



2024-2025
ANNUAL REPORT
ABORIGINAL FINANCIAL OFFICERS ASSOCIATION OF ALBERTA



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MESSAGE FROM THE EXECUTIVE DIRECTOR



The fiscal year ending March 31, 2024, was exciting and busy. Our organization continued to grow the partnership program with CPA Western School of Business and CPA Canada, offering the world's first accounting program developed for Indigenous people that uniquely recognizes our Indigenous culture, context and content and is based on research into the barriers our Indigenous learners face. In addition, our research findings and approaches were shared with accounting academics and instructors, and we continued our outreach to institutions of higher learning to adopt our methods and materials.

Our organization was also called upon to support several First Nations with custom offerings - these programs were developed to address their specific needs and support their community development. In addition, we offered workshops and facilitated sessions between public practice accountants and ISC to initiate discussions to reduce impediments associated with reporting and accounting.

We offered our Management Essentials program to Economic Development officers from communities, providing critical skills in assessing, developing and promoting their economic initiatives and invaluable tools to support them in their daily activities to enhance their Nations. Our work is focused on our communities, and our efforts are focused on those striving to strengthen their Nations. Our interactions are with our hard-working administrators, who surmount extraordinary challenges daily and inspire our organization's efforts to work hard - to help.

Dr. Robert Andrews, DBA, MBA, CPA, CMA, CAFM
Executive Director, AFOA Alberta



VISION

AFOA-Alberta is a centre for excellence in Indigenous management, finance, accounting, and governance.

MISSION

To provide leadership in Indigenous management, finance, accounting, and governance activities by developing and promoting quality standards, best practices, research, training, and continued professional development to expand capacity for members, First Nation communities, and organizations. Our strategic relationships with our stakeholders and alignment with formal accounting and management designations allow us to contribute to sustainable financial literacy and governance in First Nations and Indigenous communities and organizations in Alberta.

VALUES

EXCELLENCE

As a center of excellence, all activities of the organization must be reflective of this. Programs, initiatives, products, and services must be of high quality and reflect the organization's mandate, vision, and mission.

INTEGRITY

The fundamental underpinning of quality governance and effective financial management is integrity. Strong ethics governs conduct, disclosure of conflicts, and honesty, responsibility, and accountability.

RESPECT FOR INDIGENOUS CULTURE

Respect for First Nation and Indigenous culture is the keystone for all activities of the AFOA Alberta. Respect for First Nation and Indigenous culture creates a supportive and inclusive learning environment. It is recognized that the culture reflects traditional and contemporary aspects, and it is a dynamic process.

RESPECT FOR THE INDIVIDUAL

Indigenous culture is legitimized, which supports the dignity of the individual, Indigenous and non-Indigenous.

FIVE-YEAR STRATEGIC GOALS

The strategic plan drives the current and future year's initiatives. Each initiative furthers the achievement of AFOA Alberta's strategic plan and objectives.

The 2021-2025 AFOA Alberta business plan has five strategic goals and associated activities.

1. Develop a sustainable organizational model and improve self-sufficiency.
2. Increase First Nation and Aboriginal participation in certification and professional development and further enhance capacity through expanded programs and a broader market focus.
3. Implement a credible and reliable process to understand the outcomes and impacts of our programming and to communicate the same.
4. Expand the impact of the organization through the expansion of service capacity and leveraging existing physical capacity.
5. Improve the overall programming quality through accreditation by partnering with post-secondary institutions and provincial regulators.

The organization is committed to meeting its strategic goals by offering programming that meets the needs of First Nation communities and is congruent with its strategic directions.

The fiscal year 2024 - 2025 activities support these strategic objectives.

