



AFOA SASKATCHEWAN

Building a Community of Professionals

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Vision

To live well.

Mission

AFOA Saskatchewan will provide sound leadership and capacity development to members with timely, relevant products and services to support and enhance the role of the financial officers, managers and the governing bodies of Aboriginal organizations in Saskatchewan.



Message From the President

Dear AFOA Saskatchewan Members,

Greetings to all the AFOA Saskatchewan members, corporate members and partners.

AFOA Saskatchewan has kept on with operations with great success in 2023-2024. This past year we were able to offer a number of in-person workshops the workshops will help AFOA Saskatchewan to move forward successfully for year to come.

AFOA Saskatchewan will continue to keep in contact with members and partners to keep up on the current issues so that we can forge a great path to success for all stakeholders.

Sincerely

Donna Morin CAFM, CPA-CMA

President AFOA Saskatchewan



Message From the Vice - President

Dear AFOA Saskatchewan Members,

Greetings to all the AFOA Saskatchewan members, corporate members and partners.

This past year we were able to offer in-person workshops throughout the year. The workshops will help AFOA Saskatchewan to move forward. AFOA Saskatchewan will continue to keep in contact with members and partners to keep up on the current issues that are arising on daily and weekly basis. We must all keep the communication open with each other and listen with an open mind and heart so that we can forge a great path to success.

Sincerely

Sincerely,

Maryann Morin, CAFM, CPA-CMA

Vice President, AFOA Saskatchewan



Message From Executive Director

I am pleased to present our 2023/2024 Annual Report. In 2023-2024 AFOA Saskatchewan successfully hosted in-person workshops throughout the past year.

I wish to thank our Board of Directors for their support, expertise and guidance. I also thank you, the members both individual and corporate that are the reason we achieved success in 2023-2024. I look forward to another exciting year in 2024-2025.

Best Regards,

Eugene McKay MBA, B.Comm

Executive Director

AFOA Saskatchewan

2023-2024 AFOA SK Board of Directors

AFOA SK is guided by a dedicated volunteer Board of Directors comprising of leaders in finance and management from across Saskatchewan. Our Association's success is a direct result of their commitment and the investment of their time and effort.

- *Donna Morin, CPA-CMA, CAFM, CAPA, CIL, President*
- *Maryann Morin, CPA-CMA, CAFM, CIL, Vice President*
- *Kyle Christopherson, CPA-CA, CAFM Treasurer*
- *Shirley Morin, Secretary, CAPA*
- *Steven Ross (Ex-officio)*
- *Donna Angus, CAFM*
- *Stefanos LeBrasseur*
- *Lana George, CAFM*
- *Darlene Littlebear-Smith*
- *Brenda Missens, CIHRP, CAFM*
- *Angela Desnomie, CIHRP, CAFM*
- *Marcella Poitras, CAPA*
- *Marilyn Osecap, B.Comm, CAFM*

AFOA SK Individual Membership 2023/2024

Total membership : 312, March 31, 2024

Membership Categories & Fees

When you apply to become a member of AFOA Canada, you automatically become a member of your local provincial/territorial Chapter, where a Chapter exists, and must pay the Chapter fees together with the National fees. Chapters are currently operating in Alberta, Atlantic, British Columbia, Manitoba, Nunavut, Ontario, Quebec, and Saskatchewan. Provincial Chapter fees vary and are based on level of services provided.

*Please note: **Membership and its associated benefits run per calendar year (January 1-December 31).** Members are invoiced once annually at calendar year-end for both Chapter and National membership fees. All membership applications are processed through AFOA Canada.*

Categories

Associate	For individuals who have an interest in Indigenous finance and management and do not fit into other categories.
Student	For individuals who are enrolled full-time in high school or post-secondary education.
Retired	For individuals with current AFOA membership who have permanently retired from the work force and are not gainfully employed in any capacity.
Elder	For individuals who are recognized as Elders within the Indigenous community.
Certified	For individuals who have received the Certified Aboriginal Financial Management (CAFM), the Certified Aboriginal Professional Administrator (CAPA), the Certified Indigenous Leaders (CIL) and/or the Certified Indigenous Human Resources Professional (CIHRP) designation.

Corporate Members 2023/2024

Corporate membership is open to all private and public sector organizations that support AFOA SK and would like to contribute to the advancement of Aboriginal finance and management in Saskatchewan. AFOA Saskatchewan wishes to thank all our **25 corporate members** who support AFOA Saskatchewan achieve our vision *to live well*.

Corporate Members



In 2023-2024 AFOA Saskatchewan hosted the following in-person workshops:

Financial Training Workshops

The Financial Management Toolkit was developed to enhance the finance and accounting capacity of leadership, directors program managers and support staff employed at the Band level. Workshop material covered these areas:

1. Finance and Accounting Fundamentals
2. Reading Financial Statements
3. Budgeting and Cash Flow Management
4. The Audit Process

The tool kit was delivered to 3 main centers:

Saskatoon,– September 20th & 21st, 2023

Regina,– September 27th & 28th, 2023

Prince Albert,– October 4th & 5th, 2023

AFOA SK thanks the total of 95 participants who attended the workshops.



