



CANADIAN COUNCIL FOR
INDIGENOUS
BUSINESS

2024 Annual Report

TABLE OF CONTENTS

ABOUT CCIB	3
Message from the Co-Chairs	4
CCIB 2024 Board of Directors	5
A Message from the President & CEO	6
CCIB Values	8
MEMBERSHIP	9
Become a Member	10
Achievements and Milestones	10
Membership Categories	10
Membership by Province and Territory	11
2024 Patrons	11
2024 EVENTS & AWARDS	12
CCIB 2024 Celebrations	13
CCIB 40th Anniversary Celebration	14
CCIB Indigenous Business Awards	16
CCIB Retrospective Video & Brand Reveal Video	18
PARTNERSHIP ACCREDITATION IN INDIGENOUS RELATIONS (PAIR)	23
2024 PAIR Committed and Certified Companies	25
2024 PAIR Varifiers and PAIR Jury	26
TOOLS FOR INDIGENOUS BUSINESS (TIB)	27
Tools and Services	28
Webinars	29
Grants Administered in 2024	30
SUPPLY CHANGE™	32
Indigenous Procurement Strategy - Supply Change™	33
Metrics and Quick Facts	33
Webinars	34
Indigenous Procurement Champions	34
RESEARCH & PUBLIC POLICY	35
Renewed Priorities	36
Ongoing Priorities	36
Key Findings	37
Published Research Projects	38
Public Policy Summary	40
Research and Public Policy in 2024: By the Numbers	42
MARKETING & COMMUNICATIONS	43
Brand Refresh	44
Indigenous Business Report, E-News & Opportunities	45
Getting the Word Out	46
Speaking Engagements	47
FINANCIALS	53
Report of the Independent Auditor on the Summary Financial Statements	54

About CCIB

CCIB's mission is to promote, strengthen and enhance a prosperous Indigenous economy through the fostering of business relationships, opportunities and awareness for all our members.

A Message from the Co-Chairs

In 2024, Canadian Council for Indigenous Business (CCIB) reaffirmed its dedication to supporting Indigenous businesses and fostering economic growth and did so with a new look that honours the past while embracing the future.

Unveiled during CCIB's 40th anniversary celebration, the refreshed branding and new name, ensures CCIB's visual identity aligns with its values, mission, and the resources and opportunities it provides. CCIB program names were also changed to better reflect the value they bring to the Indigenous economy.

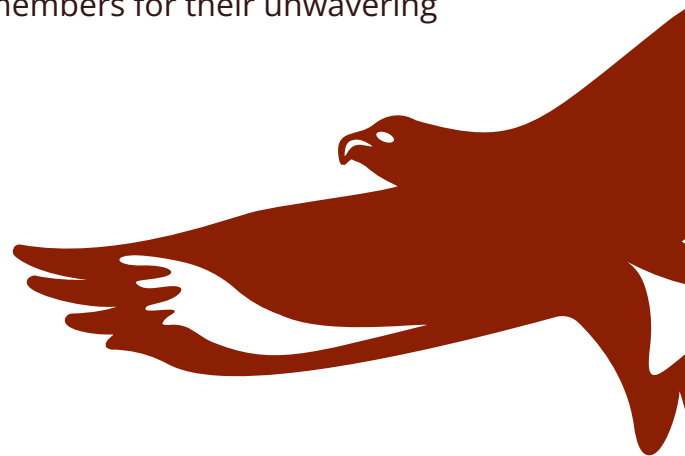
By the end of 2024, CCIB's membership increased by more than 600 new members to almost 2,700 active members and over 1,500 Certified Indigenous Businesses—and continues to grow. Additionally, the Partnership Accreditation in Indigenous Relations (PAIR) program, formerly known as Progressive Aboriginal Relations (PAR), ended the year with a total of 266 companies participating, with 48 new companies joining in 2024.

CCIB's Tools for Indigenous Business (TIB) program hosted Indigenous business networking events across the country in seven cities. It also continued to provide online tools, services and connection opportunities with nine different webinars, and covered a variety of relevant topics for Indigenous entrepreneurs.

In 2024, three grant programs provided thousands of dollars to Indigenous businesses through live draws and adjudicated applications. The grants distributed included the Indigenous Entrepreneurship Fund (IWEF), the Young Indigenous Business Grant (YIBG), and the Canada Digital Adoption Program.

CCIB has continued to build partnerships and make its presence known both in Canada and globally. CCIB attendees and speakers consistently advocated for Indigenous economic reconciliation. Notably, President and CEO Tabatha Bull was named a Top 100 Lobbyist by The Hill Times for the fifth year in a row.

2024 was a big year for CCIB—a time to celebrate history, implement change, and embrace a refreshed brand that sets the stage for an even brighter future over the next 40 years. We extend our heartfelt thanks to the 2024/2025 board members for their unwavering commitment and support to CCIB and its members.



CCIB 2024 Board of Directors



Alicia T. Dubois
Co-Chair,
Boann Social Impact LP

A stylized signature of Alicia T. Dubois in black ink.



Michael S. Jacobs
Co-Chair,
Cambium Indigenous
Professional Services

A stylized signature of Michael S. Jacobs in black ink.

Pamela Zabarylo
Treasurer, KPMG LLP

Annie Korver
Rise Consulting Ltd

Barbara McKenzie
Metis Settlements Development Corporation

Dany Gaudreault
Sandvik Mining and Rock Technology

Desiree Norwegian
Atunda Inc
AECON

Dylan MacLennan
L'nu Energy Inc

Fiona Kirkpatrick Parsons
Kirkpatrick Parsons Consulting

Greg Fuhr
Suncor

Jeff Provost
MCW Group of Companies

Johanne Senecal
Canadian Association for Petroleum Producers

Jon Davey
Scotiabank

Leanne Krawchuk
Dentons Canada LLP

Lisa Isaac
Lisa Isaac HR Professional Services

Linda Hartford
CIBC

Mark Brajer
Brajer Project Management
Tsartlip Group of Companies

Mark Shadeed
Bank of Montréal

Mathieu Boucher
Hydro Québec

Michael Hungerford
Westbourne Capital Ltd. o/a Hungerford
Properties

Paul Gruner
Tlicho Investment Corporation & Group of
Companies

Rory Richards
NUQO Modular

Sarah Midanik
The Gord Downie & Chanie Wenjack Fund

Troy Dunn
Apple Canada

Randy Moore
Director Emeritus, Bee-Clean Building
Maintenance

A Message from the President & CEO

In 2024, CCIB marked an important milestone—40 years of building and supporting Indigenous business success across the country. As part of this celebration, we proudly introduced a new name and refreshed branding for CCIB and our programs. It was important that this event and the refresh honoured our past, all of those who have come before us, but also where we are going: growing, evolving, and deepening our impact. CCIB has continued to grow with new members, partnerships, and initiatives to help Indigenous businesses thrive. We are so proud to support and celebrate a continuously growing Indigenous economy.

The response to refresh, created in collaboration with Alberta-based Pipikwan Pêhtâkwan—was both humbling and inspiring. It has now reached visitors to our website and over 3.3 million people on social media. More importantly, it resonated and brought renewed energy to our work. This past year, we brought people together from across the country and the world—hosting more than a dozen in-person events, including Tools for Indigenous Business (TIB) regional networking events. In May, we honoured our 40th anniversary in Toronto alongside over 1,200 guests. The Awards Gala recognized Indigenous excellence across five categories, and our thought-provoking panels and keynote speakers sparked important conversations about the future of Indigenous business. Most importantly, we celebrated our success and meaningful connections were made—it was an historic moment for CCIB.

In Calgary, we hosted the Indigenous Relations Forum and the Partnership Accreditation in Indigenous Relations (PAIR) Awards, recognizing companies that are leading with integrity and accountability in integrating economic reconciliation throughout their organization. This event underscored the essential role of partnerships rooted in respect and shared prosperity—and the need for continuous learning on the journey toward economic reconciliation.

In 2024, we saw tremendous support for our Supply Change program, with significant reaffirmation of the importance of transparency and accountability within Indigenous procurement. Our inaugural Supply Change Indigenous Procurement Event in Enoch, Alberta, brought together over 300 attendees who engaged in panel discussions focused on Indigenous procurement. Over three dozen Certified Indigenous Business exhibitors met with attendees for the opportunity to sell their products and services. It was our first trade show—and it won't be the last. We will build on that success in 2025, expanding opportunities for Indigenous businesses to access new markets and partnerships. CCIB's research continues to shape both policy and practice. In 2024 we released seven in-depth reports, and a new infographic, covering topics such as Indigenous procurement at federal, regional, and development corporation levels, Indigenous businesses in the forestry sector, leadership diversity, early stages of Indigenous women's entrepreneurship, and trade. These insights and many others support governments, corporations, communities and our own programming in advancing real, measurable progress.

