



Canadian Council for
ABORIGINAL
BUSINESS



ANNUAL REPORT

2010



Building Relationships, Sharing Knowledge.



ABOUT CCAB

The Canadian Council for Aboriginal Business (CCAB) was founded in 1984 by a small group of visionary business and community leaders committed to the full participation of Aboriginal people in Canada's economy. A national non-profit organization, CCAB offers knowledge, resources and programs to both mainstream and Aboriginal owned member companies that foster economic opportunities for Aboriginal people and businesses across Canada.

MISSION

To foster sustainable business relations between First Nation, Inuit and Métis people and Canadian business.

VISION

To be the recognized source for commercial opportunities between First Nation, Inuit and Métis people and Canadian business.

CORE VALUES

- Respect for First Nation, Inuit, Métis culture and values
- A high standard of business ethics
- Open, honest and transparent relationships with all stakeholders

BOARD OF DIRECTORS

Chair, **Ron Jamieson**, Corporate Director
Treasurer, **John Dutschek**, Dutschek & Company
Secretary, **Kara Flynn**, Syncrude Canada Ltd.

David Allison, Braun/Allison Marketing Creative Services
Bonnie Boretsky, Canada Post Corporation
Arden Buskell, First Nations Bank
Tammy Charland-McLaughlin, Primco Dene Ltd.
Karen Clout, Shaw Media
Michael Fox, Fox High Impact Consulting
Candice Holmstrom, CH Designs Inc.
Pat Horgan, IBM Canada Ltd.
Nick Javor, Tim Hortons
Dean Johnson, Sodexo
Brenda LaRose, Higgins International Inc.
Stephen Lindley, SNC-Lavalin Inc.
Erin Meehan, ESS Support Services
Gary Merasty, Cameco Corporation
Howard Morry, Pitblado LLP
Cathy Pin, BMO Bank of Montreal
Jacques Plante, Nasittuq Corporation
Paul Summers, Clemmer SteelCraft Technologies Inc.
Randy Swanson, Meyers Norris Penny LLP

LETTER FROM THE CHAIR

Dear Friends of CCAB:

It is my pleasure to present the 2010 annual report as we close the first decade of the new millennium.

Canada's economy has recovered from the Great Recession faster than any other developed country and it has a "bright economic future". Canada is positioned to strengthen its economy and remain a global leader and through that, a leader in the integration of Aboriginal businesses in the prosperity that flows from a strong economy. CCAB has played a key role in that integration in the past, and is well-positioned now as the perennial "go to" Aboriginal business association to ensure sustainable integration and a more prosperous Canada for all.

In 2010 CCAB hosted its first-ever event in Montreal, strengthening our role as an organization known for facilitating partnerships and collaborations across Canada.

We also strengthened existing relationships and launched new initiatives, including:

- *The Aboriginal Business Series Events* – one day, industry-specific conferences held across the country
- *The Aboriginal Business Survey*, in partnership with Environics Research Group, to provide a real understanding of the characteristics, experiences and behaviours of Aboriginal businesses
- Standing Committees to ensure that we leverage the wealth of knowledge and expertise around our Board table

The CCAB Board and our partners remain committed to the vision of our founder Murray Koffler, which is to positively change the lives of Aboriginal people through business. We are very proud of our accomplishments and excited about a future where our work continues to add real value to our members, Aboriginal communities, and the entire country of Canada.

Thank you for all of your support and we look forward to working with you in 2011.

Sincerely,

Ron Jamieson, *CCAB Chair*



Ron Jamieson,
CCAB Chair



In 2010 CCAB increased the number of Aboriginal business people serving on its Board, ensuring that its work, strategy, and objectives are more informed by the knowledge of that sector.

CCAB also established standing committees for membership, fundraising and events, programs, marketing and communications and finance. These committees advise strategy and represent an opportunity for CCAB to access expertise from leading Canadian companies from a variety of industries.

LETTER FROM THE PRESIDENT

Dear Members, Patrons and Supporters:

This year was important for the Canadian Council for Aboriginal Business as we extended our reach and attracted over one hundred CCAB members. Our three year strategic plan laid out a clear goal to build the awareness of CCAB's value. We continue to do this effectively and the result has been incredible membership growth.

In 2010, we enhanced the CCAB value proposition by launching new initiatives like the Aboriginal Business Series, one-day conferences with a focus on specific industries. We also gathered a select number of CCAB corporate members for a roundtable discussion with the National Chief Shawn A-in-chut Atleo, partnered with the Toronto Board of Trade to co-host a sold out breakfast event with the National Chief, and embarked upon a comprehensive Aboriginal Business Survey together with Environics Research Group.

