

A person in traditional Indigenous regalia, including a large feathered headdress and a beaded necklace, is shown in profile. They are holding a large wooden banner that reads "AFOA CANADA". The background is a blurred indoor setting with other people and banners, including one that says "INAVUT".

AFOA Manitoba 11th Annual Leadership and Administrators Conference November 19 - 20, 2025 “Leading the Way to Future Opportunities”

Jeannie Carriere, CAFM, CAPA, CIL, CIHRP, President, AFOA Manitoba
Allan Munroe, CAFM, CAPA, Executive Director, AFOA Manitoba

Presentation Outline

Membership

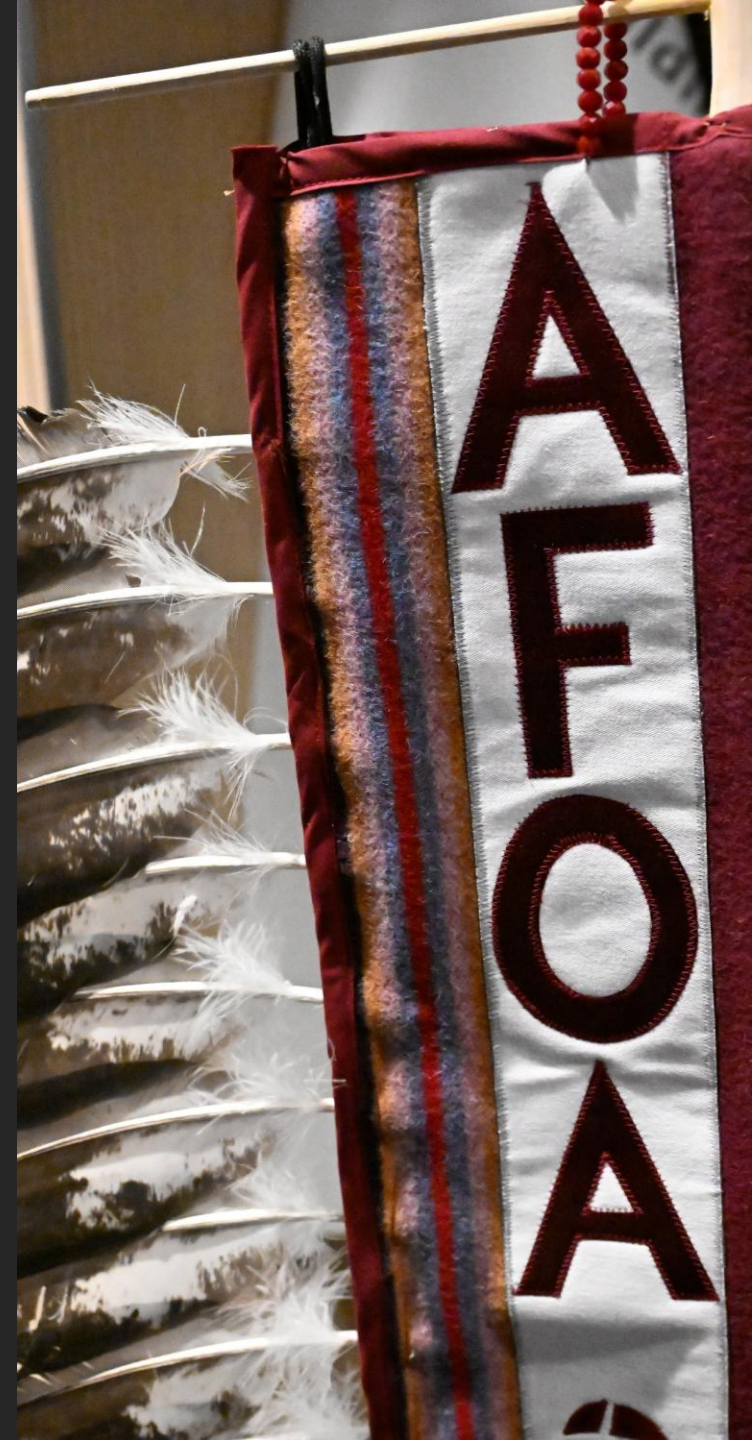
Professional Development – Certified Programs