We also advanced our influence globally. The CCIB team and I represented CCIB in over 100 speaking engagements in Canada and around the world—including the UK, France, Geneva, Brazil, and Chile. Globally, we shared the importance of Indigenous participation and growth within the economy, including discussing Indigenous trade at the World Trade Organization Public Forum and the potential of the Indigenous economy and the benefit that true Indigenous partnerships bring to projects in the UK.

Our public policy team worked tirelessly to ensure Indigenous perspectives were present in government consultations, export discussions and international trade missions. From multiple conversations at committee and other tables continuing to assert the benefit of Indigenous procurement policies to providing direct feedback on domestic and multilateral government policies, delivering presentations, hosting roundtables and panel discussions—every opportunity to provide input matters. The team also played a key role in facilitating Indigenous business participation in international trade missions, including the Hanover Messe and the Team Canada Mission to Australia, we are ensuring that Indigenous business representation are not just part of the conversation – but Indigenous businesses themselves are at the table.

We also continue to lead by example, In 2024, 25 per cent of CCIB's own procurement went to Indigenous-owned businesses.

We are proud to say that CCIB closed the 2024 fiscal year with a surplus, reflecting our commitment to sound financial stewardship. This is more than a number – it is a reflection of our values. It allows us to not only strengthens our foundation but to invest more deeply in our work, grow our team and ensure long-term stability. A portion of the surplus will be set aside as restricted funds, safeguarding CCIB against unforeseen challenges. The remaining funds will be reinvested into programs and initiatives that directly align with our mission to advance Indigenous economic development. These strategic investments will enable us to amplify our support for Indigenous entrepreneurship, prosperity, and economic self-sufficiency.

As we look ahead to 2025, we remain committed to putting Indigenous businesses at the forefront of the Canadian economy. With our refreshed brand and newly designed website by Manitoba-based Certified Indigenous Business Bloom + Brilliance, and an incredible team, we are ready to are ready to keep pushing forward—with purpose, with strength and with out members and partners at our side.

To all of you—our members, partners, sponsors and champions—thank you. Your support fuels our work, and your believe in the Indigenous economy drives us forward. Together, we will make meaningful progress toward a more equitable and diverse economic future.

Chi Miigwetch,



Tabatha Bull



CCIB Values

CCIB's approach and strategic direction is based on the following values based upon the Seven Grandfather Teachings:

Wisdom
(Nebagamon)



Embrace Strategic Thinking and Lifelong Learning

We value informed decision-making based on knowledge and experience. We encourage continuous learning, innovative approaches, and leveraging the wisdom of our team members to drive success.

Respect
(Mnaadendmowin)



Honour Diversity and Collaboration

We celebrate the unique perspectives and talents of our team members, Indigenous businesses and partners. We believe in the power of collaboration, treating everyone with respect, and valuing their contributions.

Humility
(Dbadendiziwin)



Demonstrate Humble Accountability and Continuous Improvement

We humbly acknowledge our strengths and weaknesses, always seeking opportunities for growth and improvement. We are accountable for our actions, learn from our mistakes, and embrace feedback.

Love
(Zaagidwin)



Cultivate a Supportive and Inclusive Culture

We foster a workplace and environment where compassion and respect for one another are paramount. We build strong, diverse teams that support each other's growth, well-being, and professional development.

Bravery
(Aakwa'ode'ewin)



Encourage Innovation and Courageous Leadership

We embrace change and encourage our team to take calculated risks, push boundaries, and lead with courage.

Truth
(Debwewin)



Pursue Authenticity and Ethical Practices

We are committed to truthfulness in our business practices, programs, and services. We adhere to ethical standards, embrace sustainable practices, and align our actions with our core values.

Honesty
(Gwayakwaadiziwin)



Practice Transparency and Trustworthiness

We maintain an environment of open communication and honesty. We uphold the highest ethical standards, take responsibility for our actions, and build trust with communities and CCIB's members.

MEMBERSHIP

A thriving membership is central to CCIB's mandate. By building relationships between Indigenous and non-Indigenous businesses and communities, CCIB helps foster a more equitable and sustainable economy across Canada.

Become a member

CCIB is a national, non-partisan, member-based organization. Its membership is comprised of both Indigenous and non-Indigenous companies operating in Canada, ranging in size from entrepreneurs with less than 20 employees to organizations with more than 10,000 employees.

Membership Achievements and Milestones

In 2024, membership grew to 2600+ total members as CCIB welcomed 600+ new members, and retained 85% of our membership from previous years.

View the [2024 Listing](#) of all CCIB members by category, province, and territory.

Membership Categories and Membership Breakdown as of Dec.31, 2024

CIB | 1,660

Certified Indigenous Business Member
20 employees or less

CIB+ | 133

Certified Indigenous Business Member Plus
21 employees or more and/or
Indigenous community-owned
Economic Development Corporations

SBEM | 158

Small Business Enterprise Member
20 employees or less, or Non-Profit
Corporations/Charities

BM | 597

Business Member
21 to 2,499 employees

BM+ | 44

Business Member Plus
2,500 – 4,999 employees

PM | 20

Partner Member
5,000 – 9,999 employees

PM+ | 22

Partner Member Plus
More than 10,000 employees

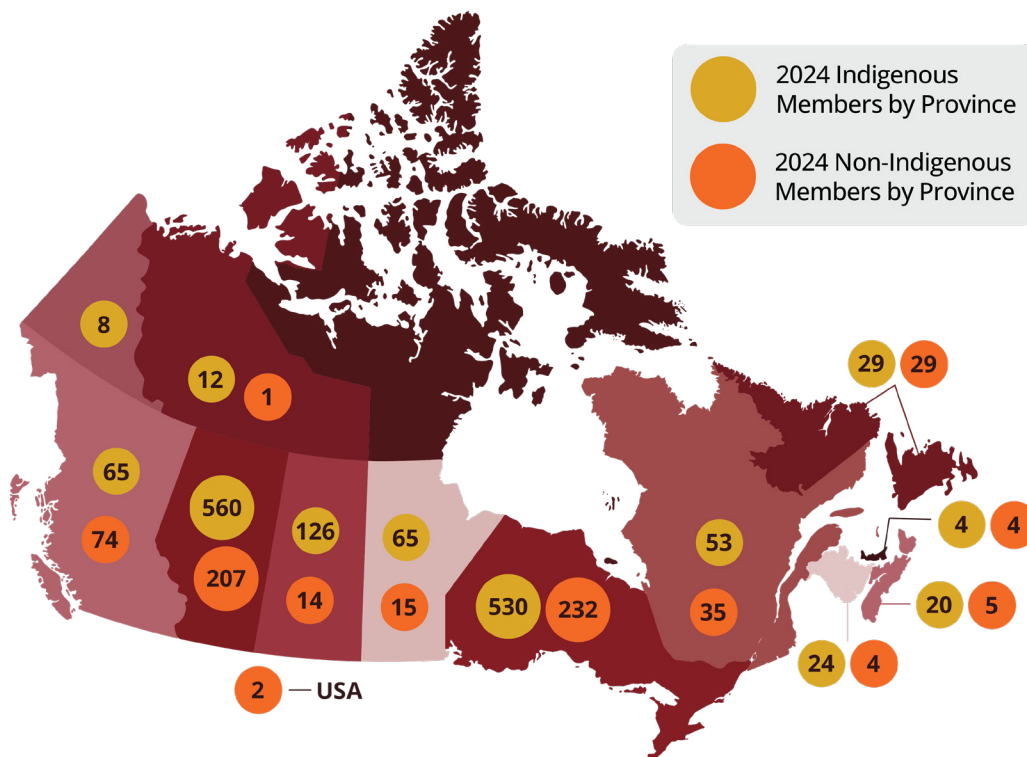
PATRON | 25

Patron Member
Unlimited

Coffee Connection

CCIB's Coffee Connection achieved another successful year of virtual networking. A total of 325 attendees registered to connect and hear updates on grants and funding opportunities, topics of interest to our members, and news from CCIB departments. Coffee Connection takes place on the first Thursday of each month. The final Coffee Connection of 2024 featured CCIB President and CEO Tabatha Bull providing a yearly recap.

2024 Membership by Province and Territory



Learn more about the benefits of becoming a CCIB member at ccib.ca/membership and join today.

2024 Patrons

Patrons generously commit to supporting the economic reconciliation efforts of CCIB.