During 2010 we substantially increased our outreach to the media and had major coverage of our work in leading Aboriginal and mainstream publications. In addition, CCAB's public awareness video about the Aboriginal business sector was broadcast in-kind by Shaw Media and APTN; it was also viewed frequently on the CCAB web site, reaching Canadians across the country.



For CCAB members, we believe this annual report will demonstrate a return on your investment in our organization. Our commitment is to you, our members.

Thank you for your support in 2010, and we look forward to an exciting 2011.

Sincerely,
Clint Davis, *President & CEO*



Clint Davis,
President & CEO

2010 Highlights:

Aboriginal students who received FAAY scholarships and/or bursaries:

132

Total amount of education funding disbursed:

\$281,500

Growth in CCAB membership:

48%

PARTNERSHIPS AND COLLABORATION

CCAB's success and that of its members is built on partnerships and collaboration. CCAB's programs represent a commitment to working with both Aboriginal and main-stream Canadian businesses to make a sustainable impact on the prosperity of Aboriginal communities. CCAB is equally committed to creating opportunities for building relationships and sharing knowledge among its member companies. These opportunities establish the foundations for collaboration and partnerships between Aboriginal and mainstream Canadian businesses.

In 2010 CCAB offered day long events under the banner of the Aboriginal Business Series, designed to overview the future of specific industries:

- September: *Aboriginal Corporate Relations* featured PAR Company representatives from Cameco Corporation and Casino Rama speak about the best practices and lessons learned in Aboriginal relations, and a panel that presented perspectives of the Aboriginal community
- November: *Alberta 2011 – A Bright Future for Aboriginal Business* covered foreign investment, partnerships, and government commitment to economic development in the energy sector
- November: *Mining in Saskatchewan* offered an overview of industry growth and the perspective of industry players and the Aboriginal business sector on best practices in Aboriginal procurement and business development

- December: *Northern Ontario Opportunities and Land Use Planning* provided an outlook of the exciting future for the northern Ontario mining industry, and the opportunities for partnerships with Aboriginal businesses and communities

CCAB also held the Aboriginal Business Forum & Trade Show in March and continued to host the business luncheons launched in 2009 with a Saskatoon event that featured keynote speaker William Doyle, President and CEO of Potash Corporation. A second luncheon was organized in Montreal with Michael Novak, Executive Vice-President of SNC-Lavalin. This luncheon represented CCAB's first ever event in Montreal to strengthen CCAB's growing, national significance.

CCAB's events are made possible through partnership, collaboration, and sponsorship from the following Canadian businesses:



BUILDING FOR THE NEXT TEN YEARS

PAR turned 10 in 2010. It was, and remains, the only program of its kind in the world that measures Aboriginal relations!

The milestone represented an opportunity for CCAB to collaborate with representatives from the Aboriginal community, member companies, and other stakeholders, to envision and plan for PAR's continued impact on Aboriginal relations.

Following a review of leading and best practice in corporate social responsibility and certification, this working group championed program changes that will increase participation and program awareness in the Aboriginal community. Key program changes include a merger of PAR's expertise with that of the Global Reporting Initiative, a leading CSR reporting framework, and the program's online launch with the support of IBM Canada Ltd.

Powered by: 



Progressive Aboriginal RELATIONS

Canadian Council for
Aboriginal Business 

In 2010 at the 8th Annual Vancouver Gala, CCAB and its members were joined by National Chief Shawn A-in-chut Atleo to recognize Casino Rama and ARAMARK Canada, Remote Services and Health Care divisions as newly certified companies. BMO Financial Group; Cameco Corporation; ESS, a member of Compass Group Canada; and Sodexo Canada, Remote Sites Division also demonstrated sustainability in their Aboriginal relations, each recertifying at the Gold PAR level.



"The Assembly of First Nations recognizes the value of PAR in providing real benefits for our communities."

*National Chief Shawn A-in-chut Atleo
Assembly of First Nations
September 16, 2010*

LEADING WITH COLLABORATION AND PARTNERSHIP

Nothing demonstrates the value of partnership and collaboration like the success of the Aboriginal Hall of Fame laureates. Working with their communities and building business relationships with mainstream businesses, the ABHF laureates' accomplishments demonstrate the value of Aboriginal communities' full engagement in the Canadian economy.

