 2 New! Consistent Audited Financial Statements

The Department of Indian & Northern Affairs Canada (INAC) is helping First Nations provide consistent, comparable, financial information to meet INAC needs by developing consistent, consolidated audited financial statements that is based on accepted accounting practices and standards. Department representatives will share information on the proposed template, and provide an opportunity for comments and feedback.

Information Session 3 What is a Certified Aboriginal Financial Manager (CAFM) and How Can You Become One

The CAFM designation is fast becoming one of the most preferred credentials for Aboriginal employers seeking financial professionals. 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!

12:30 – 2:30 pm

Luncheon and Presentation of the AFOA-Meyers Norris Penny Aboriginal Youth Financial Management 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.

Presenter: Clayton Norris, Director of Aboriginal Services, Meyers Norris Penny LLP

Youth Speakers: Jarrelene Beaver, Canmore Collegiate High School, Canmore, Alberta

Bertram Bernard, Allison M. Bernard Memorial High School, Eskasoni, Nova Scotia

Pamela Kimewon, Wasse Abin High School, Wikwemikong, Ontario

2:45 – 4:15 pm

CONCURRENT WORKSHOPS and INFORMATION SESSIONS

Workshop F

Financial Management – The Value of Strength in Financial Management and Governance

The tangible benefits of strong financial management and good governance in a First Nation community cannot be understated. Demonstrating strength in both of these areas can open doors to new initiatives which benefit members and help a community grow and prosper. Come listen to representatives from three First Nation communities describe how they achieved and maintained strength in the areas of financial management and governance, and how it has given them access to initiatives including the First Nations Market Housing Fund.

Moderator: FNMHF

Speaker: Deborah Taylor, Executive Director, First Nations Market Housing Fund

Other speakers to be announced...

Workshop G

Leadership – Governance and Management Self-Assessment (GMAT) - Introducing a Valuable Measurement Tool

This session will introduce GMAT Self-Assessment Tool as a useful instrument for First Nations leadership and management to utilize for conducting a self-assessment of where the Nation is at on a set of governance and management “best practice” factors. Governance and accountability are two intertwined attributes of First Nation governments. It is imperative for First Nations to practice good governance, be accountable for the management of resources, and budget for the wellbeing of members. GMAT gives a Nation a quantitative measurement of its strengths and its challenges along these basic governance and management factors, thus pointing the direction to actively engage in the development of strategic business plans, operations plans, policies and programs. Chief Leroy Good Eagle, Siksika Nation, will share his experience and approach in utilizing the GMAT.

Moderator: Stephanie Blackbird, CAFM, Manager of Accounting, Aboriginal Peoples Television Network and Conference Committee Member

Speakers: Robert Breaker, Principal / Consultant, Breaker Consulting, Alberta

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

Chief Leroy Good Eagle, Siksika Nation, Alberta

Workshop H

Band Administration – Records and Information Management Systems – Best Practices

This session will feature the experience of the Chippewas of Rama First Nation in the adoption and implementation of an

information management system to better support program and service delivery, decision making and governance objectives like transparency and accountability. Their presentation will highlight: securing council buy-in, defining requirements, technology procurement, change management and training, data migration, retention and disposition policies. The second part of the session will focus on completing a RIM situational analysis - a self-assessment that should be performed annually to establish IM goals and priorities and as a means of seeking specific resources for the coming year. Subjects covered will include: Establishing the RIM goals; conducting RIM interviews; documenting the analysis and providing recommendations.

Moderator: Tom Maracle, National Manager, XEROX Canada Ltd. and Conference Committee Member

Speakers: Rick Morano, CAFM, Chief Financial Officer, Chippewas of Mnjikaning Rama First Nation, Ontario

Scott Procter, President, Still Waters Consulting and Past President, Association of Records Managers and Administrators (ARMA), National Capital Region Chapter

Workshop I

Success Stories – The Westbank First Nation – A Success Story in Constitution Development, Transparency and Fairness

The Westbank First Nation Self-Government Act came into force April 1, 2005. A key feature of the First Nations negotiations was the development of a constitution for the Westbank government which ensures the government operates within a system of transparency and fairness. Through the adoption of the constitution, Westbank has made a commitment to the rule of law and the application of the Charter of Rights and Freedoms. Key features of the constitution include: a democratically elected Chief and Council; clearly defined roles for elected leadership; detailed conflict of interest rules, disclosure of financial information to members; and, provision of recall of elected officials for non-performance. Of particular importance to Westbank is the atmosphere of financial security and protection to investors, residents and businesses on WFN lands and working partnerships with financial institutions, local community and government. Senior leaders of the Westbank Government will speak about the development of the constitution and the institutions implemented to increase transparency, fairness and working relationships.