1. Funding sources from Government programs have increased, creating new revenue streams, and a multi-year funding agreement has been secured with Indigenous Services Canada.
2. The fiscal year saw continued support for the Management Essentials program, with new modules delivered for economic development officers. In addition, AFOA Alberta partnered with CPA Western School of Business to increase Indigenous participation in accounting by developing the world's first program for Indigenous people.
3. A new scholarship has been offered to the children and grandchildren of our members.
4. Supported research into the barriers Indigenous people face as they enter the accounting profession, which was funded in part by CPA Canada. This research supported the development of the Indigenous Accounting Program pilot with CPA Western School of Business and is being disseminated to post-secondary institutions in Canada.
5. Competencies have increased with staff to offer high-quality programming and support value creation within AFOA Alberta.
6. Year five of a five-year agreement with Athabasca University to offer the Bachelor of Commerce program collaboratively and associated laddering certificate programs, as developed. This collaboration has seen the development of a new major within the Bachelor of Commerce program, Indigenous Business.



451
Participants

30+
Communities

3 Treaty
Areas

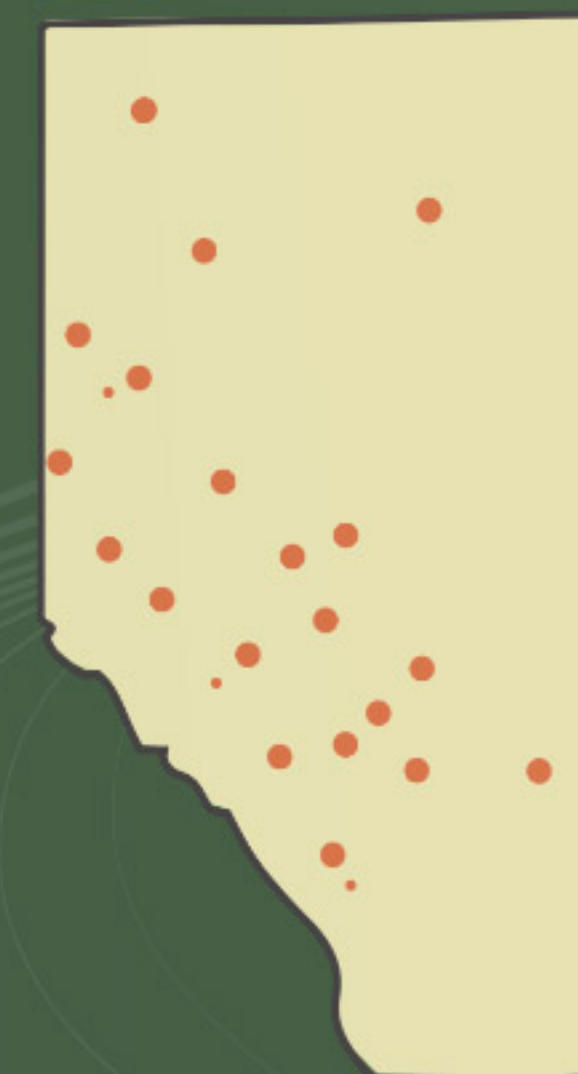
845
Days of
Instructions

PROGRAM REACH, QUALITY AND IMPACT

Participant survey results continue to highlight the quality of learning and its relevance to the workplace. Excellent results from our training programs and workshops continue to be reported by participants in the areas of content, delivery, service quality, achieved value and overall ratings.