Quebec's Pita Aatami and Mervin Dewasha of Ontario were inducted into the ABHF at CCAB's 13th Annual Toronto Gala Dinner in March 2010. Mr. Aatami is a leader in the Inuit community and has a track record of building mutually beneficial partnerships. Mr. Dewasha is also a successful business man and has made a substantial contribution to greater participation of Aboriginal talent in the workplace, especially in the area of engineering. He worked with government and the private sector to create the Canadian Aboriginal Science and Engineering Association in 1993.

The 2010 laureates have each made distinctive contributions, and like the other laureates, their skill in partnership and collaboration has played a key role in their success.

Aboriginal Business HALL OF FAME

Canadian Council for
Aboriginal Business 

Special thanks to ESS, a member of Compass Group Canada, founding and exclusive sponsor of the ABHF

ESS

A member of Compass Group Canada
www.compass-canada.com



In 2010, the community lost a true leader and an ABHF laureate with the passing of Chief Billy Diamond. Dr. Diamond is credited with many firsts as an Aboriginal entrepreneur and his business accomplishments were substantial, numerous, and diverse. His leadership in business and community were recognized through his induction into the Order of Quebec and the ABHF in 2005. His legacy will continue to impact the Aboriginal community.

SUPPORTING YOUTH

Over the last 16 years, CCAB has partnered with sponsors of the FAAY scholarship and bursary program to support hundreds of Aboriginal youth achieve their educational and career objectives. CCAB leads the outreach to schools, colleges, and universities that promotes the program and attracts applications. In 2010, over 1200 FAAY packages were sent to Northern communities alone!

FAAY is unique because sponsors play the lead role in the actual selection and the program is also the only national education bursary program for high school students.

In 2010, over \$280,000 in support was provided to 42 Aboriginal high school students and 90 Aboriginal post secondary students in a variety of disciplines. The support is substantial but the real need in the Aboriginal community is not yet met; National Chief Shawn A-in-chut Atleo directly links education to prosperity in the Aboriginal community. Sharing his belief, CCAB sees tremendous opportunity in increasing its members' opportunities to support Aboriginal youth.

Foundation for the ADVANCEMENT OF ABORIGINAL YOUTH

Canadian Council for
Aboriginal Business 

Each sponsor's engagement in the FAAY selection process offers a cultural awareness building opportunity that can support inclusion in the workplace. The selection process connects sponsors with the dreams of Aboriginal youth, their accomplishments and their Aboriginal community and culture.

"This was my first time participating in the FAAY selection process and I found it to be tremendously rewarding both on a personal level and from an organizational perspective for Sodexo. While it was extremely challenging to select recipients from the numerous worthy applicants with inspiring stories to tell, it provided invaluable insight into the circumstances, capabilities and potential of Aboriginal youth across the country."

Tracey Durand, Sr. VP of Legal & Corporate Affairs, Sodexo Canada

BMO  Capital Markets

BMO  Financial Group

BMO 
Ron Jamieson Scholarship

SHAW MEDIA

Sun Life Financial



Davis + Henderson

 COMPASS
GROUP

encana
natural gas

Great-West Life
Financial Group

London Life

Canada Life

sodexo

STRONGER COMMUNITIES TOGETHER™

TAKING ABORIGINAL BUSINESS TO THE NEXT LEVEL

In partnership with the Compass Group of Canada and the Counselling Foundation of Canada, the Aboriginal Business Mentorship Program officially launched in 2010. The program paired 19 mentorship teams in Ontario, Saskatchewan, Alberta and British Columbia, with Aboriginal protégés from the construction, arts and culture, service, technology, natural products, and tourism industries.

Mentorship teams collaborate to explore options and strategies to develop, expand and measurably improve the protégé's business or support the professional growth of an Aboriginal person in a professional role. The matches provide real value to the protégé and instill a sense of personal and professional growth for the mentor. The program is mutually beneficial to both the protégé and the mentor and fosters a collaborative environment through the exchange of ideas.

Aboriginal Business MENTORSHIP PROGRAM

Canadian Council for
Aboriginal Business 

"The Mentorship program at the Canadian Council for Aboriginal Business has been a huge stepping stone in the right direction for my business development. The mentors that I have been partnered with have helped refocus my thinking and direction for my business through their expert guidance. I am truly grateful for the leadership that has stepped forward to assist me and that would not have been possible without CCAB."

