

Aboriginal Financial Officers Association of Canada

**AFOA CHAPTER SASKATCHEWAN –
Conference & Annual General Meeting**

November 2-3, 2011

**Dana Soonias, CAFM
Chair, AFOA Canada Board of Directors**



Aboriginal Financial Officers Association of Canada

- Founded in 1999 to help First Nations better manage and govern their communities and organizations through a focus on enhancing finance and management practices
- AFOA's premise - effective management is key to building social and economic prosperity and essential to successful Aboriginal governance
- All of AFOA's work is undertaken to support above premise

MISSION

AFOA is the centre for excellence, information and certification in Aboriginal management

VISION

Contributing to Aboriginal social and economic prosperity by building a professional, educated workforce that supports effective governance and administration

WHAT DOES AFOA DO?

- Conduct capacity development research aimed at enhancing competency in financial management, general management and program management;
 - Develop capacity development programs, products and services;
 - Provide professional development training;
 - Certify Aboriginal financial managers;
- Participate in the development of Aboriginal financial management, accounting and reporting standards;
 - Promote best practices;
 - Encourage Aboriginal youth to enter into the finance and management professions;
 - Provide a forum to share knowledge, experience and best practices; and
 - Support Aboriginal accountability and governance efforts.

- Aboriginally controlled

- Non-political

- 8 Chapters

- Non-profit

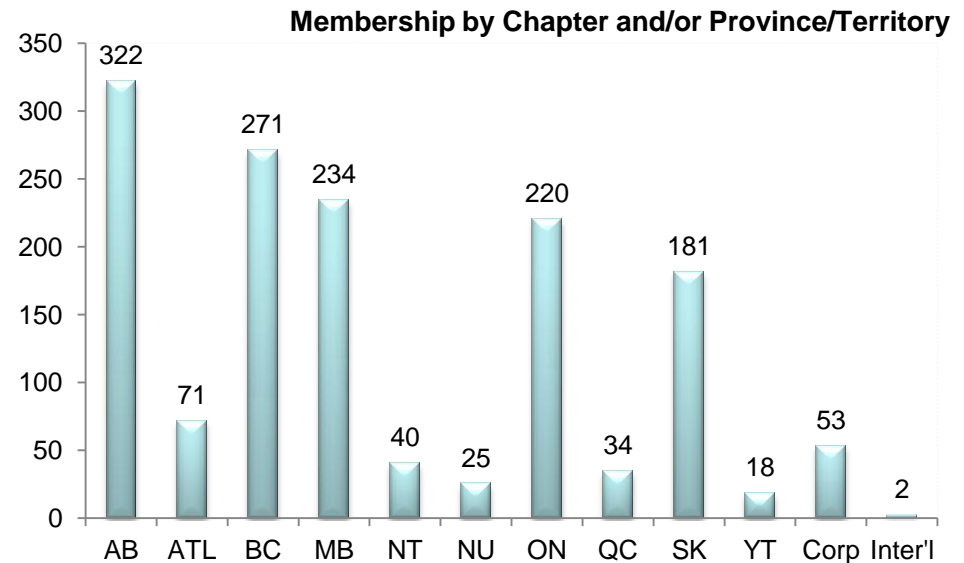
- Governed by Board of Directors

- Headquarters in Ottawa

AFOA MEMBERSHIP

AFOA members include:

- First Nation financial managers
- Band Administrators
- Elected leaders
- Directors
- Program managers
- Economic development officers
- Band and Tribal Council members
- Executives and decision-makers



1,449 Members – September 30, 2011

PRODUCTS AND SERVICES

Series of Publications on:

- Performance Measurement & Reporting in First Nations
- An Introduction to First Nations Comprehensive Community Planning
- Developing an Effective Remedial Management Plan
- Presenting and Understanding Financial Information
- Understanding Debt Management
- Audits
- Risk Management
- Project Management
- Developing Business Plans and Funding Proposals
- Technology and Operations Management
- Managing Employee Performance
- Introduction to Document Management



PRODUCTS AND SERVICES

Capacity development workshops on:

- Performance Measurement & Reporting in First Nations
- Developing an Effective Remedial Management Plan For First Nations
- An Introduction to Comprehensive Community Planning in First Nations
- First Nations Strategic Planning
- First Nations Financial Reporting Workshop - Tangible Capital Assets
- Values and Ethics in the Aboriginal Workplace
- Economic Community Development
- Politics of Ethical Decision-Making **[NEW!]**
- Financial Information & Elected Leaders – Bridging the Gap **[NEW!]**

