

# Speaker Bios



## Bob Baker, Cultural Advisor, Performer, Squamish Nation

Bob Baker (Squamish Ancestral name is S7aplek, Hawaiian name is Lanakila) is co-founder and Spokesperson for Spakwus Slolem (Eagle Song) the most reputable Dance Group of the Squamish Nation.

Born and Raised Squamish, Bob has been exercising his Culture through Singing, Dances, and various presentations, for over 35 years . Accomplishments range from revival of Sea-going Canoes and traditions, to Cultural projects to dance presentations to key Championships.

In the warmer months Bob can be found training in the traditional dug-out war canoes, as well as the Great Sea-going Canoes, and as a steersman for Tribal Journeys, and the Pulling Together Journey, visiting Villages along our beautiful coasts of British Columbia and, Washington State.



## Gord Holley, Humanity Financial

Gord joined the AFOA BC Board of Directors in December 2022 and brings a wealth of knowledge and experience to this role from his position as President and CEO of Humanity Financial Management Inc.

His firm works exclusively with First Nations, social purpose, and Indigenous serving organizations to build internal financial capacity. Humanity Financial is a proud sponsor of AFOA BC and AFOA Canada; team members have facilitated several accounting workshops at AFOA BC conferences. Gordon also leads the Certified Non-profit Accounting Professional Program in Canada.

Humanity Financial is currently working on its Progressive Aboriginal Relations Certification through the Canadian Council for Aboriginal Business.



## Joel Neustater, BMO

Joel Neustaeter grew up in traditional unceded territories of the Secwèpemc Peoples. His career has involved the tech, hospitality, and local government industries.

Joel has been in commercial banking for the last 10 years with a focus on Indigenous Banking, improving access, advocacy, and developing financial services with BMO Bank of Montreal as the Vice President of Indigenous Banking for British Columbia & Yukon. Joel is passionate about helping Indigenous Communities maximize the resources available to them to build their own source revenue streams and needed support infrastructure such as housing, community centres, administration facilities and clean water and power projects; through the sharing of best practices, creative capital structures, and proven banking solutions.



## Zain Nayani, ZN Advisory

Born and raised in Karachi, Pakistan, Zain has lived, worked and played in the unceded territories of the Coast Salish peoples since 2011. He is a motivated practitioner with diverse experiences across public, private and non-profit sectors. Zain has had the opportunity to apply himself in the healthcare, higher education, clean energy, forestry, public works, band administration and business management space.

With a degree in business and a strong financial acumen, Zain brings a unique community-focused approach to developing and implementing strategies that lead to self-sufficiency, sustainability and vibrancy. His expertise in strategic planning, financial analysis and project management, and a passion for teaching has been instrumental in enhancing the capacity of the people he works with and transparency of the communities he serves.



## Terry Goodtrack, President and Chief Executive Officer, AFOA Canada

Since 2011, Terry served as the President and Chief Executive Officer of AFOA Canada. Before this role, he was Chief Operating Officer at the Aboriginal Healing Foundation, where he was entrusted with the management of a substantial healing fund totalling more than half a billion dollars. He was Chief Financial Officer at the Assembly of First Nations and at the Federation of Sovereign Indigenous Nations. At the front end of his career, he worked for the Government of Canada in financial, operational, and managerial positions.

Terry has a master's degree in public administration from Carleton University and a bachelor of administration from the University of Regina. He is a Chartered Professional Accountant and was recognized as a Fellow by the Chartered Professional Accountants of Ontario in 2018. In recognition of his contribution to the Executive Education Program, he received a certificate from the Harvard Business School in 2017 and again in 2023 at the Tribal Leadership Program.

Terry is married to his wife, Genevieve, and they are proud parents of two daughters.



**Jan Sampson, FCPA, FCA, is the strategy and governance officer for CPABC**



# CPABC Panel



**Danielle Levine, MA, MBA, is the Director, Indigenous Engagement and Financial Literacy at CPABC.**

**Sheryle Evans, BSc, CPA, First Nations Financial Management Board**



**Melanie Holmes, Senior Finance Manager, Heiltsuk Nation**



# Giuliana Ambrosini, Senior Manager, Doane Grant Thornton LLP

Giuliana is a Senior Manager in Doane Grant Thornton's Indirect Tax practice. She helps clients with a full spectrum of real estate activities from property development to complex transactions, including working with indigenous organizations to navigate the unique tax challenges and opportunities they encounter.

Over the last 13 years, she has honed her expertise in Canadian sales tax, which spans across a range of sectors. Her guidance ensures that businesses operate in a tax compliant and efficient manner. Giuliana also has a consistent track record of securing substantial refunds for her clients through her sales tax recovery engagements.

Her approach is practical and results-driven, aimed at enhancing her firm's capabilities in tax consultancy for the real estate market.





## Patrick Giesbrecht, Principal Consultant, Giesbrecht & Company

Principal of Giesbrecht & Co, Patrick has spent the last 10 years working with Property Development companies and landowners moving their projects through the municipal approval process.

Over the past years, Patrick has built a diverse team of professionals to compliment his vision. The team includes Advocates to Federal, Provincial, Municipal and Indigenous Governments as well as two Urban Planners who manage applications and sub-consultants on each file.

Patrick is a governor of the BC Chamber of Commerce. And a Past-Director of the Canadian Chamber of Commerce.

For fun he snowboards, collects vinyl recordings, hikes and golfs.