Eddy Robinson, Morningstar River

*Mentored by Jennifer Cowling, TD Bank Group
and Dominic Natale, TD Waterhouse*



A member of Compass Group Canada
www.compass-canada.com



The Counselling Foundation of Canada

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of

the Canadian Council for Aboriginal Business / le Conseil Canadien pour le Commerce Autochtone

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2010, the summary statement of operations, summary statement of changes in net assets and summary statement of cash flows for the year then ended, are derived from the audited financial statements of The Canadian Council for Aboriginal Business/ Le Conseil Canadien pour le Commerce Autochtone (the "Council") for the year ended December 31, 2010. We expressed a qualified audit opinion on those financial statements in our report dated May 11, 2011.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Council.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian generally accepted accounting principles.

Auditors' Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Council derives a portion of its revenue and net asset additions from the general public in the form of donations and endowments, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amounts recorded by the Council and we were not able to determine whether any adjustments might be necessary to donations revenue, excess of revenue over expenses, and net assets.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the summary financial statements derived from the audited financial statements of the Council for the year ended December 31, 2010 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles

Toronto, Canada
May 11, 2011

"Segal LLP"
Chartered Accountants
Licensed Public Accountants

FINANCIAL STATEMENTS 2010

SUMMARIZED STATEMENT OF FINANCIAL POSITION As at December 31

ASSETS

Current - Cash and cash equivalents	\$ 809,869	\$834,091
Accounts receivable	246,018	127,242
Prepaid and deferred expenses	77,867	26,167
	<u>1,133,754</u>	<u>987,500</u>

Property and equipment	30,432	49,111
Domain name	7,400	7,400
	<u>\$1,171,586</u>	<u>\$1,044,011</u>

LIABILITIES

Current - Accounts payable and accrued liabilities	\$ 156,722	\$ 36,637
Deferred revenue	46,850	20,000

	203,572	56,637
NET ASSETS	<u>968,014</u>	<u>987,374</u>
	<u>\$1,171,586</u>	<u>\$1,044,011</u>

SUMMARIZED STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS For the Year Ended December 31

REVENUE

Fundraising events	\$ 791,348	\$ 689,145
Membership fees and donations	732,000	726,950
Foundation for the Advancement of Aboriginal Youth	277,950	303,035
Research grants	196,546	-
Other income	63,036	65,331
	<u>2,060,880</u>	<u>1,784,461</u>

EXPENSES

	<u>2,105,240</u>	<u>1,817,410</u>
Deficiency of revenue over expenses for the year	(44,360)	(32,949)
Endowment contributions	25,000	6,000
Net assets - beginning of year	\$ 987,374	\$1,014,323
Net assets - end of year	<u>\$ 968,014</u>	<u>\$ 987,374</u>

THE FUTURE

In 2010 CCAB built its capacity to meet the growing needs of Aboriginal entrepreneurs and mainstream Canadian businesses.

In 2011, CCAB anticipates another increase in membership and has a business plan that builds on the collaborations and partnerships of 2010:

- The collaborative review of PAR will offer a more accessible program to mainstream businesses and raise program awareness with Aboriginal communities
- Increased networking and learning opportunities will facilitate important connections for sharing knowledge and building relationships to fully take advantage of opportunities in growing industries
- The opportunity to participate in a mentorship match will be offered to Aboriginal entrepreneurs and business professionals across Canada
- Research will be completed and disseminated, providing a greater understanding of the potential and capacity of Aboriginal businesses and their contribution to the Canadian economy

CCAB's continual program review and enhancements; increased dialogue with members through consultation; board committees and the new annual member satisfaction survey, ensure that CCAB can meet member expectations and support the full participation of the Aboriginal community.

BUY ABORIGINAL

CCAB supported Aboriginal business by buying over \$265,000 worth of products and services from exceptional Aboriginal organizations in 2010. Aboriginal suppliers to CCAB were:

- | | |
|-----------------------------------|---|
| • 4Sight Consulting | • Generation Seven Consulting |
| • Aboriginal Link | • Jason Jenkins Photography |
| • Aboriginal Multi-Media Society | • Kahtou News |
| • Aboriginal Printing Corporation | • Katherine Fehr |
| • Acosys Consulting Services | • Keesic Douglas Photography |
| • Ahtsik Native Art Gallery | • Metis Fiddler Quartet Productions |
| • Anishinabeg Communications | • Monpetit Studios |
| • Anishinabek News | • Moonstone Creation |
| • Beesum Communications | • NationTalk |
| • Big Soul Productions | • Ontario Federation of Indian Friendship Centres |
| • Cedar Basket Gift Shop | • Perry & Associates |
| • Cedar Root Gallery | • Symbiotic Group |
| • Fox High Impact Consulting | • Turtle Island News |
| | • Whetung Ojibwa Centre |



MEMBERS

PATRONS



PARTNER MEMBER PLUS

ARAMARK Canada
Canada Post Corporation
CN (Canadian National Railway)
Compass Group Canada
Ontario Power Generation
PepsiCo Canada
Scotiabank
SNC-Lavalin Group Inc.
Sun Life Financial Inc.
TD Bank Financial Group
Xerox Canada Ltd.