PRODUCTS AND SERVICES

- Financial Literacy Publication
 - Dollars & Sense designed for Youth **[NEW!]**
- Awards
 - Youth Awards
 - Excellence in Leadership
- Youth Initiatives
 - Scholarships
 - Bursaries **[NEW!]**



PRODUCTS AND SERVICES

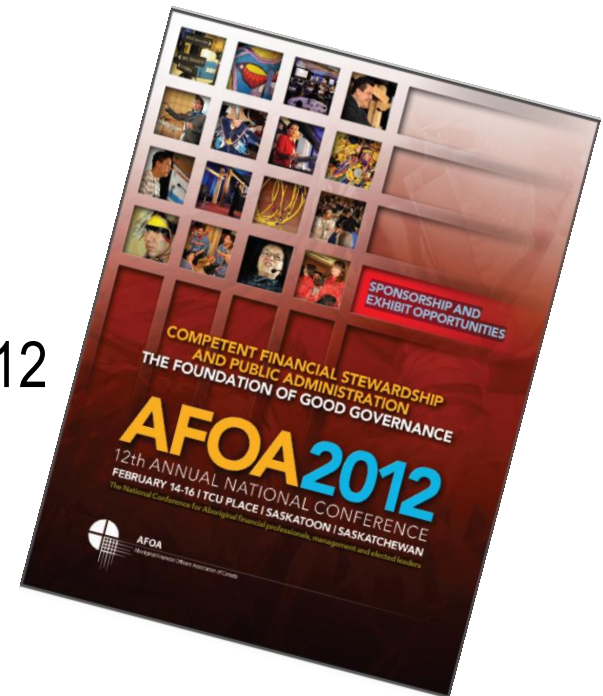
- **JAM: The Journal of Aboriginal Management**



PRODUCTS AND SERVICES

National Conference

- Largest Aboriginal capacity development conference – 900 - 1,000 attending
- 11 held to date
- Leading edge issues
- Pre-conference workshops
- 2012 National Conference
Saskatoon - February 14-16, 2012



THE CERTIFIED ABORIGINAL FINANCIAL MANAGEMENT (CAF) PROGRAM

Developed to:

- Meet increasingly difficult challenges being faced by Aboriginal financial managers
- Address the critical shortage of qualified, competent people to fill key financial positions
 - CAFM designation tailored to specific Aboriginal context
 - Only one of its kind in the world
 - Over 400 CAFMs in Canada including some of the most prominent Aboriginal managers and leaders in the country

THE CERTIFIED ABORIGINAL FINANCIAL MANAGEMENT (CAFM) PROGRAM

- AFM Educational Program and CAFM designation developed in partnership with Certified General Accountants Association (CGA) of Canada
- CAFMs receive advanced standing into Level 4 of the CGA professional studies
- At the AFN Assembly in 2008 Chiefs-in-Council passed a resolution supporting the CAFM designation as a preferred designation for financial management positions in First Nations

“A career in finance and management is very rewarding in many ways – both personally and professionally. You can be involved on a broad or focused level in any industry, government, or services organizational. The best reward is seeing the community growth and benefits from the teamwork that you have been involved in”. Lisa Douglas, CAFM, Finance Manager – Seabird Island Band

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

- The role of the Aboriginal community administrator has steadily increased in significance and importance over the last several decades
- The health and success of First Nation communities can often be directly linked to the effectiveness and capacity of its administration
- Aboriginal administrators and managers are key to a community's viability and well-being. They require extensive knowledge and skills
- It is critical that our communities are supported by a professional, dedicated public service much as the federal, provincial and municipal governments are

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

- AFOA well positioned to lead process:
 - Solid reputation
 - Experience in developing educational programs, certification (CAFM)
 - Overlap-cross-over between financial management and management competencies/skills
- Will build on past/current initiatives and existing resources where they exist, ie.
 - AFOA BC Chapter identifying provincial competencies
 - University of Victoria Credit Certification Program for First Nations Governance and Administration
 - Yukon & BC First Nations Public Service Initiative
- Council of Aboriginal representatives from across Canada formed to lead initiative
- Council determined that designation/program to be referred to as: The Certified Aboriginal Public Administrator (CAPA) Program

