
Tuesday, December 3, 2024

Pre-Conference Workshop

Cybersecurity Essentials:

Safeguarding Finance and Managing Risk for First Nations Organizations

9:00am-4:00pm In today's digital landscape, safeguarding financial systems is essential for First Nations organizations. As cyber threats continue to evolve, it's crucial to protect your organization's financial assets and manage associated risks effectively. This workshop will provide expert insights into the latest cybersecurity practices, empowering you to fortify your organization's defenses. Join HUB's risk management experts for an interactive session designed to strengthen your organization's defenses and ensure the integrity of your financial systems. Through real-world threat briefings, mitigation strategies, and hands-on simulations, you'll leave equipped with practical knowledge to safeguard your business.

Conference Day 1 Wednesday, December 4, 2024

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

8:45 am **Opening Comments:** Wendy Ham, Executive Director, AFOA BC
Traditional Welcome:

9:00 am **Mapping the Path to Financial Wellness: how to measure your organization's financial health**
Gord Holley, President and CEO, Humanity Financial
In this session, you'll learn how to accurately measure your organization's financial health. Discover practical tools to assess your current standing and gain insights into how to strategically advance toward long-term financial wellness.

10:00 am **Refreshment Break & Exhibitor Intros**

10:15 am **Where's the Money Coming From?**
Zain Nayani, Founder, ZN Advisory and Joel Neustater, Vice President, Indigenous Banking, BMO
How to fund projects that don't have committed funding yet. Join us for a practical talk on how to get your community projects funded and moving forward in the absence of a committed funder. We'll cover creative ways to secure project financing, make the most of local resources, and avoid the common pitfalls that cause delays to projects that are often critical for community resilience.

11:15 am **AFOA Canada Update**
Terry Goodtrack, President and Chief Executive Officer, AFOA Canada

12:00 pm **Lunch and Networking/Exhibitor Draws**
Mou Signing

1:00 pm **Possibilities of Sustainability**
BMO
Description

2:00 pm **Refreshment Break**

2:15 pm **Claiming your Cash: Refunds and Exemptions for First Nations Organizations**
Giuliana Ambrosini, Senior Manager, Doane Grant Thornton LLP
Sales tax can be complex, especially when it comes to First Nations organizations. It's crucial to understand how various taxes, like the GST, PST, fuel taxes and others, and related exemptions apply. Mistakes can be time-consuming, intricate, and expensive to resolve. You'll get practical tips

on filing claims, organizing the right paperwork, and making sure you don't miss out on opportunities to optimize cash flow through rebates and refunds in various situations.

3:15 pm **Indigenous Land Use Strategies for Profit & Economic Reconciliation**
Patrick Giesbrecht, Principal Consultant, Giesbrecht & Company
Patrick will discuss case studies in 1) Benefits of involving First Nations in off-reserve land development projects & 2) Addition to Reserve process - Using Joint Ventures to create wealth.

4:15 pm **Conference Adjournment**

4:15 pm - 6:15 pm **AGM & President's Reception**

Conference Day 2 Thursday, December 5, 2024

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

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

9:00am **Indigenous HR Consultant and Cultural Facilitator**
Carrie Lamb, Founder, Gratefully Said Coaching
This session delves into the principles of creating culturally safe and inclusive workplaces, drawing on Indigenous knowledge to foster a supportive environment where every individual feels valued. Attendees will gain insights into integrating practices that honour diverse perspectives and empower collective growth.

10:00am **Refreshments & Exhibitor Draws**

10:15am **Considerations for Joint Ventures and Major Development Projects**
Josh Hoffman, Sr Relationship Manager, Indigenous Markets & Chris Hunt, Director, Indigenous Markets at RBC and Clark Wilson LLP

11:15 am **Evolution of Accounting: Digital Transformation and Automation**
Crowe MacKay and Cantantus

12:15 pm **Festive Holiday Lunch and Awards Ceremony**
Best Practices Award
Sponsored by BMO
Band Administrator Award
Sponsored by MNP

1:15 pm **A Comp-versation...setting pay right!**
Reena Paul and Anand Parsan, Eckler
Organizations today understand the importance of their workforce – it's their greatest asset and investment, so what does it take to ensure you attract, retain, motivate and reward top talent? Eckler will unpack and discuss, the key components towards laying the foundation for an effective compensation program and present recent case studies where we've supported other indigenous organizations to address their compensation needs, and leverage results from our recent market study to help you navigate external influences.

2:15 pm **Panel Discussion**
CPABC

3:15pm **Closing remarks, AFOA BC Draw Prizes, Conference Adjournment**