EVENTS & AWARDS

CCIB's in-person events include national business forums, award galas, networking, procurement and trade show events that connect Indigenous and non-Indigenous business leaders, provide education and insight and celebrate achievements fostering collaboration and advancing economic reconciliation across Canada.

CCIB 2024 Anniversary Celebration

In 2024, CCIB hosted its largest event to date, the 40th Anniversary celebration, welcoming more than 1,200 attendees from across the country.

In addition to the 40th Anniversary celebration, CCIB presented the PAIR Awards in Calgary, AB, and the first-ever Indigenous Procurement event in Enoch, AB as well as Tools for Indigenous Business (TIB) events across the country.

Canadian Council for
ABORIGINAL
BUSINESS



40th
Anniversary

CCIB 40th Anniversary Celebration: Business Forum

CCIB's 40th Anniversary celebration was hosted at the Westin Harbour Castle in Toronto, ON, from May 27 to 29, 2024.

Indigenous Business Forum

The anniversary celebration was opened by Her Excellency the Right Honourable Mary Simon, Governor General of Canada, with a powerful keynote delivered by Perry Bellegarde, former National Chief of the Assembly of First Nations. The forum featured 45 panellists and two keynote speakers.

Entertainment included performances by world-renowned hoop dancer Dallas Arcand, Kaha:wi Dance Theatre, N'we Jinan Youth Singers and Red River Ramblers.

The Networking Lounge and Event App enabled attendees to share insights and make business connections over the course of three days.



Opening Reception & Marketplace

An opening night reception produced by Candace Scott-Moore from TKMF Productions highlighted the creativity and innovation of Indigenous fashion designers from across the country and included a set by DJ Classic Roots. The Indigenous marketplace showcased the work of 32 vendors and artisans throughout the event.



Indigenous Live Concert and Back to the '80s After-Party

The Indigenous live concert featured performances from Aysanabee, Crystal Shawanda, and The Halluci Nation, and the festivities concluded with a lively retro Back to the 80's after party.



2024 Award Recipients

CCIB recognized five outstanding individuals and organizations in the Indigenous business community.



LIFETIME
ACHIEVEMENT

Indigenous Business Lifetime
Achievement Award recipient
Hilda Broomfield Letemplier



YOUNG
INDIGENOUS
ENTREPRENEUR

Young Indigenous
Entrepreneur Award recipient
Nyden Iron-Nighttraveller



INDIGENOUS
WOMEN
IN LEADERSHIP

Indigenous Women in
Leadership Award recipient
Annette Morgan



EXCELLENCE IN
INDIGENOUS
RELATIONS

Excellence in Indigenous Relations
Award recipient
Mark Little

Det'on Cho
GROUP OF COMPANIES



INDIGENOUS
BUSINESS
OF THE YEAR

Indigenous Business of
the Year Award recipient
Det'on Cho Management LP

QUOTES

*"It was an awesome event with great opportunities.
Glad I was able to attend. Cool branding!
See you next year."*

Trudy Westhaver, Corporate Wear Canada

"The conference was filled with thought-provoking panels, interactive networking sessions and an unending list of "wow" moments including the awards gala, a hosted concert featuring powerhouse performances, a sneak peek of the Indigenous Fashion Arts Festival 2024 Runway, and an Indigenous Artisans Marketplace with over 30 vendors from across Turtle Island. Maarsii to the incredible team who brought us all together to celebrate this important milestone, to reflect on the achievements of the past, and to look to the future of Canada's Indigenous economy."

Shannon Pestun, Pestun Consulting

"This is my first time attending [a CCIB and event] and I am so very thrilled to be here! I have felt so welcomed, embraced by my people, like I have come home."

Mahsi Kristine Geary, Maple Leaf Tours

"Great event thus far, good balance of presentation and networking. One of the best conferences this year!"

Pierre Beaulieu, Jones Lang LaSalle (JLL)

EVENTS & AWARDS

18

CCIB 40th Anniversary Retrospective Video

The CCIB 40th Anniversary Retrospective Video celebrated four decades of Indigenous business growth, resilience, and success.

You can view the video here:



Launch of New Brand & Vision

At the 40th celebration, the launch of CCIB's new name and brand was announced.

Watch the brand reveal video here:



Event Impact:

Attendees:

1,188

Sponsors:

56

Agenda:

45 Panelists | 2 Keynote Speakers

Sponsors

CO-LEADS



AWARDS GALA



OPENING RECEPTION



INDIGENOUS ENTERTAINMENT



AFTERPARTY



COCKTAIL RECEPTION



SUPPORTING



LUNCH



TRANSIT SPONSOR



TRANSIT PARTNER



NETWORKING LOUNGE



BOOK SPONSOR



MAINSTAGE PANELS



RED CARPET PHOTO



VIDEO 360



CORPORATE PHOTOS



NETWORKING BREAK



BUSINESS CONNECT ROOMS



INDIGENOUS MARKETPLACE



CONTRIBUTING



SESSION



COFFEE CONNECTION



COMMUNITY



PAY IT FORWARD



MEDIA PARTNERS



Indigenous procurement event

The Indigenous Procurement event was held on Oct. 16, 2024, at the River Cree Resort in Enoch, AB. CCIB welcomed 320 attendees to the event, which also served as CCIB's first-ever trade show, featuring 39 Certified Indigenous Business exhibitors promoting their goods and services. The pre-event reception included music by DJ Classic Roots and offered opportunities for attendees to network with other businesses and corporate buyers. The forum was hosted by Holly Fortier, President and Facilitator of Nisto Consulting Inc., and featured a keynote address by Cadmus Delorme, Founder and Chair of OneHoop Advisory Services, and entertainment by Dancing Cree and Kikino Northern Lites. Panel discussions included Certified Indigenous Businesses, Indigenous Procurement Champions, and government representatives, who shared their successes and recommendations for increasing Indigenous procurement opportunities within Canadian corporate and government supply chains.



QUOTES:

"I will aim to attend this event every year, as an opportunity to hear from business owners, entrepreneurs and established organizations about how best to include Indigenous businesses more in the work of government and corporations, as well as encouraging meaningful connections that build the future."

Katy Mead – Director
Government of Yukon (Government Representative)

"The whole event was Excellent!! It was very well organized; the presentations were very interesting and the opportunities to network were great!! 100% recommended!"

Mariana Welsh - Supply Chain Manager
ATCO Frontec (Champion)

"For a first event this was very successful. This is especially true for newer and smaller companies who may be looking for partnerships and try to build relationships. These supply are always important for face to face meetings to learn about items that you don't have first hand knowledge of. I look forward to the next event."

Mark Brajer - Chief Executive Officer
Tsartlip Group of Companies (CIB)

"The Indigenous Procurement Event hosted by CCIB was top-notch from the time of arrival until the last speakers panel. The entire team did an amazing job at the first ever event and we were happy to be a part of it!"

Marcie Sommerville - Sales/Corporate Accounts
Novamen Inc. (CIB Exhibitor)



Indigenous Relations Forum & PAIR Awards

The Indigenous Relations Forum & PAIR Awards were held on Nov. 5, 2024, at the Grey Eagle Casino & Resort in Calgary, AB, where more than 400 attendees celebrated 30 Canadian corporations that were recognized for achieving Bronze-, Silver- or Gold-level status in the Partnership Accreditation in Indigenous Relations (PAIR) program. Holly Fortier, President and Facilitator of Nisto Consulting Inc., hosted the day. Entertainment included dancer and recording artist, Tony Tootoosis and visual artist Keegan Starlight who painted an original work of art that was raffled off at the conclusion of the awards.



Sponsors

Lead Sponsor

AtkinsRéalis

Keynote Sponsor



Entertainment & Reception Sponsor

cenovus
ENERGY

Contributing Sponsors



PENNECON

Scotiabank

Coffee Connection Sponsor



Art Sponsor



Community Sponsors

AECON



SECURE

TIB Networking Events 2024

Across Canada, a series of events brought together presenters, sponsors, and community members to share and learn. The journey began in Vancouver, B.C. in February with presenters Chief Ian Campbell and Rory Richards, and a strong showing of 184 registered attendees. The topic was **Fostering Success: Best Practices in Partnering with Indigenous Businesses in the Trades Sector**.

This was followed by **Journey to Success: Empowering Indigenous Entrepreneurs and Businesses in Moncton** N.B in May, where Jolene Johnson, Paul Langdon, and Stanley Barnaby spoke to 89 registered participants.

The events progressed west to Calgary, Alta. in June, where Chris Healy, Janice Larocque, and Travel Powell presented **Indigenous entrepreneurship: Individual contributions to community success** to 164 registered attendees. Then, in Saskatoon the following month, Thomas Benjoe and Mitch Langan addressed 120 people speaking on **Strengthening the Indigenous Economy**.