Moderator: Randell Morris, CAFM, President & CEO, Saskatchewan Indian Institute of Technologies and Conference Committee Member

Speakers: Chief Robert Louie, Westbank First Nation, British Columbia

Dr. Tim Raybould, Chief Negotiator and Policy Advisor for the Westbank First Nation, British Columbia

Workshop J

Beginners – Disaster Recovery Planning and Risk Management - The Basics

One key area of risk management is addressed through disaster recovery planning. The term “Business Continuity Planning” is given to how communities prepare to address the financial aspects of disaster planning in the face of a multitude of hazards that will potentially interrupt critical service delivery to community members. The President of DRI Canada, an Institute that focuses on Continuity Management, will illustrate how organizations have effectively developed hazard plans addressing the key service delivery resources of People, Information, Technology and the Workplace.

Moderator: Jim Pealow, CAFM, Managing Partner, AMCES and Conference Committee Member

Speakers: Helen Bobiwash, CAFM, Principal, Ursine Management
Brian Miller, President, DRI Canada

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Information Session 2 New! Consistent Audited Financial Statements

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Information Session 3 Round Table on Aboriginal Financial Literacy

As part of its public consultation process, the Task Force on Financial Literacy is reaching out to members of the Aboriginal Financial Officers Association (AFOA) to gather their views on the state of financial literacy among Aboriginal Canadians, barriers to Aboriginal financial literacy, and the best ways of delivering financial literacy to Aboriginal communities.

4:30 – 5:15 pm AFOA Canada Annual General Meeting

5:30 – 9:30 pm **Visit to the Canadian Museum of Civilization (Optional)**

Join us for a catered reception in the majestic Grand Hall at the Canadian Museum of Civilization on Wednesday evening, March 3, 2010. The Grand Hall, the architectural centerpiece of the Museum, features six Native houses, connected by a Pacific coast shoreline and boardwalk, portraying the rich cultural history of the First Peoples of the Northwest Coast.

Entertainment: WhitefishBay Singers

Transportation to and from the Museum will be provided. There is a fee of \$99.00 per person.

Thursday, March 4, 2010

7:30 am – 6:30 pm Registration

7:30 – 8:15 am Sunrise Ceremony

7:30 – 8:30 am Networking Continental Breakfast / Visit the Exhibitors and the Xerox Technology Café

8:30 – 10:00 am Prayer/Welcome/Plenary - Charting the Path to 2020

This plenary will focus on the key “big picture” issues that require attention in the next ten years if we are to maintain, support and continue the momentum of progress that been made to date in building strong, successful Aboriginal communities and enhancing financial management, administration and governance? These issues include 1) Wealth generation and the role of taxation, economic development, corporate partnerships and entrepreneurship; 2) The creation of an Aboriginal public service; 3) The role of Aboriginal governments in creating public policy; and 4) Enhancing Aboriginal governance. A distinguished panel of Aboriginal leaders will discuss these and other issues and entertain questions from the audience.

Moderator: Judy White, Self Government Advisor, Miawpukek First Nation, Newfoundland

Speakers: Harold Calla, CAFM, Chairman, First Nations Financial Management Board

Keith Martell, CAFM, Chairman and Chief Executive Officer, First Nations Bank of Canada

Dennis Meeches, Director of Aboriginal Health & Business Solutions, Jorgenson Group of Companies

Frederic Tolmie, CAFM, Chief Executive Officer, Nisga'a Lisims Government, British-Columbia

10:00 – 10:30 am

Refreshment Break with Exhibitors / Visit the Xerox Technology Café

10:30 – 11:45 am

CONCURRENT WORKSHOPS and INFORMATION SESSIONS

Workshop K

Financial Management – Control and Risk Self Assessment – A New Approach for Aboriginal Communities and Organizations

In today's environment, Aboriginal communities and organizations require a culture of dynamic risk management through practical internal controls to better achieve their objectives. Aboriginal communities should regularly assess their risks and controls for managing those risks. One way of achieving this is through Control and Risk Self Assessment (CRSA) - a collaborative approach to identify and manage areas of risk exposure and highlight potential opportunities. CRSA involves a structured, participative approach to documenting community objectives, risks and controls. What is unique about this approach is that management, staff and other community stakeholders work together to identify areas of strength and opportunities for improvement.