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

DELIVERABLES COMPLETED - PHASE I (2010-2011)

1 - CAPA competencies identified

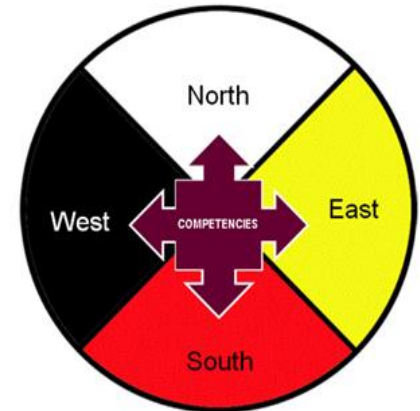
- A model is based on the medicine wheel concept

2 - Potential courses identified

- AFOA courses
- courses through articulation agreements with educational institutions
- courses for which content needs to be developed
 - Communications
 - Financial Oversight

3 - Ethical standards developed

- standards will govern the profession



WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

DELIVERABLES COMPLETED - PHASE I (2010-2011)

4 - Certification Standards & PLAR Self-Evaluation framework developed

- certification process to ensure skills and competencies are met
- Prior Learning Assessment and Recognition (PLAR) self-evaluation framework developed

5 - Maintenance of Certification Standards developed

- standards developed to ensure CAPAs are aware of the current best practices and emerging management issues in Aboriginal communities

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

DELIVERABLES COMPLETED - PHASE I (2010-2011)

6 – Strategy & Partnerships developed with post-secondary institutions

- relationships established with post-secondary institutions across Canada
- articulation agreements to ensure that the CAPA program can be delivered nationally

7 - New partnerships developed

- National Centre for First Nation Governance (NCFNG) – MOU signed
- The Canadian Association of Municipal Administrators (CAMA) - MOU signed
- The Canada School of Public Service (CSPS) - potential partner in the delivery and design of the CAPA program
- The Institute of Public Administration of Canada (IPAC) - committed support to AFOA developing the CAPA program

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

KEY DELIVERABLES - PHASE II (2011-2012)

- Finalize CAPA educational program
- To develop two new courses to meet the competency requirements.
- Continue developing relationships with partner educational institutions and pursuing articulation agreements
- Augment Certification Standards by developing a Prior Learning Assessment and Recognition (PLAR) program tailored to CAPA
- Building on partnerships

AFOA's objective is to have CAPA courses ready to offer and a PLAR framework ready to begin accepting applicants into the CAPA program by April 1, 2012.

KEY DELIVERABLES - PHASE III (2012-2013)

The final phase is the development of the CAPA Examination that measures competencies which will be challenged by CAPA candidates.

WHY CERTIFY ABORIGINAL PUBLIC ADMINISTRATORS?

CAPA COUNCIL

- The CAPA Council has been critical in guiding the process - representatives bring a wealth of experience
- AFOA will continue to hold Council meetings

Al Arcand, Band Administrator, Alexander First Nation, Alberta

Beatrice Carpentier, Band Administrator, O'Chiese First Nation, Alberta

John Carter, CGA, CAFM, CEO Salt River First Nation, NWT, and AFOA Board member

Patrick Cheechoo, Manager, Matawa First Nation, Ontario

Stan Sabourin, CAFM, Band Administrator, Brunswick House First Nation, Ontario

Louis (Smokey) Bruyere, Band Manager, Couchiching First Nation, Ontario

Amy Big George, CAFM, Controller, NigigoonsiminiKaaning First Nation, Ontario

Robert Smith, Director, Finance, Listuguj Mi'gmaq, Quebec

Harvey Paul, CAFM, Councillor, Chehalis First Nation, BC

Keith Nyce, Councillor, Kitammat Village Government, BC

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

Leonard Murray, CAFM, Band Manager, Chapel Island First Nation, Nova Scotia

Janice Rose, AFOA Board member

Anisa White, National Centre for First Nation Governance

Andre Richer, President, AFOA Quebec

Evert Lindquist, Director of the School of Public Administration, University of Victoria

FOR MORE INFORMATION ON AFOA AND ITS PROGRAMS AND SERVICES

- See www.afoa.ca
- Contact AFOA at:
AFOA Canada
1066 Somerset Street West
Suite 301
Ottawa, Ontario K1Y 4T3
Tel: (613) 722-5543
Fax: (613) 722-3467