The events moved eastward again, stopping in Montreal for the last summer event in August. Here, Jason Annahatak, Robert Auclair, and Kahsennenhawe Sky-Deer shared their expertise on **Indigenous Innovation** with 151 registered guests.

This was followed by a September event in Winnipeg, where Kathleen Bluesky and Dwayne Bird presented **Indigenous Economic Development, strengthening local and broader Indigenous communities** to 108 registered participants. The tour concluded in Toronto in November with **The power of mentorship in lighting the path forward in the entrepreneurial journey**, where Marie St-Gelais and Tristan N. Cammaert spoke to the largest crowd of 170 people.

Each event was made possible by the generous support of various sponsors, highlighting a collaborative effort to bring these gatherings to life from coast to coast. Lead Sponsors included BDC, Cenovus Energy, Chartered Professional Accountants B.C., Concentra Trust, Ernst & Young, Innovation Federal Credit Union, Paper Excellence, and Pomerleau. Contributing Sponsors included ARUP, BASF, BC Housing, BDC, Bee-Clean Building Maintenance, CBS Maintenance, Cameco, Capilano University, Concentra Trust, EllisDon, Export Navigator, FNPA, FortisBC, Herc Rentals, Hydro Québec, Lafarge, MediaEdge Publishing Inc., Meridian, North Forge Elevate IP Program, Nouveau Monde Graphite, Okane, Seaspan, Siksika Group of Companies, Sonami, Sysco, and Yaahl Construction. In-Kind Sponsors included Maximus Rose, Natural Resource Solutions Inc., and RBC.



PARTNERSHIP ACCREDITATION IN INDIGENOUS RELATIONS (PAIR)

Integrating Economic Reconciliation through Business

PAIR certification gives organizations a competitive edge, building their reputation in Corporate Social Responsibility while fostering economic opportunities. PAIR remains the premier corporate social responsibility program with an emphasis on Indigenous relations.



PARTNERSHIP ACCREDITATION IN INDIGENOUS RELATIONS (PAIR)

Integrating Economic Reconciliation through Business

The Partnership Accreditation Indigenous Relations (PAIR) program, formerly known as Progressive Aboriginal Relations until May 2024, is a national certification program that evaluates and confirms corporate performance in Indigenous relations at the Bronze-, Silver- or Gold- levels. Participating companies progress through three phases over a period of up to three years, with the goal of achieving certification.

The PAIR designation is supported by independent third-party verification, offering a high level of assurance to Indigenous communities, companies and the public. The PAIR certified logo signals that a company understands what it takes to be a trusted business partner, fosters inclusive workplaces, and is committed to supporting Indigenous prosperity through meaningful engagement and action.

The 2024 PAIR-certified companies were recognized and celebrated at the Indigenous Relations Business Forum & PAIR Awards on Nov. 5, 2024, at the Grey Eagle Casino and Resort in Calgary. The one-day event, which had over 400 attendees, honoured 30 CCIB member companies for accomplishing bronze-, silver- or gold-level certification.



2024 PAIR Committed Companies



PAIR BRONZE
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Bronze-Level

Accenture
Raise
Atkins Realis
Milestone Environmental
Strategic Way
Alstar
Kruger Kamloops Pulp
Stantec Group
ATB Financial
Secure Energy
Finite Carbon
Schlumberger Canada
BGIS Energy



PAIR SILVER
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Silver-Level

CIBC
General Dynamic Land
Systems (GDLS)
Tolko
Worley Parsons
GJ Cahill
Pennecon
Bird Construction
Allteck Limited Partnerships



PAIR GOLD
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Gold-Level

BC Hydro
Greater Victoria Harbour
Authority
Ontario Power Generation
Bee Clean Building
Maintenance
SaskPower
Hydro-Québec
Scotiabank
Alberta Pacific Forest
Industries
BC Housing



PAIR COMMITTED
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Committed-Level

The year ended with 48 new Committed level companies and a total of 268 companies in the PAIR program. See the full list of PAIR Committed companies [HERE](#).

Highlights

We would like to thank the following **PAIR Verifiers** for their contribution to the PAIR program:

Ellen Perry
Claire Marshall
Sandi Morriseau
Steve Francis
David Flood
Isabelle Allan

Cole Rheaume
Debra Donovan
John Hill
Derek Sagima
Tom Browne
Derek Lewis

We would also like to thank the **PAIR Jury** for their contribution to the PAIR program.

Brittany Sault
Michael Fox
Victor Pelletier
Dylan Whiteduck

Mary Ann Morin
Karyn Lewis
Bren Littlelight

Find PAIR Facilitators available [HERE](#).
Find PAIR Cultural Trainers available [HERE](#).

For more information, contact the
PAIR Team at pair@ccib.ca

TOOLS FOR INDIGENOUS BUSINESS (TIB)

**TIB provides practical tools, training and
networks to help you grow your business.**

TIB Tools and Services



In 2024, TIB introduced several new tools and services via the online portal, which offers financial and business service tools as well as workshops and courses for free or at discounts. To learn more, visit www.ccib.ca/tib/.

Webinars hosted by TIB:

Human Resources

Lisa Isaac HR hosted two webinars on Indigenous human resources. The first focused on how corporations can incorporate Indigeneity into their HR practices and had 538 registrants. The second, addressed how Indigenous businesses can balance traditional and mainstream HR practices, with 419 registrants.



Business & Finance

Deloitte ran a three-part series on digital brand strategy. Parts one and two had 93 registrants each, and the third part had 53 participants.



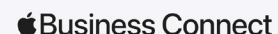
Porttris Consulting Group held a Financial Literacy webinar with presenter David Delisle which had 63 registrants.



Meridian Credit Union's webinar, "Breaking Barriers for Access to Capital," with presenters Brayden Harper and Brian Mocha had 43 registrants.



Apple Business Connect hosted "Elevate your Business Potential" with presenter Jake McKenna, which had 43 registrants.



Innovation

NAMI held a webinar titled "Collaborate to Innovate," with presenter Mitchell Lutz. It had 18 registrants and focused on supporting businesses with manufacturing and intellectual property challenges.



CCIB and EY Presents: Indigenous Entrepreneur Pitch Competition 2024

The four finalists for the Pitch Competition were:

NIBI, Robin Richard



Heart Berry Soda, Nadine Jobson



OnSite 3D, Wade Eno



Ashini Consulting, Marie St. Gelais



The Pitch Finale was held in conjunction with our TIB networking event in Toronto, culminating in a highly competitive race for top honours. Marie St. Gelais from Ashini Consulting emerged as the winner, highlighting the caliber of talent fostered within CCIB.

Quotes:

"Attending the CCIB event in February 2024 was an incredibly positive experience...The executives and panelists in attendance were phenomenal, offering valuable insights and fostering meaningful connections."

Sandi Lesueur, VIRTU Resort & Residences

"CCIB events are a fantastic place to learn and network with both Indigenous and non-Indigenous businesses. Their continued work to foster economic growth for FNMI peoples and their communities is truly, bar none!"

Ashley Huston, MediaEdge Publishing

Grants administered in 2024

Indigenous Women Entrepreneurship Fund (IWEF)

With 238 applications, it was the highest number of business entries in the initiative's history. The grant amount and the number of recipients were increased from \$2,100 to \$2,500 and from 20 to 22 recipients. Successful recipients were also awarded a one-year CCIB membership.



Young Indigenous Business Grant (YIBG)

CCIB launched its first grant dedicated to young Indigenous entrepreneurs under the age of 35, the Young Indigenous Business Grant, which was presented by lead sponsor, Loblaw Companies Limited. Twenty-two successful applicants each received \$2,500 and a one-year CCIB membership during a live draw.



Canada Digital Adoption Program (CDAP)

Innovation, Science, and Economic Development Canada (ISED) partnered with CCIB to deliver the Canada Digital Adoption Program—Grow Your Business Online program. Since the start of the CDAP program in 2022, 590 eligible Indigenous businesses across Canada received grants of up to \$2,400 via reimbursement and access to the support of an e-commerce advisor. Advisors assisted the businesses in developing and achieving their digital adoption goals. On Sept. 30, 2024, the program officially closed applications. Since then, CCIB's team has ensured that all eligible businesses complete their CDAP journeys.



New Educational Initiative Launched in 2024

Schulich Mini-MBA for Indigenous Leaders

In 2024, CCIB partnered with Schulich ExecEd to launch the inaugural cohort for the Schulich Mini-MBA for Indigenous Leaders. This program is designed to empower Indigenous business professionals by enhancing their leadership capabilities and equipping them with practical business solutions.

