
Monday, September 12 & Tuesday September 13

Pre-Conference Workshop**8:00am-
4:00pm****First Nations Budgeting**

Carol Reimer, Vice President, AFOA BC

The workshop has been developed with the intent of participants to use their own data and do hands on work creating a budget that they will be able to use as a starting point for their actual work situation. We will create 5-year budgets that tie to your strategic outcomes.

Conference Day 1 Wednesday, September 14

8:00 am Registration/Full Breakfast/Exhibits

9:00 am **Opening Comments:** Barbara Joe, President, AFOA BC
Traditional Welcome: Morgan Guerin, Musqueam Nation

9:15 am **Legal Issues in the Workplace**
Josh Sutherland and Scott McCann, Harris & Co.

10:15 am Refreshment Break & Exhibitor Introductions

10:45 am **Lateral Violence in the Workplace**

12:00pm Lunch

1:00 pm **Best Practices: Respectful Workplaces and Workplace Investigations**
Bailey Quinn, Corporate Legal Counsel, FMB
The presentation will discuss the importance of demonstrating a commitment to respect in the workplace. It will also summarize the principles and practices an organization should have in place and considerations an organization should be mindful of when a workplace investigation is necessary to resolve the issue. It is designed to be an interactive session with some scenarios for discussion amongst the participants.

2:15pm Refreshment Break

2:30 pm **HR Best Practices**
Nievelina Carnoma, Jouta Performance Group

3:30 pm **Conference Adjournment**

**Adjournment -
5:00pm** **Conference Meet & Greet Reception**

Conference Day 2 Thursday, September 15

8:00 am **Registration/Full Breakfast/Exhibits**

8:50 am **Opening Comments:** Wendy Ham, Executive Director, AFOA BC

9:00 am **Panel Discussion: Grant and Funding Opportunities for First Nations**
Jessie Williams, Director of Business Development and Communications and Lisa Paull, Director of Programs and Services from NRT, Felicia Magee,

Director, Economic Development at Northern Development Initiative Trust

10:15am Refreshment Break and Exhibitor Draws

10:45am **Overcoming Organizational Challenges by Investing in Operational Excellence**
Zain Nayani, Founder and CEO, ZN Advisory
The presentation explores how organizational challenges can be tackled and resolved in a strategic way including concrete steps that need to be taken to build organizational resilience. The presenter will discuss tools and best practices for creating sustainable operational success in community-based projects. Inter-connected themes such as governance, succession planning and capacity building will also be explored.

12:00pm Lunch and Networking/Exhibitor Displays

1:00pm **Igniting Indigenous Entrepreneurship in Your Community**
Loa Fridfinnson, Brand Builder and Instructor, Activ8
Indigenous people across Turtle Island are starting business they are passionate about, hiring others in their communities and giving back through their socially conscious businesses. More urban and rural Indigenous communities are supporting member driven entrepreneurship than ever before!
You'll walk away with knowledge on how to support your community members in starting their own small businesses and empower them to increase job opportunities through a socially conscious business that they are excited about.

2:00pm **Closing remarks, AFOA BC Draw Prizes, Conference Adjournment**