# Speaker Bios



# Carrie Lamb, Founder, Gratefully Said Coaching

Carrie Lamb is a seasoned HR professional with over 21 years of experience specializing in Indigenous cultural safety, trauma-informed coaching, and inclusive workplace practices. Known for her unique approach that blends Indigenous wisdom with modern HR practices,

Carrie empowers organizations to transform their spaces into sacred workplaces where inclusivity, respect, and mutual growth are foundational. She is dedicated to helping organizations create environments where everyone feels heard, seen, and respected.



# Chris Hunt, Director, Indigenous Markets, RBC

Chris Hunt began his banking career in 2003 and joined RBC in 2017 as a CAM Intern. Chris took on progressively more responsibility within the Indigenous Markets Team and is Director Senior Commercial Market, Indigenous Markets. Chris is committed to taking action towards reconciliation and accessing capital for Indigenous communities.

Chris has been a mentor for the Pow Wow Pitch competition, volunteered for Junior Achievement B.C., served 2 Years as the co-chair of the B.C. Royal Eagles.

Chris graduated with a Master of Business Administration in Entrepreneurship from the University of Victoria. He is from the Kwakiutl Nation, located on Northern Vancouver Island.



## Josh Hoffman, Senior Relationship Manager, RBC

Josh Hoffman has over 5 years of commercial banking experience with RBC. As a Senior Relationship Manager, he provides financing to Indigenous communities and their related entities. Connecting clients to internal partners and providing proactive banking and business advice.

Josh has genuine appreciation and curiosity for First Nations culture through professional work experience and his own personal interests.

Outside of being a "banker", he has worked in Indigenous Relations in the Forestry Sector, Community Engagement, Business Development and in Environmental Management. Josh provides a holistic approach to banking, valuing fruitful relationships, trust, and community.



## Stephen Uwazota, Director, Sustainable Banking & Clean Energy, BMO

Stephen joined BMO in August 2024 as Director, Sustainable Banking and Clean Energy, Commercial Banking from Scotiabank where he led the development of the Commercial Bank Sustainable Finance franchise. He helped new and existing clients navigate the evolving ESG/Sustainability landscape with a focus on mobilizing capital and ideas that support the embedding of ESG/Sustainability at the core of an organization's strategy and capital structure.

He holds an MSC in Investments from the University of Birmingham, England, and an MBA from the Rotman School of Management at the University of Toronto. He also holds the CFA Charter, loves playing squash and enjoys supporting community through volunteering with various impact organizations.



## Reena Paul, Director, Compensation Consulting, Eckler

Reena provides direct project management and advisory services on compensation and total rewards-related engagements.

Reena brings a decade worth of experience to Eckler in all areas of total rewards. She has experience leading client-focused projects and larger team initiatives, including annually run national compensation and HR practice surveys.

Reena is a Certified Compensation Professional and Global Remuneration Professional. Reena has compensation and total rewards certification through WorldatWork where she is also a featured contributor. In addition, Reena has completed courses in Human Resources Management





# Garry Bedi, Compensation Consultant, Eckler

Garry Bedi is an accomplished compensation consultant with four years of experience that includes supporting clients with job evaluation, job architecture, compensation market review, and salary structure design. His work spans diverse industries across Canada and Southeast Asia, where he has developed and implemented compensation strategies tailored to varying organizational needs. In addition to compensation, Garry worked in the Employee Engagement and Experience space in a corporate support function role as well as in his consulting roles. Holding a bachelor's degree in commerce with a focus on organizational behavior and human resources, Garry combines his academic background with practical expertise to address complex compensation challenges.

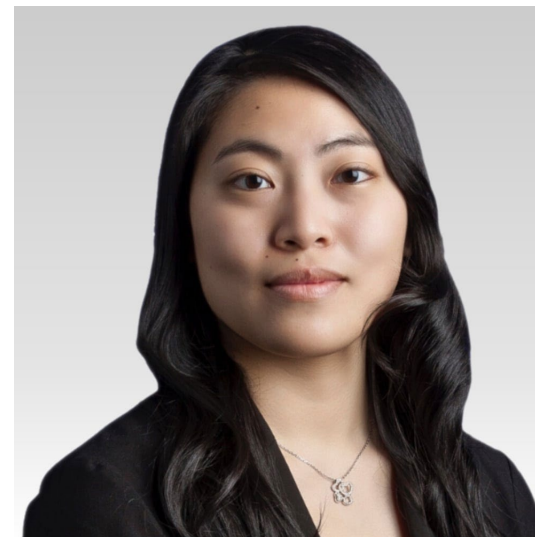


## Emily Chee, Director, Risk and Forensic Services Technology & Digital Consulting, Crowe MacKay

Emily is a Director of Risk and Forensic Services with Crowe MacKay's Technology & Digital Consulting group. She was a Senior Manager in KPMG's Risk Consulting, Forensic Advisory practice for over 12 years.

Having started her career in IT Audit and Advisory, she also has experience auditing and dealing with complex business and IT environments.

Having a background in accounting and management information systems, Emily has had the opportunity to work with various systems. Prior to joining public practice, Emily held junior positions in assisting in the day-to-day business operations for financial institutions, insurance, retail, and distribution industries.



## Arian Soheili, Managing Director, Cantatus

Arian Soheili is a Chartered Professional Accountant and a leader in digital transformation, passionate about helping nonprofits and Indigenous organizations make sense of their data. Starting his career in Deloitte's Management Information Systems Practice, Arian went on to found Cantatus Systems Group in 1999. Today, his team supports clients such as the Saulneau First Nation, Ronald McDonald House, and United Way BC with ERP and IT solutions tailored to their unique missions.

Arian has published several articles that highlight his expertise in IT and business transformation. These articles have been featured as required reading in professional coursework for the Certified General Accountants (CGA) association, focusing on practical solutions for IT challenges, disaster recovery, and sustainability in technology.