Strongly Disagree = 1 Strongly Agree = 7

PARTICIPANT DISTRIBUTION



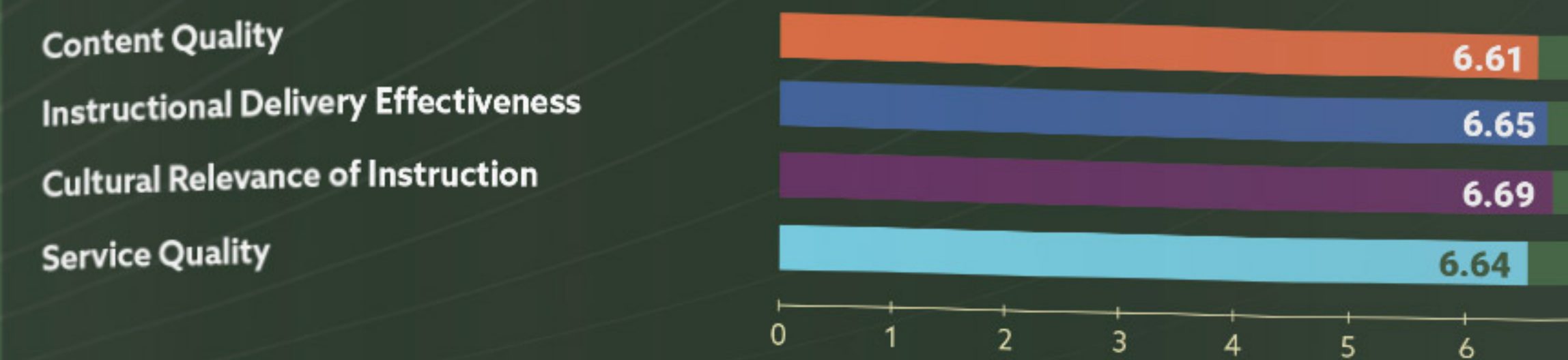
Edmonton	227	Lac La Biche	2
Enoch	54	Cardston	2
Maskwacis	33	Fort Chipewyan	2
Siksika	23	Peerless Lake	2
High Level	23	Rocky Mountain House	2
Wabasca	14	Tsuut'ina	1
Goodfish Lake	12	Cold Lake	1
Duffield	10	Driftpile	1
Calgary	8	Frog Lake	1
Standoff	6	St. Paul	1
Valleyview	4	Bon Accord	1
Saddle Lake	3	Calais	1
Chateh	3	Fort McMurray	1
Kehewin	3	Lethbridge	1
Kinuso	3	Ponoka	1
Brocket	2		

PARTICIPANT JOB TITLE

CPA Alberta Manager	76
ISC	47
Finance Clerk	37
CPA WSB	31
Director	30
Supervisor	22
Executive Assistant	20
Administrative Support	17
Technician	13
CEO/Band Manager	7
Executive Director	6
Finance Controller	6
Board Member	6
Senior Accountant	6
	5

6.70 /7

OVERALL PROGRAM QUALITY RATING



6.61 /7

CONTENT QUALITY

- Content aligned to learning objectives
- Cases/materials supported content
- Content introduced new concepts

6.65 /7

DELIVERY EFFECTIVENESS

- Instructors presented effectively
- Facilitated discussion effectively
- Linked content to business practices
- Used culturally relevant examples
- Encouraged workplace application