Moderator: Allan Munroe, CAFM, Senior Financial Advisor, Swampy Cree Tribal Council and Board Member, AFOA Canada

Speaker: Basil Orsini, Director, Centre for Expertise, Audit Services Canada

Workshop L

Leadership – Best Practices in Comprehensive Community Planning

The New Relationship Trust (NRT) recently released two reports on comprehensive community planning (CCP) containing a total of almost 150 best practices. At this session, NRT representatives will discuss methods used by First Nations as they went through the CCP process and panelists will provide first-hand details of what their communities experienced and how planning can be based on community values and priorities.

Moderator: Cliff Fregin, Chief Executive Officer, New Relationship Trust, British Columbia

Speakers: Barbara Calderone, Comprehensive Community Planning Officer, Pabineau First Nation, New Brunswick
Chris Derickson, Community Planning Coordinator, Westbank First Nation, British Columbia
Larissa Grant, Research Librarian, Musqueam Indian Band, British Columbia

Workshop M

Band Administration – Technology Governance – How Your Computer Network can Support Overall Band Governance

In striving to improve governance in Aboriginal communities and organizations, one of the risk areas to manage is the organization's information technology systems. This session will explore how proper technology management can support and reinforce the governance directives of the board of directors or Chief and Council. Topics will range from best practices for keeping and securing confidential information to planning the access rights to your computer network to effective equipment procurement. The session will also feature a First Nation that is improving its technology governance and how that helps the community with better accountability and management.

Moderator: Carol Ann Barnaby, CAFM, Vice President, Abenaki Associates and Board Member, AFOA Canada
Speakers: Grant Rowson, CGA, Manager, Technology Solutions, BDO Canada LLP
Will Sayers, I.T. Coordinator, Garden River First Nation, Ontario

Workshop N

Success Stories – Building Successful Corporate Partnerships

Aboriginal communities are now more than ever entering into Impact Benefit Agreements (IBAs) and other partnerships with Corporations focusing on resource development and other economic ventures. How can these partnerships be leveraged to the community's benefit? What are the success factors for IBAs? What are the best practices to follow? This session will also focus on the implementation of IBAs.

Moderator: Ricky Fontaine, CAFM, Senior Partner, RSF Consulting Service and Conference Committee Member
Speakers: Ben Bradshaw, Associate Professor, Department of Geography, University of Guelph and Originator of the IBA Research Network
Theresa Hollett, Impact and Benefit Agreement Coordinator, Nunatsiavut Government, Newfoundland

Workshop O

Beginners – A Beginners' Guide to Governance Development - A Community-Based Process

This session will focus on governance development from basic policies and codes up to the development of a Community Constitution. Speakers will introduce concepts and methods for a community based process for First Nation communities for effective outcomes.

Moderator: Darlene Lafontaine, CAFM, Financial Advisor, Wabun Tribal Council and Conference Committee Member
Speakers: Tom Bressette, Governance Development Consultant
Lorraine George, Governance Development Consultant

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11:45 am – 12:15 pm Networking Break with Exhibitors / Visit the Xerox Technology Café

12:15 – 2:15 pm **Luncheon**

The conference's closing luncheon will be a celebration of AFOA's 10th Anniversary and will feature special acknowledgements and surprises for all conference delegates.

Closing Remarks by Conference Co-Chairs and AFOA President and COO

Tammy Drew, CAFM, General Manager, Miawpukek First Nation, Newfoundland

C.T. Manny Jules, Chief Commissioner, First Nations Tax Commission

Ernie Daniels, CAFM, President and Chief Operating Officer, AFOA Canada

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

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

Workshop P

Financial Management – Presentation of Financial Statements – Be Prepared for Changes

This workshop will help participants understand the changes that will be occurring over the next year on the presentation of First Nation financial statements: 1) What are the key differences between the old and the new; 2) What do all the stakeholders need to be aware of and how will it impact them; 3) What are the costs and benefits to the changes.