The Mini-MBA curriculum integrated practical skills and knowledge from industry experts, incorporating perspectives from the business community alongside the latest academic research, enriched with insights from esteemed Indigenous guest speakers. A key component of the program was the Capstone project, where participants applied their acquired knowledge to real-world business challenges. The program culminated with participants presenting their Capstone solutions to a panel of senior leaders, fostering opportunities for networking and mentorship.

Sponsored by CCIB, Scotiabank, Barry, and Laurie Green, WSP, and Munsee Delaware Nation, the program launched in November and continued its courses for the initial cohort into 2025.



SUPPLY CHANGE™

Supply Change is a first-of-its-kind program designed to provide procurement opportunities for Certified Indigenous Businesses and connect corporate buyers with Indigenous suppliers — ensuring that Indigenous businesses have equal opportunity to participate in Canadian procurement.



**SUPPLY
CHANGE**

Indigenous Procurement Strategy

In 2024, CCIB's Supply Change continued its mission to advance economic reconciliation through Indigenous procurement by connecting corporate Canada with Certified Indigenous Businesses (CIBs). The program facilitates access to procurement opportunities, promoting inclusive purchasing practices and fostering lasting partnerships between Indigenous businesses and corporate and government buyers.

In 2024, Supply Change reinforced accountability by enhancing its Champion requirements, ensuring corporate members move beyond commitments to demonstrate measurable progress in Indigenous procurement. The introduction of Advocates established a new entry point for organizations working to expand their Indigenous procurement efforts, offering recognition and support as they progress toward Champion status.

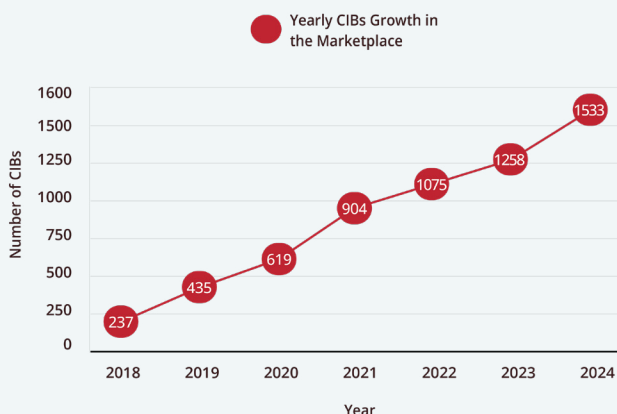
As corporate accountability continued to grow, Supply Change remained at the forefront, equipping businesses with the tools to track Indigenous procurement, set clear targets, and integrate reconciliation into their business strategies.

Marking another milestone, Supply Change hosted its first regional procurement event, bringing together government, corporate buyers, and CIBs for networking, knowledge sharing, and key discussions on strengthening Indigenous procurement partnerships.

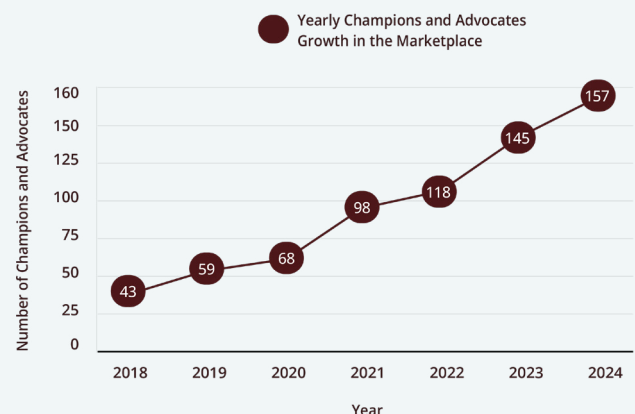
These efforts benefited CIBs by offering direct access to new opportunities, fostering meaningful connections with potential buyers, and driving their growth within the Canadian economy.

Metrics and Quick Facts

CIBs in the marketplace - 1533



Champions and Advocates - 157



SUPPLY CHANGE™ Webinars

In 2024, Supply Change delivered online sessions to support Indigenous businesses. The first was a workshop titled “How to Find Federal Government Opportunities Under 40K,” which had 130 attendees, with 90 being Indigenous businesses. An Indigenous procurement event was hosted in partnership with ATB, drawing 81 attendees, 51 of whom were Indigenous businesses (CIBs). In addition, there were 10 Supply Change Marketplace monthly orientations held throughout 2024, which had a total of 291 attendees, including 145 Indigenous businesses.

Indigenous Procurement Champions



RESEARCH & PUBLIC POLICY

CCIB's research is focused on economic reconciliation. It supports Indigenous entrepreneurship and community development by conducting research that informs policy change and program development, enhancing Indigenous prosperity and strengthening the Canadian economy.

Research

Renewed Priorities

In 2024, CCIB's research team secured McConnell Foundation funding to explore Indigenous entrepreneurs' financial well-being and capital skills, aligning with the interests of three-in-five members. The membership survey highlighted the value of strategic insights, stories, and best practices from Indigenous leaders. Half of CCIB members prioritized skills, training, and mentorship, and two-in-five reported that CCIB research enhanced their business strategy. The CCIB research team expanded webinars on small business and Intellectual Property (IP) support, aligning with member preferences for webinars.

Building on last year's momentum, CCIB continued to explore trade and export opportunities for Indigenous SMEs. This included a second report with Global Affairs Canada (GAC) on market access barriers and solutions, culminating in an Indigenous Trade Symposium in Ottawa in December. The research team also focused on IP and Indigenous Traditional Knowledge, conducting an IP roundtable in Calgary and three educational webinars on IP basics, funding, and enforcement.

Ongoing Priorities

This year, CCIB returned to researching government and corporate procurement, a key concern for half of CCIB members according to the membership survey. Three reports were released on federal and regional procurement practices and challenges and a case study on an Indigenous economic development corporation with aspirations to break into federal procurement. Despite the 5% commitment across the federal government, many Indigenous firms still face challenges, highlighting the need for better implementation.

Participants in the research projects, especially Indigenous business leaders, were critical to the success of the research teams efforts in 2024.



Key Findings

Procurement

- Indigenous firms face barriers, including administrative burdens, extended payment periods, lack of ROI clarity, and the impact of colonial legacy and discrimination.
- Recommendations: Tailored resources, in-person engagements, simplified applications, better communication, set-asides/incentives, and Indigenous -designed educational materials.

Trade and Export

- Indigenous small and medium-sized enterprises (SMEs) are four times more likely to plan international expansion.
- Key obstacles: Labour attraction (61.8%), government regulation (47.5%), and access to financing (39.7%).
- Remote SMEs face more IT and infrastructure challenges.
- Export obstacles: Logistical (51.4%), border (40.3%), financing (38.9%), IP protection (23.6%).
- Supports needed: People-to-people connections, access to finance, and stronger IP protection.

Leadership

- Indigenous leadership values differ from corporate Canada's focus on individual success.
- Indigenous women face gendered and racial biases, higher standards, and balancing responsibilities.
- Importance of Indigenous representation on boards and in senior positions for varied perspectives, structural change, and employee confidence.
- Need for Indigenous-focused training, inclusive policies, and accountability that recognize rightsholders, separate from DEI initiatives.
- Address structural barriers like educational gaps and socio-economic disparities.

Published Research Projects

Best Practices for Federal Procurement (Year 1 of 3)

1. Barriers and Wise Practices for Indigenous Engagement in Federal Procurement

Published: Sept. 24, 2024

Sponsor: Indigenous Services Canada



2. Reviewing Regional Indigenous Procurement: Barriers and Wise Practices

Published: Oct. 16, 2024

Sponsor: Indigenous Services Canada



3. Untapped Potential: A Case Study of Indigenous Economic Development Corporation Capacity in Federal Procurement

Published: Nov. 6, 2024

Sponsor: Indigenous Services Canada

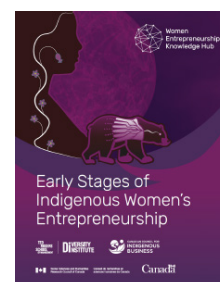


Early Stages of Indigenous Women Entrepreneurship

Published: Oct. 24, 2024

Partners: Women Entrepreneurship Knowledge Hub, Diversity Institute

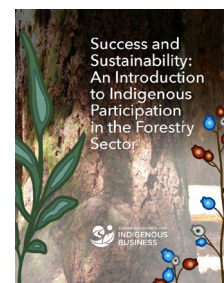
Sponsor: Government of Canada, Social Sciences and Humanities Research Council



Success and Sustainability: An Introduction to Indigenous Participation in the Forestry Sector

Published: Oct. 2, 2024

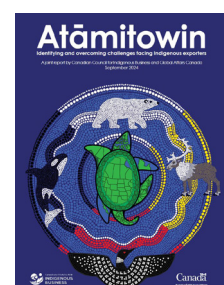
Sponsor: Natural Resources Canada



Atāmitowin: Export Experiences of Indigenous Entrepreneurs

Published: Sept. 18, 2024

Partner: Office of the Chief Economist - Global Affairs Canada



Skills for Inclusive Workplaces and The Advancement of Indigenous Peoples

Published: Spring 2024

Partner: Diversity Institute

Sponsor: Future Skills Centre

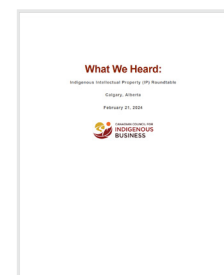


What We Heard: Indigenous Intellectual Property (IP) Roundtable – Calgary, AB

Published: Feb. 21, 2024

Partner: University of Calgary, Innovate Calgary, Economic Development Lethbridge

Sponsor: Government of Canada, Innovation, Science and Economic Development



Public Policy

Throughout 2024, CCIB continued to advocate for Indigenous inclusion across all levels of government, driving economic development and policy change for Indigenous Peoples while advancing economic reconciliation for the prosperity of all Canadians.