New Initiatives

National Conference

Scholarships (Tuition Assistance)

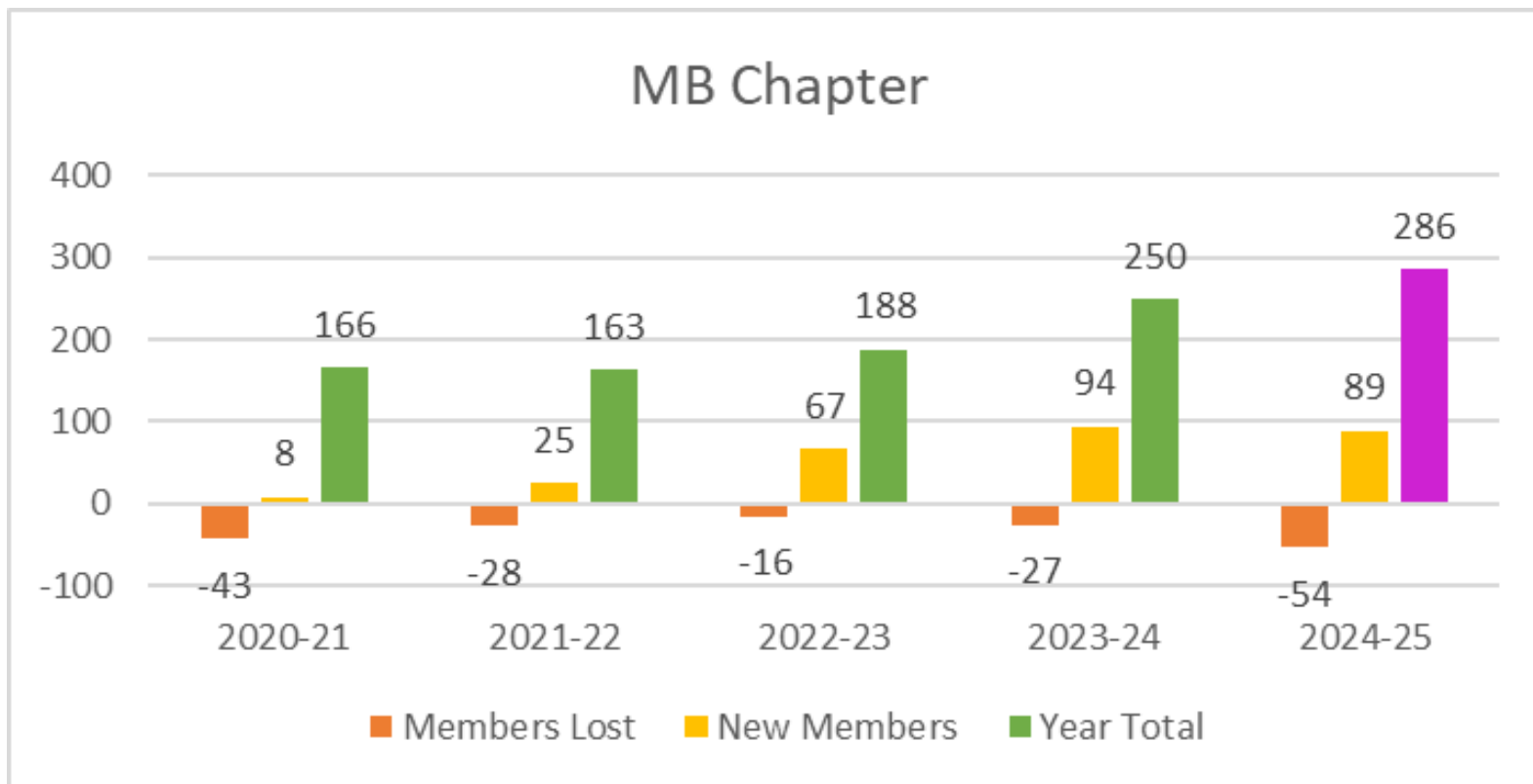
Questions & Comments



MB Chapter

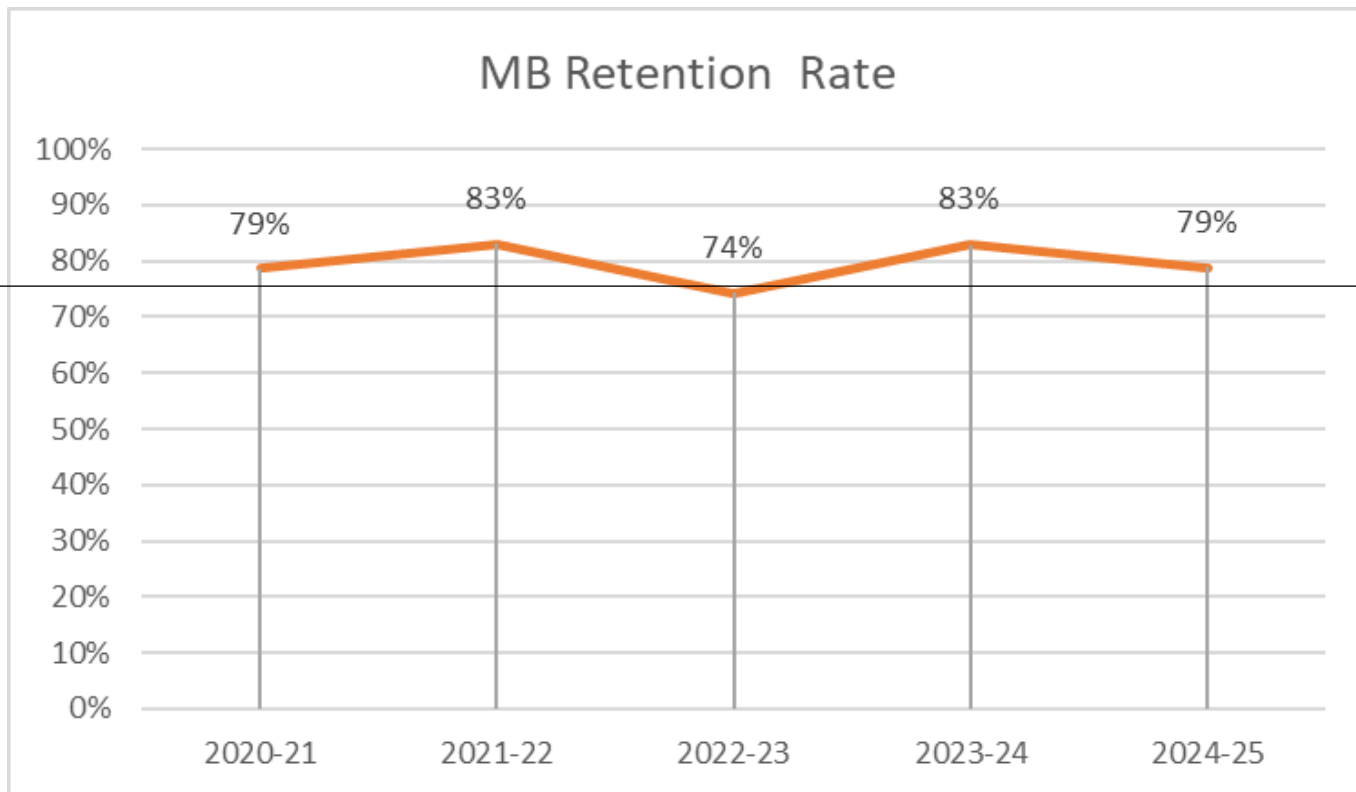
Graphical Representation

March 31, 2025



MB Chapter

Graphical Representation



Benchmark 75%



705



329



143



193



354

Over 1,700 Certifications & Designations!!