Moderator: Jacques Lepage, CAFM, Co-Manager, Nawabic Co-Operative Inc. and Board Member, AFOA Canada and Conference Committee Member

Speaker: Keith Fonstad, Partner, Meyers Norris Penny LLP

Workshop Q

Leadership – Incorporating Indigenous Knowledge into Good Board Governance Practices

Accountability and social responsibility are becoming increasingly critical for the success of any business. Aboriginal businesses have added responsibility to create wealth and prosperity in their communities and help to maintain their cultural identities. Within a business the Board of Directors is charged with the overall responsibility and fiscal oversight of these issues. Yet how does an Aboriginal board maintain sound governance practices while considering indigenous knowledge

and the wisdom of the elders? This session will provide an overview of sound governance practices and outline the importance of creating and maintaining a sustainable vision and practices from an Aboriginal perspective.

Moderator: Marilyn Osecap, CAFM, Director of Finance – Operation, Saskatchewan Indian Institute of Technologies and Conference Committee Member

Speaker: Rodney Nelson, Chief Executive Officer and Principal of Governance, The Global Governance Group

Workshop R

Success Stories – High Performing First Nations – Measuring Community Health and Governance

The Frontier Centre for Public Policy recently released its third annual Aboriginal Governance Index (AGI). The AGI is a result of surveys conducted in 98 First nations across the Prairies focusing on three indicators of the overall health of a band: 1) Trustworthy election process 2) Transparent government and 3) Competent band administration. At this session, representatives from first nations who scored highest on the index will discuss the measurement/indicators that resulted, common indicators among the top ten reserves and what set the communities apart and contributed to their high ranking.

Moderator: Dana Soonias, CAFM, Chief Executive Officer, Wanuskewin Heritage Park and Board Member, AFOA Canada

Speakers: Béatrice Carpentier, Band Manager, O'Chiese First Nation, Alberta

Don Sandberg, Director, Aboriginal Frontiers Project, Frontier Centre for Public Policy

Brent Wilson, Councillor, Rolling River First Nation, Manitoba

Workshop S

Healthy Workplace – Bridging the Generational Gap and Conflict Resolution

Employees bring different lifestyle needs and career preferences into the workplace sometimes causing disconnects. Sometimes traditional communication and management practices are not producing the results that are needed. This session will explore generational characteristics, values and behaviors, strategies to bridge the disconnect, as well as strategies to resolve conflict in the workplace.

Moderator: Janice Rose, Principal Consultant, J.M. Rose & Associates and Board Member, AFOA Canada

Speakers: Joseph Brant, Manager, The Indigenous Communications Department, First Nations Technical Institute

Marc Maracle, Executive Director, Gignul Non-Profit Housing Corporation & Honored Fellow, Canadian Institute for Conflict Resolution

Workshop T

Band Administration – Developing an Aboriginal Public Service

The development of a strong First Nations Public Service is key to the successful management of our communities. Two regions in Canada have taken the first steps in this direction. This session will focus on the Yukon First Nations Public Service (YFNPS) Initiative and the BC First Nations Public Service Strategy. The goals of the Yukon initiative is to identify first steps in the development of a Yukon First Nations Public Service and “common tasks and issues” that can be integrated into the public service for Yukon First Nations Governments. The BC Strategy’s goals are to strengthen and enhance: 1) relationships between leadership, administration, and communities; 2) capacity in the human, financial,

information management, and policy development functions, and; 3) capacity in sectoral areas such as health, education, etc.

Moderator: Brian Titus, CAFM, Chief Financial Officer, Osoyoos Indian Band and Board Member, AFOA Canada

Speakers: Norman Champagne, Yukon First Nations Public Service Coordinator, Council of Yukon First Nations, Yukon

Christa Williams, First Nations Public Service Strategy Initiative, First Nations Public Service, British Columbia

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The CAFM designation is fast becoming one of the most preferred credentials for Aboriginal employers seeking financial professionals. 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!

5:30 – 6:30 pm

Reception

Entertainment: Aboriginal Experiences Dance Troupe and the Bear Nation Singers

6:30 – 11:00 pm

Dinner, Presentation of the AFOA-Xerox Excellence in Leadership Awards and CAFM Convocation

Banquet featuring the blues inflected rock music of Derek Miller from Six Nations.