Human Resources 2-Day Workshop October 11th & 12th, 2023 Saskatoon SK

AFOA SK hosted this 2-day workshop focusing on a variety of areas:

- **Common Management Mistakes**

Understanding Legislation and Human Resources

- **History and growth of employment standards**
- **Different jurisdictions, different regulations**
- **Contract Law basics**
- **Human Rights Legislation and employment**
- **Privacy legislation and employment**

Ethics & Professionalism in the Workplace

Mental Wellness in the Workplace

- **Understanding and deconstructing mental health in the workplace**
- **Defining mental health vs mental illness**

AFOA SK thanks the total of 64 participants who attended the workshops.



Effective Planning, Creation and Implementation of Your Trust Saskatoon, October 19-20, 2023

AFOA SK hosted a 2-day workshop on Trusts. Topics were as follows:

Establishing a common understanding of a trust in terms of it being an agreement between 3 entities – the First Nation(s); the Trustee(s); the Beneficiary(ies). **Understanding the different types of trusts** which can range from sole corporate trustee models to an administrative trustee model (board of trustees) to a full **community trust (no professional trustee, all community trustees) and the pros and cons of each model.**

Understanding the Trustee(s) role in terms of fiduciary duty, standard of care, prudence, confidentiality and conflicts of interest.

Investment Planning Importance of confirming leaderships Vision & Values to ensure the proper alignment of the investment strategies with that of the Trust and Community objectives including that of future generations.

“Balancing” the dollar value of a Per Capita Distribution while recognizing the foregoing Community needs.

AFOA SK thanks the facilitators and the 107 participants who attended from the First Nations in Saskatchewan



AFOA SK 23rd Annual Conference & Tradeshow Working Together for a Better Tomorrow Saskatoon, November 15th & 16th 2023

AFOA SK hosted our 23rd Annual Conference with a wide variety speakers and topics such as:

- **Procurement and First Nations Businesses**
- **Financial governance responsibilities for First Nations**
- **Financial Fraud in Indigenous Organizations**
- **Indigenous Entrepreneurship**
- **“All In: The SIGA Story”**
- **The Human Side of Unconscious Bias & Diversity and inclusion**

AFOA SK thanks all the Sponsors and the participants at the event.



Elected Leaders Workshop

January 24th & 25th, 2024 Saskatoon

This workshop focused on a wide range of topics including:

The common government structure (Membership, Leadership, staff) The roles and responsibilities of Senior Management; The significance of having a finance and audit committee.

Examining the federal government and its relationship with First Nations (focusing on the two main departments – ISC and CIRNAC). Briefly note the sources of funding available; - In-depth discussion on ISC's funding, emphasizing:

Agreements; Program areas; and, Funding approaches

Financial Tools the importance of the budgeting process and the role they play; Risk areas facing a First Nation in finance and accounting; Utilizing Internal controls.

Housing – utilizing CMHC and importance of understanding the processes and terminology associated with CMHC

AFOA SK thanks the 75 Leaders who attended this workshop.



Estate & Incapacity Planning Workshop March 20th & 21st, 2024 Saskatoon SK

AFOA SK hosted a 2-day workshop on Estate & Planning for Incapacity for First Nation People Living on Reserve. Topics covered were as follows:

- Planning for Incapacity and what could happen if there is no planning. Documents needed for Incapacity Planning: Introduction of a Power of Attorney
- Abuse and Neglect, Review of Sample Blank Forms: Enduring Power of Attorney, Witness Certificate, Health Care Directive and Wallet Card
- Introduction to Writing a Will: What is a Will and Why its Important to have one; Writing a Will on Reserve and the Law that applies. What makes a Will Valid & Invalid, Types of Wills, Naming an Executor, Duties of an Executor, Giving Property in your Will, Property you can and cannot give in your Will, Leaving a family member out of your Will, Naming a Guardian for Minor Children.
- Dependant Adults and the Role of Indigenous Services Canada, Personal Guardianship and Co-decision Makers
- What Happens when there is no will and the Role of Indigenous Services Canada
- Legal steps after someone Passes away, Estate Administration, Review of Sample Last Will and Testament and Best Practices for Band Administrators.

AFOA SK thanks the 59 participants who attended this workshop.



AFOA SK In Partnership with Saskatchewan Indigenous Economic Development Network , 2-Day Economic Development Workshop March 27th & 28th, 2024

AFOA SK hosted a 2-day Economic Development workshop and focused on the below topics:

Exploring the concepts, similarities, and differences of economic activity, economic development, wealth creation, and job creation. Evaluating Opportunities This session explored concepts around due diligence, capacity evaluation, and choosing a proper structure.

Understanding the Economy - This session explored local and regional sources of data and statistics.

Keys to a Successful Development Corporation - exploring best practices for set-up, oversight, evaluation, and operational considerations of a community owned business.

Tax considerations - Highlights of personal and corporate income, excise and employment taxes which are important to all types of economic development entities.

Financing an Investment - This session explored options to access capital while considering the impact on risk.

AFOA Saskatchewan wishes to thanks all 57 participants and facilitators who made this event a success.

