



ZN ADVISORY

ACHIEVING COMMUNITY
RESILIENCE TOGETHER

www.zn-advisory.com

What does the future look like?

- Robust governance structures and systems
- Dependable short-, medium- and long-term strategies and plans
- Sustainable economy and financial security
- Strong financial controls and administration
- Solid personnel management practices
- Healthy internal and external communications
- Sound information management practices
- Vibrant local workforce
- Progressive and prepared for climate change
- Independent and self-sufficient community

Please use the space to write down your vision...



Who we are

Established in 2013 and driven by strong ethical values, we are a result-oriented social enterprise that exists to serve Indigenous communities. We partner with our clients to build organizational resilience through offering governance, strategy and planning, management, and capacity-building services.

Our Pillars of Values:

Service

We always give 200% - the client's success is our success.

Compassion

We believe in taking care of the environment; listening deeply and supporting each other in pursuit of well-being and sustainability.

Growth

We are dedicated to strengthening our professional practice through a lifelong commitment to learning.

Trust

We believe in transparency and honesty. We collaborate with our clients as if we are part of the community.

Our Beliefs:

- We live in a world with finite resources.
- Indigenous peoples hold the key to long-term sustainability.
- People (clients and employees) are at the center of everything we do.
- Education is the gateway to success for individuals, communities, and nations.

Governance

Challenges

- Community confidence
- Lack of transparency and accountability
- Communication breakdown
- Lack of structures and systems

The ZN Solution

- Community engagement
- Codes, laws and by-laws
- Leadership evaluation and assessment
- Leadership induction and orientation
- Council secretariat
- Organizational structures
- Internal controls, policies, and procedures
- Process improvement
- Risk management
- Succession planning
- Regulatory compliance
- Comprehensive advisory services

Strategy and Planning

Challenges

- Absence of goals and direction
- Lack of planning
- Limited strategic thinking
- Poor organizational performance

The ZN Solution

- Community Resilience Plans
- Comprehensive Community Plans
- Strategic Plans
- Annual Operating Plans
- Business Plans
- Financial Plans
- Communications Plan
- Staff Development Plans
- Program Implementation Plans
- Project Management Plans
- Land Use Plans
- Training, Education and Employment Plans
- Health and Wellness Plans
- Economic Development Plans
- Food Security Plans
- Asset Management Plans
- Infrastructure Plans
- Climate Change Transition and Adaptation Plans



Management

Challenges

- Disorganization
- High staff turnover
- Limited capacity and resources
- Limited coordination of activities and objectives

The ZN Solution

Accounting and Finance	Human Resources	Operations
Financial analysis and planning	Job assessments and descriptions	General administration
Proposal and grant writing	Training, mentoring and coaching	Website development and maintenance
Annual budgeting and controlling	Recruitment and selection	Social media and communications
Cash flow management	Performance reviews and evaluations	Information technology
Year-end support	Succession planning	Information management systems
Financial statements review		Project and program management
Bookkeeping and accounting systems		

Capacity Building

Challenges

- Lack of innovation
- Limited capacity
- Lack of local facilities and resources
- Unstable organizations

The ZN Solution

Community planning	Importance of financial governance	Making informed management decisions
Leadership training	Role of accounting	Developing, monitoring, and controlling budgets
Entrepreneurial mindset	The accounting cycles	Strategic capital investment decisions
Accounting information management system	Constructing financial statements	
Economic development	Financial statements analysis	
Business planning and management	Significance of managerial accounting	
Coaching and development	Understanding costs and cost behavior	
Proposal and grant writing		
Project planning and management		

**WE REMOVE THE
ROADBLOCKS SO
YOU CAN BUILD A
VIBRANT AND
RESILIENT
COMMUNITY.**



Our Expertise

Although set up as a for-profit entity, we operate as a purpose-driven enterprise that supports Indigenous peoples to get their rightful place within the Canadian context by embedding resilience within their organizations through their input.



Governance

We assist our clients so they can establish strong decision-making structures and create accountability within their organizations. We do this by exploring key questions such as who has a voice in the decision-making process, what does the process look like, who makes the decisions and how are decision-makers held accountable.



Strategy and Planning

We design unique plans based on our clients' needs at the grassroots level. Our solutions vary between short, medium and long-term plans. We help ensure fiduciaries think about the journey and document all thoughts. With input from the community or organization, we create codified plans, evaluate and mitigate risks in a structured way to help our clients stay focused.



Management

We assist our clients with instituting tools that lead to sustainable community operations and sound decision making. Once instituted properly, the client does not typically require our service nor other external assistance for day-to-day management of their operations because we develop capacity as we go. Following that, our services may be engaged for specific projects or at the client's request.



Capacity Building

We offer customized training courses and workshops that are developed in response to the client's specific needs. We currently offer workshops and courses that range from half a day up to 40 hours. We share our processes, resources and knowledge with our clients while collaborating so that one day we are no longer needed, and true sustainability can be achieved.

Your Success is Our Success

We have helped our clients excel in

- Community governance and administration
- Community-based, regenerative and renewable initiatives
- Economic development services
- Public works
- Social services

We have collaborated with our clients on

- Development of membership, elections, and governance codes
- Development of community laws and organizational policies and procedures
- Creation and implementation of organizational and management structures
- Codifying strategic community, business and departmental plans
- Setting up of customized accounting systems
- Setting up of robust records and information management systems
- Advancing personnel development and coaching
- Getting certification from First Nations Financial Management Board
- Development of websites, social media and other communication strategies
- Development of long-term investment strategies
- Preparation of short-, medium- and long-term planning and budgeting
- Advancing grants and proposals
- Preparing annual, bi-annual, quarterly and monthly reporting
- Organizing and coordinating youth training and employment programs

We have executed all of the above by actively engaging community champions and the beneficiaries of our clients.



Our Culture

fair people and client-centred
effective
supportive
transparent
adaptable
respectful
collaborative progressive
innovative forward-thinking
value-based **dedicated**
development-focused



BUILDING FROM COMMON GROUND.



Born and raised in a close-knit family in a culturally diverse community, the founder of ZN witnessed the aftermath of colonization and understood the value of knowledge to improve oneself and rest of the society. He learned about the inter-connectedness of everything and how our time, knowledge, skills and other material resources can be shared to improve the quality of life of the communities we live and breathe in. After moving to Canada, he met Indigenous peoples and observed their negative experiences with mainstream Canadian society since the European colonization. To gain better understanding of the issues and be part of the solution, he immersed himself, as an intern, with an Indigenous community in British Columbia. That experience enhanced his perspective and led him to become involved in pursuit of solutions.

Upon shared pasts, values and visions, ZN Advisory was founded and continues to work to fill the gap in organizational resilience and stability today.



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ZN Advisory is located on the unceded territories of the Coast Salish peoples – səliłwətaʔ (Tseil-Waututh), Skwxwú7mesh (Squamish), and xʷməθkʷəyəm (Musqueam) Nations. A result-oriented social enterprise dedicated to partnering with Indigenous communities to achieve organizational resilience, ZN Advisory collaborates with clients by providing governance, strategy and planning, management, and capacity-building services.