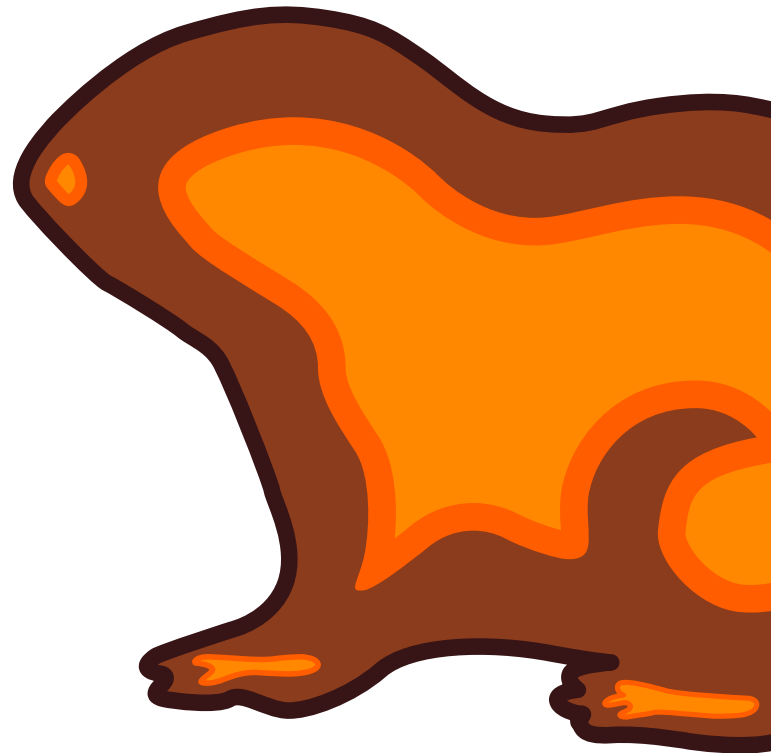
CCIB's public policy advocacy continued to focus on addressing barriers for Indigenous businesses, facilitating opportunities, and improving policy decisions in three key areas:

- Economic inclusion
- Access to procurement
- Access to markets

CCIB also worked on several initiatives to support Indigenous prosperity and well-being by assisting government policy development and program design. Additionally, the goal was to facilitate the distribution of these opportunities to Indigenous entities whenever possible. Key initiatives include:

Advocating for Indigenous businesses' interests, inclusion, and economic reconciliation

- Collaborated as part of the First Nations Economic Council and participated in the First Nations Economic Forum in Winnipeg to advocate for increased support for Indigenous small businesses through funding and programming.
- Provided testimony to the Standing Senate Committee on Indigenous Peoples (APPA) regarding the implementation of the UNDA Action Plan and the importance of making progress on actions relating to economic development, service transfer, and procurement.
- Provided testimony to the Standing Committee on Indigenous and Northern Affairs INAN on the topic of tax revenues from businesses on First Nations territories and the importance of Indigenous community-based economic development.

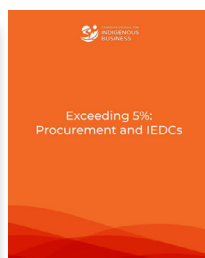


Improving Indigenous procurement policies and processes

- Engaged with Indigenous Services Canada (ISC), Public Services and Procurement Canada (PSPC), and other relevant federal departments to advocate for the importance of Indigenous procurement and provide recommendations to improve Indigenous procurement processes.
- Presented to the Standing Senate Committee on National Security, Defence and Veterans Affairs (SECD) and highlighted the benefits of Indigenous procurement in defence, the capability of Indigenous businesses to engage, examples of Indigenous businesses in the sector and their impacts, and how defence procurement policies and processes could be modified to better support economic reconciliation.
- Presented to the Standing Committee on Government Operations and Estimates (OGGO) on the importance of Indigenous procurement and its contributions to socio-economic development, as well as how to refine processes to support Indigenous businesses.
- Published three procurement policy briefs providing insight into wise practices for growing federal and regional Indigenous procurement and the importance of supporting IEDCs to engage in procurement.

Supporting Indigenous businesses to go global

- Presented on a panel at the WTO, highlighting the importance of Indigenous trade, key findings from CCIB's research and policy work on the topic, and recommendations for increasing Indigenous trade.
- Partnered with GAC to organize an Indigenous Trade Symposium in Ottawa, involving Indigenous businesses and government representatives, to raise awareness of Indigenous trade issues and workshop policy solutions.
- Engaged with government through GAC's Indigenous Working Group on Trade to provide views on relevant trade issues.
- Advocated for Indigenous-specific chapters in the Canada-Ecuador Free Trade Agreement.
- Supported Indigenous export development by organizing several webinars to provide information and sharing opportunities for trade missions with Indigenous businesses.
- Presented on a panel to discuss Indigenous international trade and inclusion at the Indo-Pacific forum.



Research and Public Policy in 2024: By The Numbers

Webinars and Events

16

Webinars with
11 unique
organizations

10

10 Roundtables
and Events

170+

Webinar
Participants

300+

Roundtable and
Event Guests

Projects

9 Completed

11 Underway

Publications

8 Reports

3 Briefs

2 Infographics

Key Audiences

Indigenous SME Owners in:

- Southern Ontario
- Saskatchewan
- New Brunswick
- Alberta
- Nationwide (including other parts of Ontario)
- International (Australia, Brazil, Chile, Ecuador, US, Mexico, New Zealand)
- Focus on Exporting SMEs

Learn more at www.ccab.com/research

MARKETING & COMMUNICATIONS

Through the Indigenous Business Report, e-newsletter, social media, media relations, and a refreshed brand CCIB has amplified the voice of the Indigenous economy, driving meaningful connections and empowering its members.

Brand Refresh

In 2024, CCIB was thrilled to mark its 40th anniversary with a new name and refreshed branding, including new logos for the organization and its programs.

The brand refresh was more than just logos—it was about reaffirming CCIB’s dedication to supporting Indigenous businesses and fostering economic growth in Indigenous communities. The new look reflects CCIB’s past while embracing the future, symbolizing our commitment to continued growth and innovation.

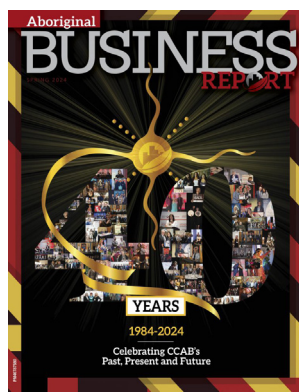
Through an RFP process, [pipikwan pêhtâkwan](#), an Indigenous-owned communications agency and a Certified Indigenous Business (CIB) based in Edmonton, AB, was selected to help with the brand refresh. We also collaborated with their Elder Coleen Garska to approach this work in a good way.

To complement this refreshed branding, Bloom + Brilliance, a CIB from Winnipeg, MB, was selected through an RFP process and began the important work of updating CCIB’s website to reflect the refreshed brand and improve user experience.



Indigenous Business Report

CCIB published four issues of the newly renamed Indigenous Business Report magazine, covering topics such as technology, a special 40th Anniversary edition, trades and construction, and Indigenous entertainment. Available in both print and digital formats, the magazine remains a key platform for showcasing Indigenous businesses. The magazine is available in both print and digital versions.