Five Professional Designation Programs

- Certified Aboriginal Financial Manager (CAFM)
 - Winter Semester starts January 26, 2026
- Certified Aboriginal Professional Administrator (CAPA)
 - Starting April 1, 2026, in person session in: Vancouver, BC
- Certified Indigenous Leadership (CIL)
 - Starting April 7, 2026, Calgary, AB
- Certified Indigenous Human Resources Professional (CIRHP)
 - Starting March 10, 2026, in person session in: Saskatoon, SK
- Certified Emerging Indigenous Leaders (CEIL)
 - Starting April 9, 2026, in person sessions in: Ottawa, ON
- For more information: education@afoa.ca

How to Become a CAFM

For Financial Management Professionals in Indigenous environments

Three options to apply for your designation:

1. **Education Program** (AFOA Canada and Post Secondary courses)
2. **Experience Path** (5 years financial management experience in Indigenous environments and courses through AFOA Canada)
3. **CPA Path** (CPA designation, five years experience in Indigenous environments and courses through AFOA Canada)



How to Become a CAPA

For Management Professionals in Indigenous environments

Three options to apply for your designation:

1. Independent Program (16 courses completed independently)
2. Cohorts (delivered in cohorts of 15-25 people across Canada)
3. Prior Learning Assessment & Recognition (PLAR) Program

How to Become a CIL

For elected leaders and board members as well as Senior Management



One option:

1. CIL Cohorts (National Cohorts or Community Based Options)



How to Become a CIHRP

For Human Resources Professionals in Indigenous environments

Three options to apply for your designation:

1. Independent Program (11 courses completed independently)
2. Cohorts (delivered in cohorts of 15-25 people across Canada)
3. Prior Learning Assessment & Recognition (PLAR) Program

How to Become a CEIL

For Indigenous youth (20-30 years) who are starting their careers in First Nations and Indigenous Communities

One option:

1. CEIL Cohorts (National Cohorts or Community Based Options)





Digital Competence

Digital Tools Needs Assessment



Emergency Planning and Preparedness

Emergency Planning and Preparedness Needs Assessment



Wealth Management and Planning

Trusts and Wealth Management Workshop
CAFM New Course on Indigenous Wealth Management



Communications

CAFM New course of Effective Financial Communications



Performance Evaluation and Performance Measurement

Members Survey

New Initiatives



Youth Certification – Certified Emerging Indigenous Leaders Program

Micro Credential in First Nations Taxation

Lump Sum Payments – Financial Wellness support for FNCFS and Jordan’s Principle Settlement Recipients

Financial Resiliency – updating Digital fiscal planning calendar Through a webtool
<http://indigenousfiscaltools.ca/>



Leading People and Investing to Build Sustainable Communities

March 24 – 28, 2025
Harvard Business School



Harvard
Business
School

Executive
Education



Scholarships (Tuition Assistance)

Scholarships & Bursaries

The Indigenous Learning Centre is dedicated to helping Indigenous people reach the highest standard of excellence in finance, management and leadership. ILC's initiatives in the development of Awards and Scholarships are examples of that commitment. Each year the following bursary and scholarships are presented:

Professional Development Scholarships



Amount Varies

The Professional Development Scholarships are available to anyone who wishes to take AFOA Canada courses. This scholarship is intended to offset the full registration costs for AFOA Canada courses and help qualified candidates who do not have the financial resources required to pursue one of AFOA Canada's designations or attend professional development courses.

[Learn More](#)

Next Intake: December 5, 2025



AFOA CANADA 2026 PRE-CONFERENCE WORKSHOPS

AFOA Canada will be delivering one-day and two-day pre-conference workshops on February 9 and 10, 2026. For more information on the pre-conference workshops, visit afoa.ca.

2-DAY WORKSHOPS FEBRUARY 9 & 10, 2026

- First Nations Governance IV: Strategy
- Project Management for Large Infrastructure Projects
- Estate Planning: Understanding Death, Taxes and the Lasting Legacy to your Family
- Digital Tools: AI and Emerging Technologies

1-DAY WORKSHOPS FEBRUARY 9, 2026

- Human Resources Management Essentials: Module Two - The Employment Relationship and the Employee Experience
- Financial Resiliency: Bookkeeping Foundations - Planning for the External Audit
- Finance for Non-Financial Managers

1-DAY WORKSHOPS FEBRUARY 10, 2026

- Human Resources Management Essentials: Module Three - Indigenous Employee Effectiveness and Capacity Building
- Financial Resiliency: Bookkeeping Foundations - Accounts Payable: Electronic Purchase Orders and Approvals
- IT for Non-IT Professionals