PARTNER MEMBER

Hewlett-Packard (Canada) Co.
Shell Canada Energy
Vale

BUSINESS MEMBER PLUS

AECOM Canada Ltd.
Accenture Inc.
BC Hydro
Bruce Power
Cameco Corporation
Cenovus Energy Inc.
Enbridge Pipelines Inc.
Encana Corporation
Goldcorp Canada Ltd.
Graham Group Ltd.
Great-West Life, London Life & Canada Life
Nexen Inc.
Shaw Media
The Koffler Foundation

BUSINESS MEMBER

Acklands-Grainger
Alberta Pacific Forest Industries Inc.
ATCO Structures and Logistics
Bee-Clean Building Maintenance
Business Development Bank of Canada
Canadian Electricity Association
CAPE Fund Management Inc.
Ceridian
Clemmer SteelCraft Technologies Inc.
Comstock Canada Ltd.
Corporate Knights
Davis + Henderson
Detour Gold Corporation
Diavik Diamond Mines Inc.
Domco Foodservices Limited
East Side Road Authority Inc.
Engage Learning Systems Inc.
EnviroNics Research Group
ERM (Environmental Resources Management)
Globe Modular Ltd.
Manitoba Lotteries Corp.
Meyers Norris Penny LLP
Noront Resources Ltd.
NovaGold Resources Inc.
Ontario Power Authority
Pitblado LLP
Pitney Bowes Canada
Raytheon Canada Limited
Red River College
Savanna Energy Services Corporation
T.E. Wealth
Vertex Business Services
Whaler Industrial Contracting
Willms & Shier Environmental Lawyers LLP



ABORIGINAL BUSINESS MEMBER PLUS

APTN (Aboriginal Peoples Television Network)
ACFN Business Group
Arctic Co-operatives Limited
Canadian Energy Pipeline Association
Casino Rama
Donna Cona Inc.
First Air
First Nations Bank of Canada
Gestion ADC (1996) Inc.
Nasittuq Corporation
Osoyoos Indian Band Development Corporation
Peter Ballantyne Developments LP
Points Athabasca Contracting LP
Primco Dene LP
St. Eugene Golf Resort & Casino
Treaty 7 Management Corporation
Wasaya Airways LP
Whitecap Development Corporation
Windigo Ventures General Partner Ltd.



ABORIGINAL BUSINESS MEMBER

4Sight Consulting
Aboriginal Link
Aboriginal Printing Corporation
Acosys Consulting Services Inc.
Adirondack Technologies Furniture Inc.
Alliance Interiors Inc.
AMR Planning & Consulting
Anishinabeg Communications
Big Soul Productions Inc.
Braun/Allison Inc. Marketing Creative Services
Bravo Tango
Calnash Trucking
CH Designs Inc.
Douglas Communications Inc.
Eagle Vision Leadership & Training Solutions
First Peoples Group
Five Nations Energy Inc.
Fox High Impact Consulting
Higgins International
Indigenous Corporate Training
Ininew Limited Partnership
Johnston Research Inc.
JTM Law
KCN Contracting Ltd.
K&P Auto & Marine
Karamea
Metis Fiddler Quartet Productions
MGM Communications
MorningStar River
Mother Earth Essentials
NAAF (The National Aboriginal Achievement Foundation)
National Aboriginal Energy and Power Association
NationTalk
Native Business Development Magazine
NATSCO Mechanical Contracting Inc.
New Relationship Trust
Niagara Peninsula Aboriginal Area Management Board
Northeastern Alberta Aboriginal Business Association
Northern Winch & Tractor Inc.
NUPQU Development Corporation
Perry & Associates
Proud Child Designs
Red Sky Performance
Royal Solutions Inc.
Spirit Creative Advertising & Promotion
Spirit Staffing & Consulting Inc.
Stonecircle Consulting
Symbiotic Group
Temp Air Control
Turtle Island Indigenous Education Corporation



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