E-news & Opportunities

CCIB's bi-weekly e-newsletter, distributed to over 13,000 subscribers, including members, Indigenous businesses, and other stakeholders, further amplifies the CCIB message. Members were offered one complimentary member profile/advertorial and a discount on advertising packages to promote their business. This strategic communication vehicle helped facilitate business relationships and opportunities, strengthening CCIB's role in supporting the Indigenous economy.



CANADIAN COUNCIL FOR
INDIGENOUS
BUSINESS



BiWeekly Newsletter

Getting the Word Out

CCIB achieved significant media presence, securing over 4,000 media hits from interviews, articles, and mentions, resulting in a reach of almost 3 million individuals and a value equivalency of \$25 million. CCIB's social engagement across Facebook, Instagram, and LinkedIn was also able to drive continued brand awareness and website traffic.



Facebook - # of followers

7,700 Jan. 2024  8,210 Dec. 2024  **7% Increase in followers**





LinkedIn - # of followers

25,570 Jan. 2024  35,700 Dec. 2024  **40% Increase in followers**



Instagram - # of followers

2,300 Jan. 2024  2,860 Dec. 2024  **24% Increase in followers**

Speaking Engagements

In 2024, CCIB continued to broaden its outreach and connect with diverse audiences in Canada by engaging in almost 100 in-person events across over two dozen cities across the country.

See below for highlights from 2024's speaking engagements.

Date	Organization	Event/topic	Type	Location	Speaker
February 14	Trent University - School of Business	Entrepreneurship	Speaker	Peterborough	Angela Mark
February 27	Tribal Councils in Northern Ontario	Neeganii-Iishawin Gathering	Panel	Thunder Bay	Matthew Foss
February 28	NorthForge Technology Exchange	Intellectual Property Summit	Panel	Winnipeg	Cody Lewis
February 28	Buttcon	Buttcon Executive Leadership Team Strategic - Reconciliation	Keynote	Vaughan, ON	Tabatha Bull
February 29	CCIB	2 of 3 Webinar series: Funding your IP	Host	virtual	Angela Mark
March 7	CCIB	3 of 3 Webinar series: Enforcing your IP	Host	virtual	Angela Mark
March 19	Canada Coalition	Coalition for a Better Future - Economic Reconciliation	Panel	Ottawa, ON	Tabatha Bull
March 21	Max Bell School	"Unexpected Climate Connections/ Economic Development in Indigenous Communities as Climate Policy"	Panel	Toronto	Matthew Foss
March 23	Trent University - School of Business	Business Case Competition	Judge	Peterborough	Angela Mark
April 4	The Diversity Institute	Inclusive Entrepreneurship Webinar	Speaker	Virtual	Natalie Adams
April 8	RBC	Sustainable Business Conference	Panel	Toronto, ON	Tabatha Bull
April 9	Institute of Public Administration of Canada	Indigenous Economic Reconciliation	Panel	Virtual	Matthew Foss
April 9	Public Policy Forum (PPF) WONK	Awards Dinner	Attendee	Toronto	Angela Mark
April 17	Calgary Chamber of Commerce	Report to the Community 2024	Panel	Calgary	Matthew Foss
April 23	Chiefs of Ontario (COO)	First Nations Women's REACH Conference - Indigenous Women in Business	Speaker	Toronto	Angela Mark
April 23	Chiefs of Ontario (COO)	First Nations Women's REACH Conference - Indigenous Women in Business	Speaker	Toronto	Natalie Adams
April 24	Re\$earch Money Inc	The 23rd Annual Research Money Conference	Fireside Chat	Ottawa, ON	Tabatha Bull
April 25	International Women in Trade / CETA	Supporting Women in International Trade: EU Canada Trade Agreement	Roundtable participant	Toronto	Angela Mark

Date	Organization	Event/topic	Type	Location	Speaker
April 26	Ontario Chamber of Commerce	Annual General Meeting/ Advancing Economic Reconciliation	Speech	Timmins, ON	Matthew Foss
May 1	Kitchener-Waterloo Chamber of Commerce	A Path to Reconciliation with Tabatha Bull	Fireside Chat	Kitchener, ON	Tabatha Bull
May 3	Lethbridge Economic Development	High Level Innovation/ Indigenous Traditional Knowledge and Intellectual Property	Speech	Lethbridge, AB	Matthew Foss
May 7	London UK Indigenous Investment Summit	Canadian Indigenous Investment Summit	Panel	London, UK	Tabatha Bull
May 14	Forward Summit	Beyond the 5%: The Power of Procurement	Moderator	Calgary	Philip Ducharme
May 15	Canadian Propane Association	National Leadership Summit	Keynote	Ottawa, ON	Tabatha Bull
May 21	Senate of Canada	Standing Senate Committee on Indigenous Peoples	Speech	Virtual	Matthew Foss
May 22	Institute of Corporate Directors	Cultivating Business Partnerships with Indigenous Peoples in Canada	Panel	Toronto, ON	Tabatha Bull
May 24	Innovation, Science and Economic Development Canada	ElevateIP All Recipient Meeting/ Underrepresented Group Panel	Panel	Virtual	Matthew Foss
May 27	CCIB / OCC	Growing the Indigenous Business Economy.	Moderator	Toronto	Angela Mark
May 29	CCIB	40th Anniversary/Technology and Indigenous Business: A Conversation on Challenges Affecting Indigenous Businesses and Communities	Panel	Toronto	Matthew Foss
June 3	Globe and Mail / Mastercard	Connection and scale through technology	Roundtable participant	Toronto	Angela Mark
June 4	Algoma University	Intellectual Property Rights and Indigenous Businesses Workshop	Panel	Virtual	Cody Lewis and Andy Avgerinos
June 4	OPBA (Ontario Public Buyers Association)	Fireside Chat with Jason Thompson	Moderator	Thunder Bay	Natalie Adams
June 4	OPBA (Ontario Public Buyers Association)	An Overview of Indigenous Procurement	Speaker	Thunder Bay	Natalie Adams

Date	Organization	Event/topic	Type	Location	Speaker
June 5	Indigenous and Northern Affairs Government of Canada	INAN hearing Tax Revenues from Businesses on First Nation Territories	Speech	Ottawa	Matthew Foss
June 5	Canadian Fuels Association	2024 Canadian Fuels Association Annual Corporate Event/ Impact of energy development on Canadian communities	Panel	Ottawa	Matthew Foss
June 6	Indigenous Partnerships Success Showcase	Update on Indigenous Business in Canada: 2024 and Beyond	Moderator	Vancouver	Philip Ducharme
June 7	Loyalist College	Loyalist College Convocation	Guest Speaker	Belleville, ON	Tabatha Bull
June 12	DMG Events	Global Energy Show/ Indigenous Equity Partnerships: Current state and looking forward to 2030	Panel	Calgary	Matthew Foss
June 12	Toronto Association for Business and Economics (TABE)	Indigenous Economy in Canada - Challenges and Opportunities	Speech	Toronto	Cody Lewis
June 18	CORFO (Production Development Corporation)	Annual gathering of Indigenous business/CCIB	Panel	Santiago, Chile	Matthew Foss
June 19	Canada-Chile Chamber of Commerce	CCIB	Speech	Santiago, Chile	Matthew Foss
June 19	Rio Tinto	Indigenous Business and Entrepreneurial Opportunities	Panel	Virtual	Tabatha Bull
June 24	RBC Climate Action Institute	Fostering Canadian Climate Competitiveness	Panel	Toronto, ON	Tabatha Bull
July 3	City of Toronto	Indigenous Economic Roundtable - Action Plan for Toronto's Economy	Roundtable participant	Toronto	Angela Mark
July 3	City of Toronto	Indigenous Economic Roundtable - Action Plan for Toronto's Economy	Roundtable participant	Toronto	Natalie Adams
July 5	Les Rencontres Economiques	The 24th Edition of Les Rencontres Économiques	Panel	Aix-en-Provence, France	Tabatha Bull
July 18	Intellectual Property Institute of Canada	IP Course/Indigenous Traditional Knowledge	Speech	Montreal	Matthew Foss
July 29	CCIB / OCC	Roundtable on Equitable Sourcing: Strengthening Indigenous Procurement and Partnerships	Roundtable participant	Toronto	Natalie Adams
August 19	Association of Municipalities of Ontario	Women's Leadership Forum	Panel	Ottawa, ON	Tabatha Bull