AFOA CANADA
24TH NATIONAL CONFERENCE

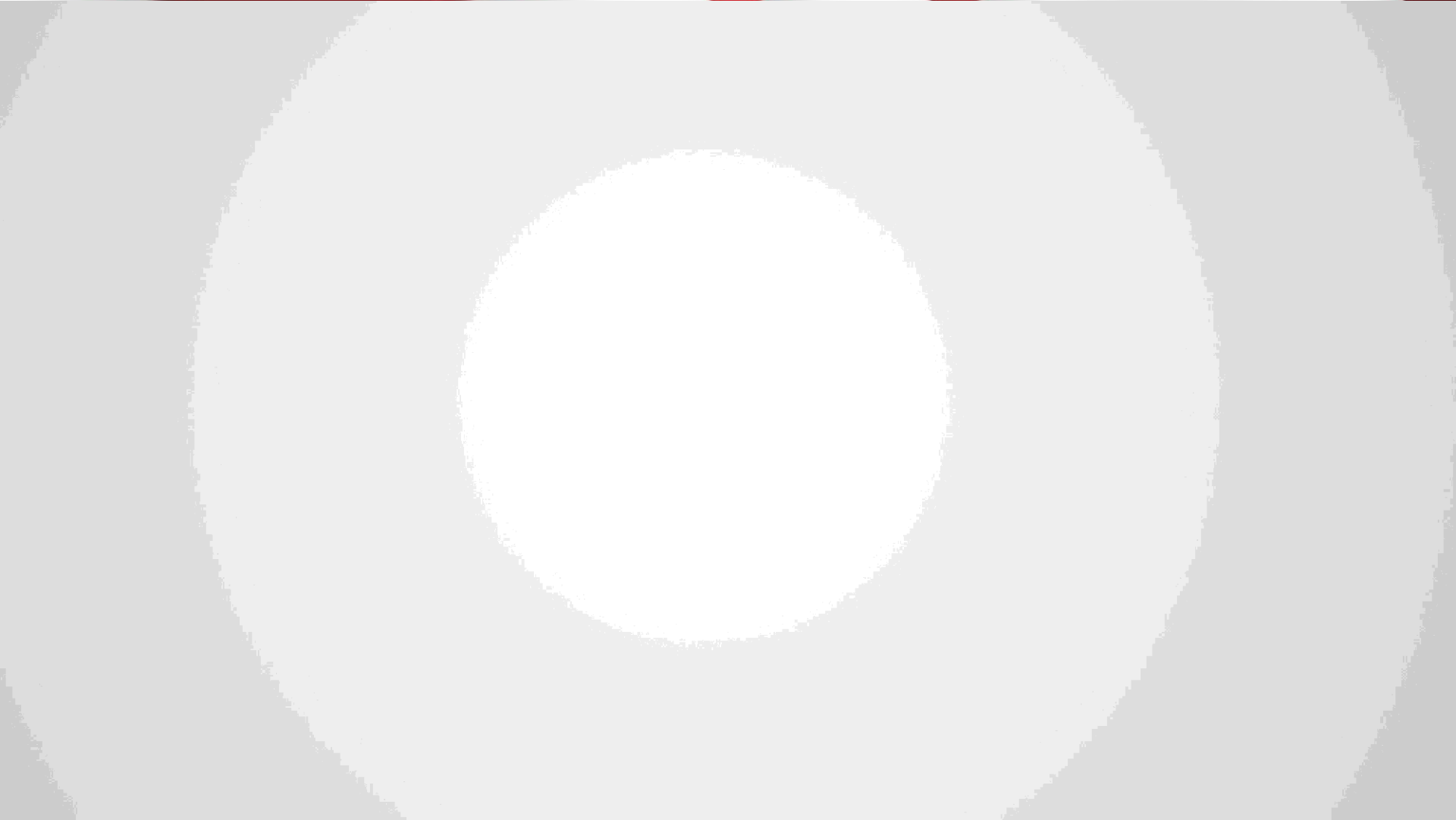
**GENERATING WEALTH,
GROWING CAPACITY FOR A
STRONGER COMMUNITY**

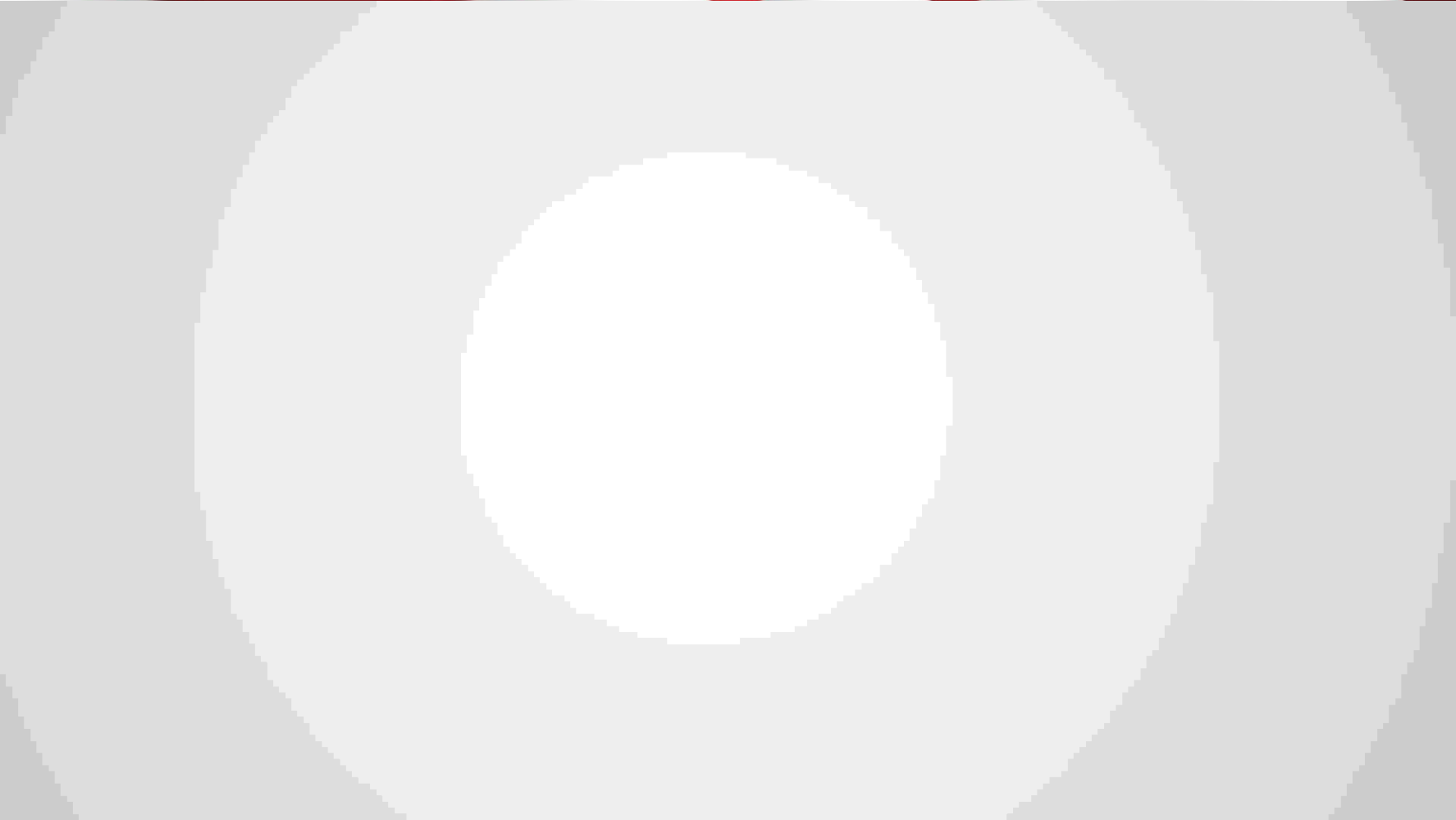
Marketing Flyer

FEBRUARY 10 TO 12, 2026
PALAIS DES CONGRÈS DE MONTRÉAL
MONTRÉAL, QUÉBEC

CORPORATE LEAD SPONSOR:
FNBC
First Nations Bank of Canada







Questions & Answers