6.69 /7

CULTURAL RELEVANCE OF INSTRUCTION

- Instruction incorporated culturally relevant examples and Indigenous context

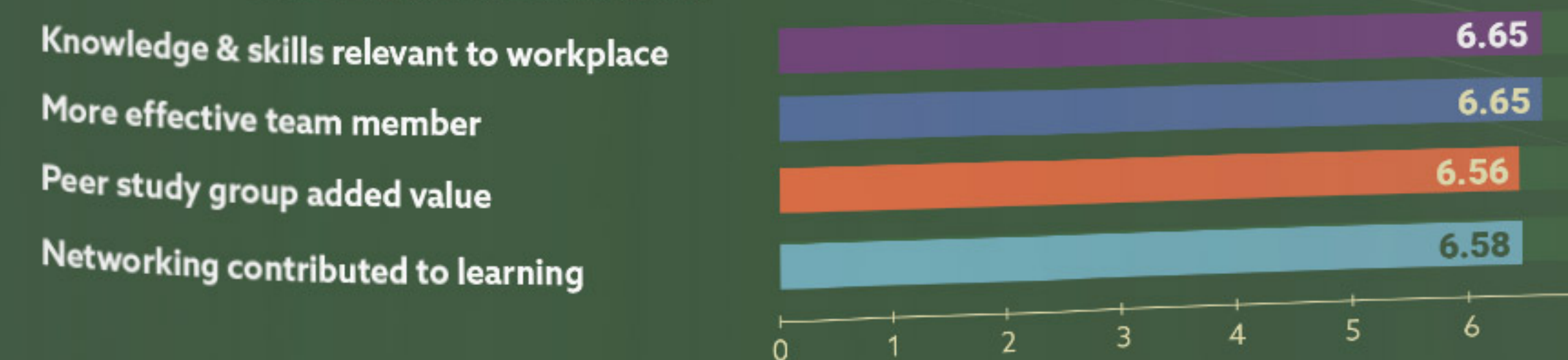
6.64 /7

SERVICE QUALITY

- Registration was easy and effective
- Classroom facilities were of high quality
- Administrative support was available when required
- Overall program administration was of high quality

6.61 /7

ACHIEVED VALUE FROM LEARNING





GOVERNANCE AND MANAGEMENT

The Aboriginal Financial Officers Association of Alberta's board of directors governs and oversees its operation. The volunteer directors are elected to three-year terms. Robert Andrews, Executive Director, manages AFOA Alberta with the support of Randa Wright, Operations Coordinator. The head office is in the Siksika Nation, and the learning center is in Enoch Cree First Nation.

BOARD OF DIRECTORS

Executive

Gerald Whitford, President and Chairperson
 Charlene Bruno, B. Com, ICD. D, Vice President
 Michael Zubach, CA, CPA, CAFM, Treasurer
 Edwina Stump, Secretary

Directors

Jessica Dorion, CAFM, Chairperson, AFOA Canada
 Brian Hjesvold, PAED, ICD.D
 Trina Mineault, CPA, CA.
 Justin Jimmy, B. Mgmt. CPA, ICD.D
 Heather Buffalo, MBA
 Sheila Howard
 Deanne Lightning
 Vicki Yellow Old Woman, BA

Management and staff

Dr. Robert Andrews, DBA, MBA, FCPA, FCMA, CAFM, Executive Director
 Randa Wright, Operations Coordinator



AFOA ALBERTA OVERVIEW

The Aboriginal Financial Officers Association of Alberta (AFOA Alberta) is an association committed to developing financial, accounting, management, and governance capacity for First Nation and Indigenous organizations. The Association provides professional development and training in finance, accounting, management, and governance to AFOA Alberta members, First Nation administrators, leadership, and the public who work with First Nation and Indigenous organizations. The Association also strives to encourage members to pursue the Certified Aboriginal Financial Manager certification (CAFM), a designation designed, in part, with the Chartered Professional Accountants Canada.

The Association brings together professionals from various backgrounds to train, coach, and mentor members, thereby developing their skills and assisting members in developing their governance capacity for Aboriginal populations and its capacity to perform essential functions in First Nations' governments and organizations. In addition, the organization has partnered with Athabasca University to create new undergraduate programs developed by Indigenous scholars that reflect their communities' needs.

The organization is incorporated under the Societies Act, and a Board of Directors oversees its activities. The executive director manages its day-to-day operations and is supported by the operations coordinator.

OUR PROGRAMMING INCLUDES:

Workshops and Forums

addressing specific management requirements and community issues such as good governance, management and leadership development.

Seminars

focused training sessions designed for administrators, Chief and Council, and First Nations' public service.

Conferences

addressing best practices in governance, providing a forum for changes in the volatile and complex environment in which First Nations are situated.

Facilitated and Custom Sessions

custom programs to serve the needs of our Indigenous community based on their requirements.

Partnership Programs

programs designed to accelerate the completion of the CAFM and certificate, diploma, and baccalaureate programs in business through partnerships with Athabasca University, CPA Western School of Business and other affiliated institutions.