Date	Organization	Event/topic	Type	Location	Speaker
September 12	World Trade Organization	World Trade Organization Public Forum 2024	Panel	Geneva, Switzerland	Tabatha Bull
September 17	Future Skills Centre/ Toronto Metropolitan University	Insights in Action/Leadership and Skills Development	Panel	Toronto	Matthew Foss
September 18	Forestry Products Association of Canada	Annual Conference/Indigenous Inclusion in the Forestry Sector	Panel	Ottawa	Matthew Foss
September 19	Global Affairs Canada	Co-presentation of Atāmitowin to the Indigenous Working Group	Co-presenter	Virtual	Cody Lewis and Andy Avgerinos
September 24	OGGO Committee Meeting	Indigenous Procurement	Witness	Ottawa	Philip Ducharme
September 25	Edelman / Rotman	Voices of Trust - Indigenous Peoples & Trust	Panel	Toronto	Angela Mark
September 26	Future Skills Centre/ Toronto Metropolitan University	Insights in Action/Leadership and Skills Development	Panel	Regina	Matthew Foss
September 26	City of Brampton	National Day for Truth and Reconciliation Event	Panel	Brampton	Cody Lewis
September 30	Innovate Calgary	Indigenous IP Video	Speech	Virtual	Cody Lewis
October 1	Ontario Chamber of Commerce	Chamber Connctions	TV Show	Toronto, ON	Tabatha Bull
October 2	Lloydminster Chamber of Commerce		Speech	Lloydminster, SK	Matthew Foss
October 3	Elevate	Elevate Festival	Moderator	Toronto, ON	Tabatha Bull
October 8	Sobeys	Sobeys Supporting Diverse Suppliers	Panelist	Virtual	Natalie Adams
October 11	Alberta Forest Products Association	Annual Conference/Indigenous Inclusion in the Forestry Sector	Panel	Banff, AB	Matthew Foss
October 15	Global Affairs Canada	Indigenous Peoples Economic and Trade Cooperation Arrangement (IPETCA) Event organized by New Zealand	Guest Speaker	Virtual	Andy Avgerinos
October 16	University of Calgary School of Public Policy	Canada's Productivity Summit/ Indigenous Inclusion	Panel	Calgary	Matthew Foss
October 16	CCIB Indigenous Procurement Event	Indigenous Procurement in Government	Moderator	Enoch, AB	Natalie Adams

Date	Organization	Event/topic	Type	Location	Speaker
October 17	Indigenomics	Indigenous Procurement	Panel	Toronto	Angela Mark
October 22	Devonshire Institute and Resource Group -	Indigenous Rights and Sovereignty in a Natural Resource Context	Roundtable participant	Toronto	Angela Mark
October 23	Best Defence Conference	Indigenous Economic Development	Moderator	London	Philip Ducharme
October 24	Global Affairs Canada	The Canada-United States-Mexico Agreement (CUSMA) SME Committee - Virtual Brown Bag Lunch	Guest Speaker	Virtual	Matthew Foss
October 27	National Indigenous Education Symposium (NIES) Halifax Oct 2024	Symposium	Contributor	Halifax, NS	Angela Mark
October 28	Colleges and Institutes Canada (CICan) and the Indigenous Institutes Consortium (IIC)	National Indigenous Education Symposium	Panel	Halifax, NS	Tabatha Bull
October 28	Innovation, Science and Economic Development Canada (ISED)	Speakers' Spotlight Series	Guest Speaker	Ottawa, ON	Tabatha Bull
October 29	City of Toronto	Indigenous Procurement Engagement Session	Roundtable participant	Toronto	Natalie Adams
October 30	ESG Summit Canada	ESG Summit Canada 2024	Panel	Toronto, ON	Tabatha Bull
November 5	IESO First Nations Energy Symposium	Increasing Indigenous Participation in Procurement and Supply Chain Opportunities	Panelist	Toronto	Natalie Adams
November 7	Profoundry Globe Series	Post US Election Webinar	Panel	Virtual	Tabatha Bull
November 20	Canada Science and Policy Conference	Staying Power in Canada's Startup Scene	Panel	Ottawa	Matthew Foss
November 21	Ontario Chamber of Commerce	Annual Conference/Indigenous Inclusion	Panel	Toronto	Matthew Foss
November 26	Comprehensive and Progressive Agreement for Trans-Pacific Partnership	Indigenous Trade	Panel	Vancouver	Matthew Foss
November 27	Comprehensive and Progressive Agreement for Trans-Pacific Partnership	Inclusive Trade	Panel	Vancouver	Matthew Foss

Date	Organization	Event/topic	Type	Location	Speaker
November 28	OneHoop	2024 National Indigenous Defence Conference	Panel	Ottawa, ON	Tabatha Bull
December 3	CCIB	Supply Change Webinar with ATB	Host	Virtual	Natalie Adams
December 3	International Labour Organization (ILO)	Dialogue on just transition with Indigenous and Tribal Peoples	Contributor	Belém, Brazil	Angela Mark
December 5	CCIB	CCIB Presents: Scaling, Strengthening, and Supporting Financial Wellbeing with Indigenous Businesses Roundtable	Facilitating	Gatineau, QC	Matthew Foss
December 6	CCIB/Global Affairs Canada	Symposium on Indigenous Trade - Indigenous business panel discussion on export challenges	Panel	Ottawa	Matthew Foss
December 6	CCIB/Global Affairs Canada	Symposium on Indigenous Trade - Protecting Indigenous intellectual property	Panel	Ottawa	Cody Lewis
December 6	CCIB/Global Affairs Canada	Symposium on Indigenous Trade - Highlights from Adàwe & Atāmitowin	Speaker	Ottawa	Lucas Alexiou
December 6	CCIB/Global Affairs Canada	Symposium on Indigenous Trade	Co-host	Ottawa	Andy Avgerinos
December 12	Global Affairs Canada	Meeting with Ecuadorian Indigenous Delegates	Facilitating	Virtual	Cody Lewis



CANADIAN COUNCIL FOR
INDIGENOUS
BUSINESS

FINANCIAL SUMMARY

FINANCIAL SUMMARY 54

Report of the Independent Auditor On The Summary Financial Statements

To the Members of
Canadian Council for Indigenous Business
Conseil canadien pour l'entreprise autochtone

Opinion

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2024 and the summary statement of operations and changes in net assets for the year then ended, are derived from the audited financial statements of Canadian Council for Indigenous Business/Conseil canadien pour l'entreprise autochtone (the "Council") for the year ended December 31, 2024. We expressed an unmodified audit opinion in our report dated May 22, 2025.

In our opinion, the summary financial statements are a fair summary of the audited financial statements in accordance with Note 1.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the Council.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with Note 1.

Auditor's Responsibility

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

Toronto, Canada
May 22, 2025

Segal GCSE LLP
Segal GCSE LLP
Chartered Professional Accountants
Licensed Public Accountants

FINANCIAL SUMMARY 55

Summary Statement of Financial Position

As at December 31

2024

2023

Assets

Current

Cash and cash equivalents	\$ 4,208,711	\$ 4,288,870
Accounts receivable	539,226	476,569
Government remittances recoverable	283,699	243,000
Prepaid and deferred expenses	<u>240,422</u>	<u>246,405</u>
	5,272,058	5,254,844

Property and equipment

3,466 5,066

Intangible assets

56,788 68,896

\$ 5,332,312

\$ 5,328,806

Liabilities

Current

Accounts payable and accrued liabilities	\$ 532,660	\$ 617,868
Deferred revenue	1,350,531	1,657,905
Deferred contributions	<u>973,524</u>	<u>799,767</u>
	2,856,715	3,075,540

Net assets

2,475,597

2,253,266

\$ 5,332,312

\$ 5,328,806

FINANCIAL SUMMARY 56

Summary Statement of Operations and Changes in Net Assets

For the Year Ended December 31

2024

2023

Revenue

Membership fees	\$ 3,077,314	\$ 2,773,836
Fundraising events	2,156,953	1,302,960
Program funding	1,743,331	1,269,568
Canada Digital Adoption Program	1,357,944	1,190,051
Research projects	1,332,152	693,145
Interest Income	192,587	159,070
Other income	94,750	101,876
Donations	20,638	247,020
Tides Foundation (Google) grant	-	489,575
	<u>9,975,669</u>	<u>8,227,101</u>

Expenses

Canada Digital Adoption Program	1,357,944	1,190,051
Other Programs	1,312,962	1,024,228
Research projects	1,332,152	690,594
Tides Foundation (Google grant)	-	489,575
Other Expenses	<u>5,750,280</u>	<u>4,590,115</u>
	<u>9,753,338</u>	<u>7,984,563</u>

Excess of revenue over expenses for the year

222,331

242,538

Net assets – beginning of year

2,253,266

2,010,728

Net assets – end of year

\$ 2,475,597

\$ 2,253,266

Note 1: The summary statement of financial position and summary statement of operations and changes in net assets is presented in accordance with Management's internal summary template of the audited financial statements. The internal summary template only shows the total expenses and the overall change in net assets, and no further details are presented. No note disclosures are provided.



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